

Education and Training in the UK: Inequalities over the life course

David Wilkinson (UCL and NIESR London)

Andreas Cebulla (NIESR, University of Adelaide)

Nathan Hudson-Sharp (NIESR)

Lucy Stokes (NIESR)

Motivation

- Older workers account for an increasing proportion of the workforce (Office for National Statistics, 2015)
- But employment rates drop from age 50 (Office for National Statistics, 2016)
- Recognition that government and employers have a role in helping people extend their working lives (Department for Work and Pensions, 2014)
- Employers appear unprepared for an ageing workforce (Chartered Institute of Personnel and Development, 2015; Parry and Harris, 2011; Department for Work and Pensions, 2017)
- The need to adapt jobs and accommodate downshifting can be overemphasised - many older people wish to continue developing throughout their careers (Smeaton et al, 2009)
- Chartered Institute of Personnel and Development advice: that employers need to accommodate older people by:
 - focusing on inclusive recruitment,
 - improving capability of line managers,
 - **investing in training** and performance management,
 - supporting health and wellbeing, and
 - facilitating flexible working.

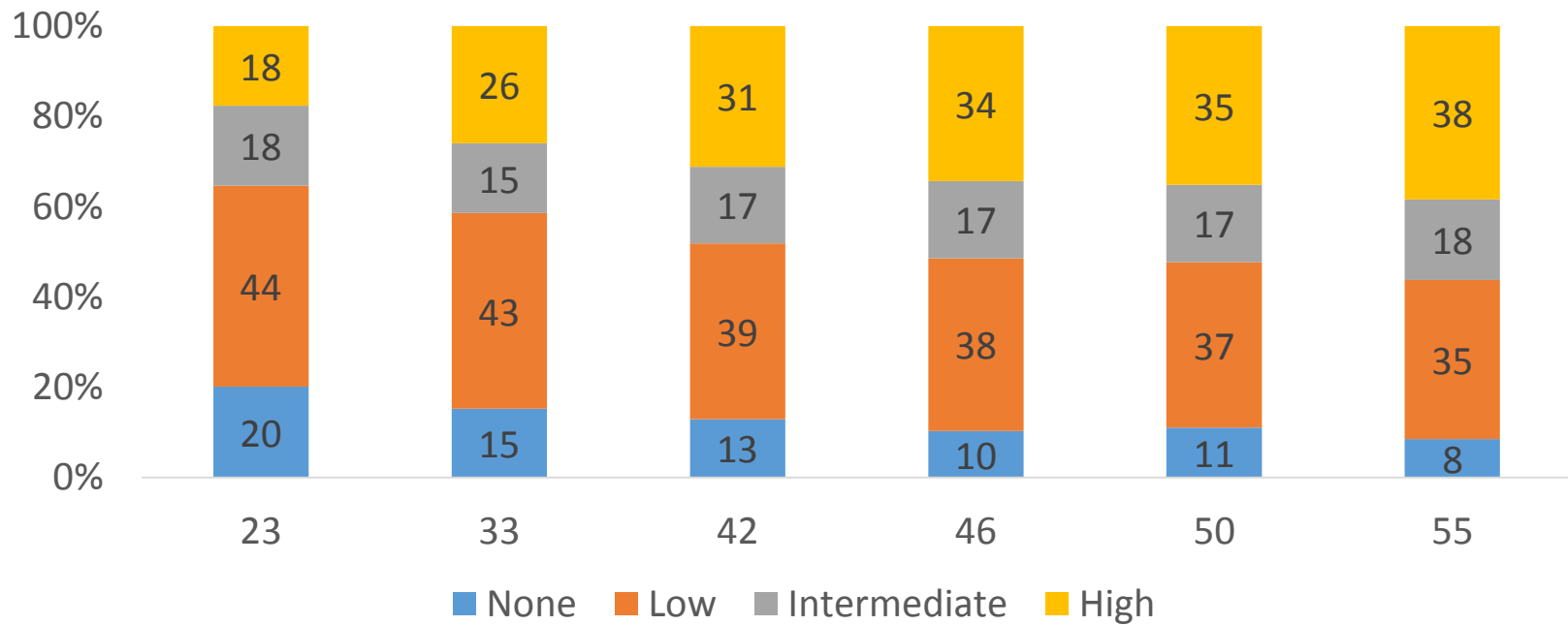
Outline of talk

- How do qualification levels change over the lifecycle?
 - Do older workers continue to upgrade their qualifications?
- How does work-related training vary over the lifecycle?
 - How many older workers have never received any work-related training?
- How do inequalities in undertaking of work-related training vary over the lifecycle?
- To what extent does the nature of work relate to qualification upgrading and participation in work-related training?
- How does the above relate to expectations of working past State Pension Age?

