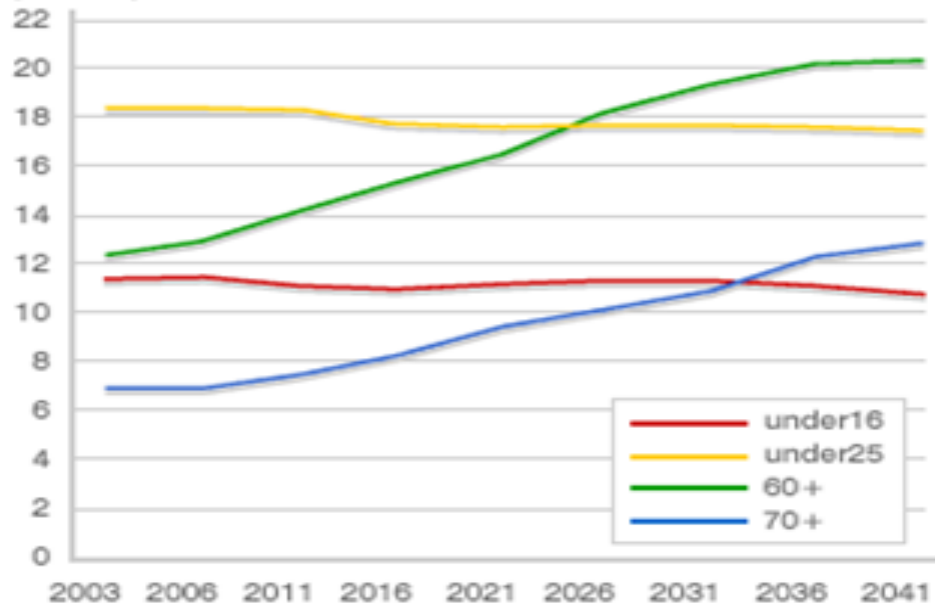


# Headlines and Statistics

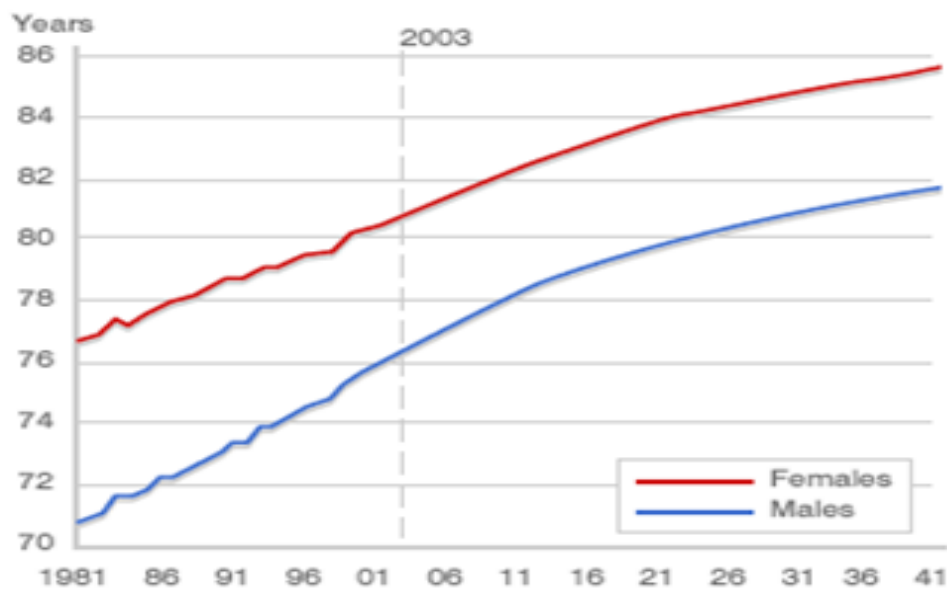
## UK's ageing population

Projected population by age  
(millions)



Source: Government Actuary's Dept (2003 projections)

## Life expectancy at birth



Source: Government Actuary's Dept

## **CIPD Survey “ Employee outlook: focus on an ageing workforce” 2011**

- 51% of those aged over 65 saying that they had received no training in the last three years, compared to 32% across all age groups.
- 46% aged 65 and above have had a formal performance appraisal either once per year or more frequently, compared to 65% of all employees.
- 44% of employees aged 65 and above have not had a formal performance appraisal in the last two years or ever, compared to a survey average of 27%.
- 51% of those aged over 65 saying that they had received no training in the last three years, compared to 32% across all age groups.
- Of those who felt their physical ability to do their job has declined as they got older, 76% said that their employer had made no adjustments.
- Where employers had made adjustments, employees report that access to occupational health services (7%), offering a reduction in hours (7%) and flexible working (6%) were the most common.

## **The Generation Gap**

- **Gen Z** – (born after 1991) ??
- **Gen Y** - (born after 1982) thinks Gen X are a bunch of whiners, average stay in a job is 2 years, want and need coaching and mentoring.
- **Gen X** - (1961 to 1981) thinks Gen Y are arrogant and entitled, began to question employer loyalty and view the world with scepticism.
- **Baby Boomers** - (1946 to 1964) all think are self-absorbed workaholics. Socio economic factors begun to cast a doubt on the possibility of retirement.
- **Veteran** – (pre 1945) frugal, loyal and conforming to organisations and society.

