

**Manchester City Council  
Report for Information**

**Report to:** Economy Scrutiny Committee – 20 June 2019

**Subject:** Overview of the economic characteristics of Manchester's population aged 50-64 and the implications for their economic participation

**Report of:** Age-Friendly Manchester Lead

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**Summary**

An analysis of the economic characteristics of Manchester 50-64 year old highlights some of the significant health challenges for this group. New approaches need developing to respond to the challenge to support people to be able to remain in work for longer, address the significant health challenges people face and create new opportunities for the most marginalised. Devolution of Health & Social Care and Adult Education provides an opportunity to think differently across budgets and commissioned services.

**Recommendations**

To note this report, the accompanying slide pack and consider the implications for the economic participation on Manchester's 50-64 year olds.

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**Wards Affected:** All

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**Alignment to the Our Manchester Strategy Outcomes (if applicable)**

Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	Supporting more of Manchester's 50-64 years to be able to stay well in work for longer or to return to work quickly will improve Manchester's employment rate for this group.
A highly skilled city: world class and home grown talent sustaining the city's economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Better promoting employment and support opportunities for Manchester's 50-64 years olds and creating new approaches for those that are most marginalised will have a positive impact across many of Manchester's neighbourhoods.

A liveable and low carbon city: a destination of choice to live, visit, work	
A connected city: world class infrastructure and connectivity to drive growth	

**Contact Officers:**

Name: Philip Bradley  
Position: Age-Friendly Manchester Lead  
Telephone: 07908 669 868  
E-mail: p.bradley@manchester.gov.uk

Name: Elisa Bullen  
Position: Directorate Lead - Corporate Intelligence  
Telephone: 07940 103 857  
E-mail: e.bullen@manchester.gov.uk

**Background documents (available for public inspection):**

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

Economic Characteristics of Manchester's 50-64 years olds - slide pack  
Manchester's Ageing Strategy 2017 - 2021 Manchester: a great place to grow older  
Manchester Work & Skills Strategy 2016 -2021

## **1.0 Introduction**

This report introduces the accompanying slide pack that looks at the economic characteristics of Manchester's 50-64 year olds and updates on activity undertaken to generate fresh ideas in response to the challenges identified from this analysis.

## **2.0 Background**

Economy Scrutiny last received a repost on this issue in September 2018. That report concluded that;

Residents over the age of 50 in Manchester are more likely to be economically inactive; less likely to be highly skilled; and more likely to suffer from poor health. The evidence suggests that being out of work with poor health when you are 50 plus means that as they age, these residents will become more socially isolated, increasingly unhealthy and more dependent on services than if they had worked. Getting more of the City's residents who are over 50 economically active and maintaining those who are in the labour market at work as they age, will have a very positive impact on their health and wellbeing, as well as generate a significant contribution to the local economy.

Given this priority in the Population Health Plan, Age Friendly Strategy and work of the Work and Skills Board, it was felt it was timely to increase the focus on this area of work.

### **Economic characteristics of Manchester's 50-64 year olds**

This forms the main part of this agenda item and a separate slide pack that accompanies this short report will be presented at the meeting.

The key messages in the analysis are that there are significant underlying and long term health conditions affecting more than half of Manchester's 50-64 year olds and their ability to maintain good work. A large proportion of these are on Employment Support Allowance (ESA), with only 15% of Manchester's out of work 50-64 years old on Job Seekers Allowance or Universal Credit. Of the 80% that are on ESA, 77% of these are in a 'support group' so are not required to undertake interviews or work related activity. Only 2,587 of 50-64 years old in receipt of an out of work benefit are actively required to look for work.

A set of radically alternative approaches needs developing to support this group with their journey back into employment and training where this is possible, but also to support this group to be better engaged in their local communities, make a positive contribution and participate in other activities that can help them age well. The over 50s population does less well on programmes to support those with long term health conditions back in to work, such as Working Well, however there have been some successes for local programmes such as Healthy Manchester.

The accompanying slide pack has already been shared with Exec Members and SMT and in summary the comments received there have mainly focussed on the

needs to address the barriers to the ESA group becoming re-engaged in their communities and the support, advice and opportunities available to them.

### **Stepping Up to the Age-Friendly Employment Challenge Workshop**

A workshop was held in mid-May to help further develop our thinking and to help facilitate a process that begins to identify key new approaches. This workshop drew on the expert insight of key organisations both nationally and locally. The Centre for Ageing Better (CFAB), a charity funded from The National Lottery Community Fund, working to create a society where everyone enjoys a good later life; and Manchester Business School provided an update on current evidence and good practice. This revealed that currently there is little widespread good practice. Other stakeholder organisations including DWP, Barclays Bank, the Royal Exchange, Manchester Local Care Organisation and key Manchester City Council departments also attended. The workshop spent time exploring three key areas; employment, health and social inclusion.

The key areas scoped for further development included;

- **Employment**  
A need to develop a stronger evidence base of what works in Manchester, better engagement with employers via employer networks and a push to positively promote apprenticeships and increase the number of employers with age-friendly practice in place.
- **Health**  
Improve access to information at GP practices of the support programmes & social activities available, including timetables of activities such as those provided by MCRactive. Promote the uptake of Midlife MOTs and improve ways to support people to better self-manage.
- **Social Inclusion**  
Develop targeted approaches via cultural partners and neighbourhood based groups to reach the most marginalised out of work people, in turn better linking these initiatives up. For those that are ready, help move on and progress to increased levels of volunteering and activity. Explore the potential for 'Social MOTs' and linking these to Manchester's Health & Support offer.

### **Next Steps**

Further sessions are planned, being led by a range of partners to develop these initial thematic ideas further, drawing on the expert insight and commitment of those that attended the first workshop amongst others.

### **Conclusion**

New approaches need developing that build an evidence base for what works. There will be different initiatives for different groups.

Devolution of Health & Social Care and Adult Education provides an opportunity to think differently across budgets and commissioned services. The link between learning and work and the positive impact this has on wellbeing needs strengthening.

The Greater Manchester Mayor Employer Charter - promoting the value of older workers in the workplace. Public Sector employers can lead the way with both their own employees, via commissioned services and through the supply chain in developing age-friendly employment practices.

There will be scope to learn and benefit from the approaches being developed by the Greater Manchester Combined Authority with the CFAB from their approach being developed to trial and develop a targeted employment and support offer for 50-64 year olds.

### **3.0 Recommendations**

To note this report, the accompanying slide pack and consider the implications for the economic participation on Manchester's 50-64 year olds.