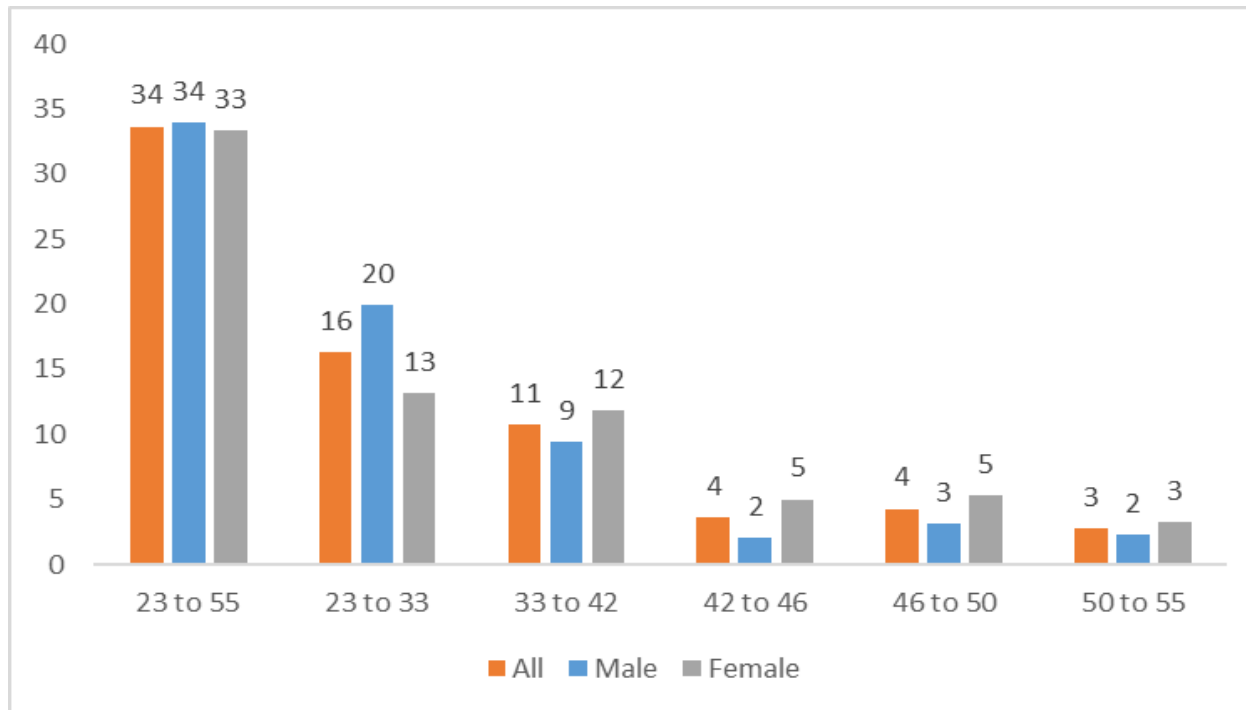
National Child Development Survey (NCDS)

- Follows the lives of around 18,000 people born in England, Scotland and Wales in a single week of 1958.
- Main sweeps:
 - Childhood – aged 7, 11 and 16
 - Adulthood, 23, 33, 42, 46, 50 and 55.
 - The next sweep will take place in 2020 – 2021.
- Plus sub-studies focused on specific issues.
- Includes collection of information on educational development, economic circumstances, employment, family life, health behaviour, wellbeing, social participation and attitudes.

Highest Qualifications over the life cycle



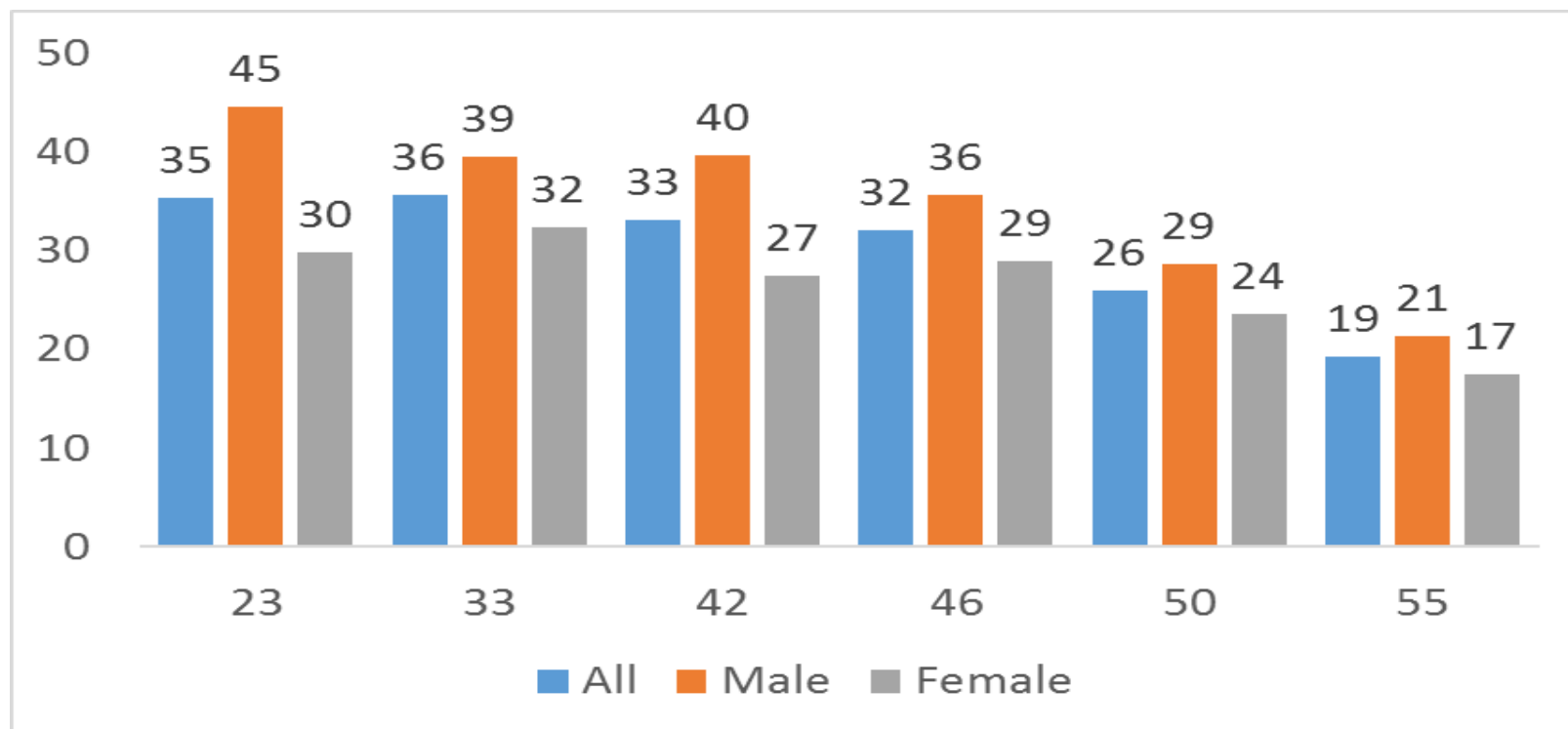
Percentage of Cohort Members who upgraded their qualifications



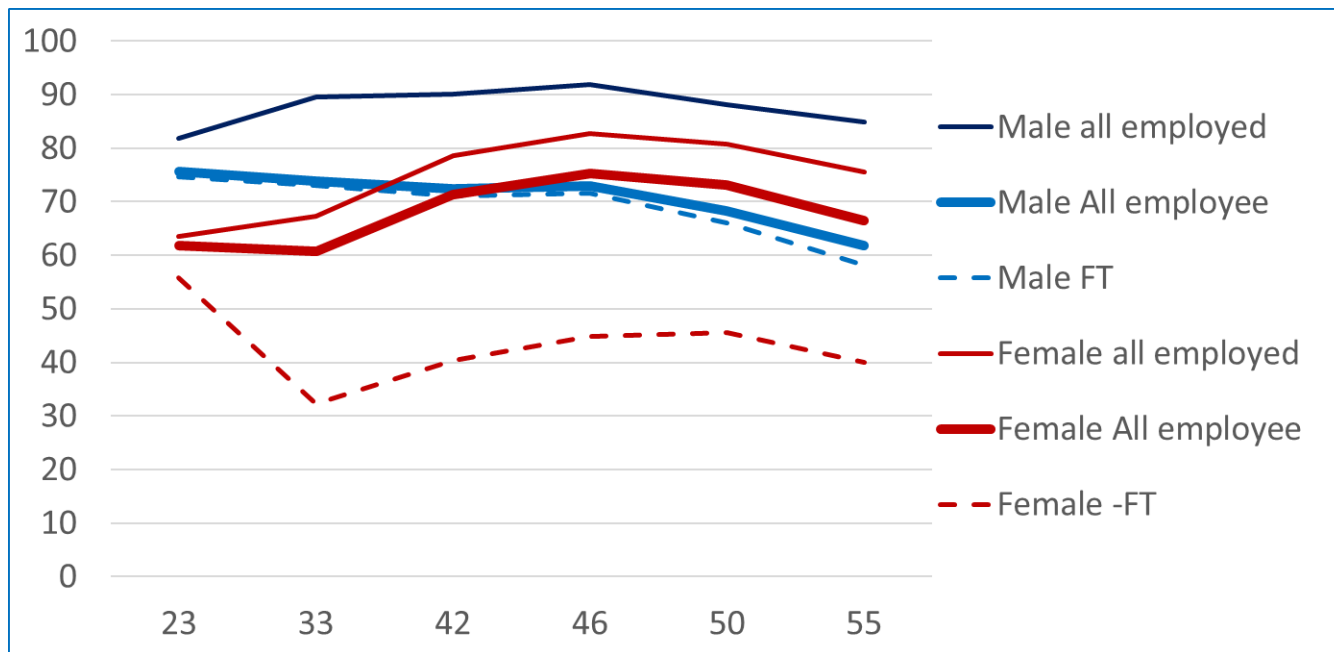
Work-related training

- [Not including anything you have already mentioned], since [date of last interview], have you taken part in any training courses connected with your job or a job you might do in the future which have lasted a total of 20 hours or more?

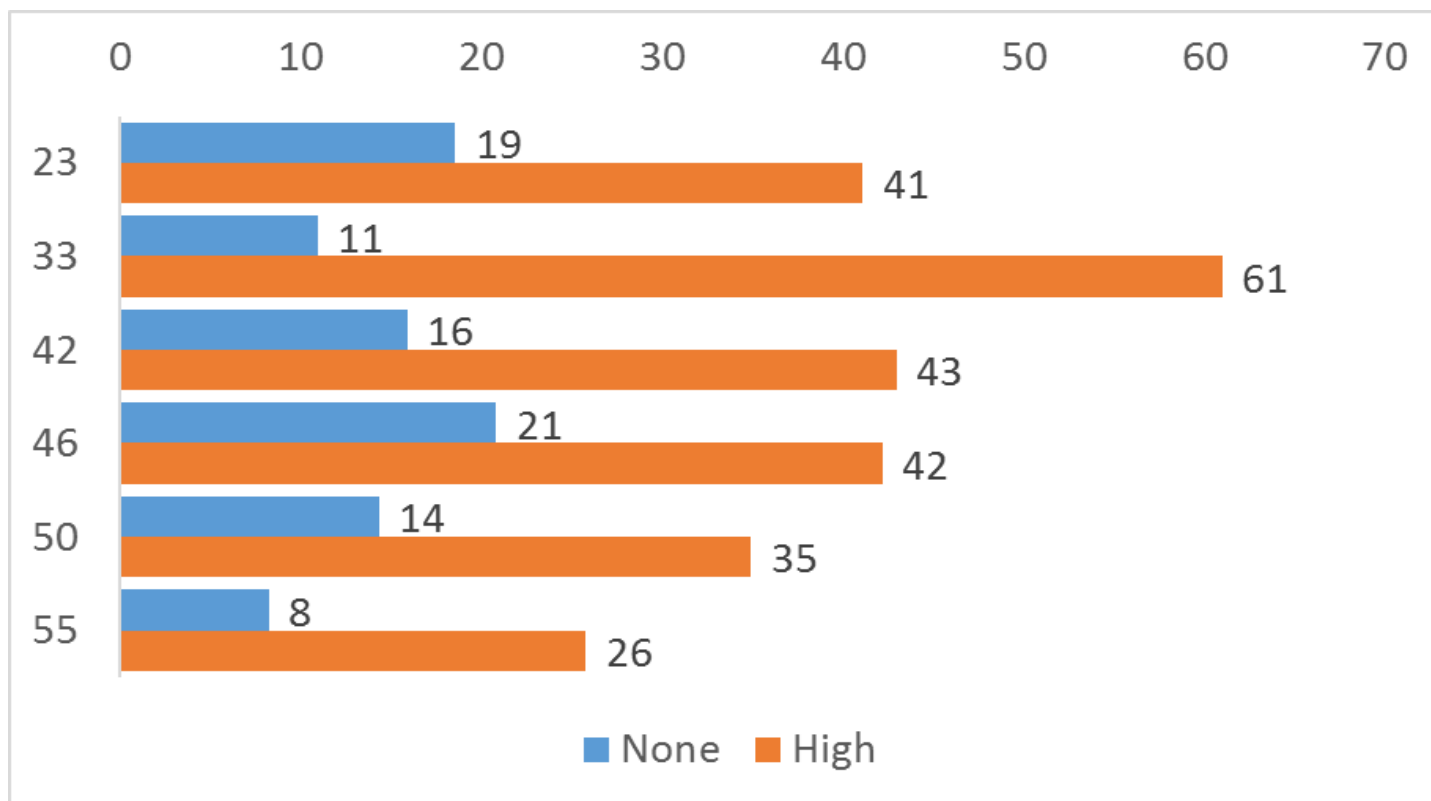
Percentage of Cohort Members undertaking work-related training by age



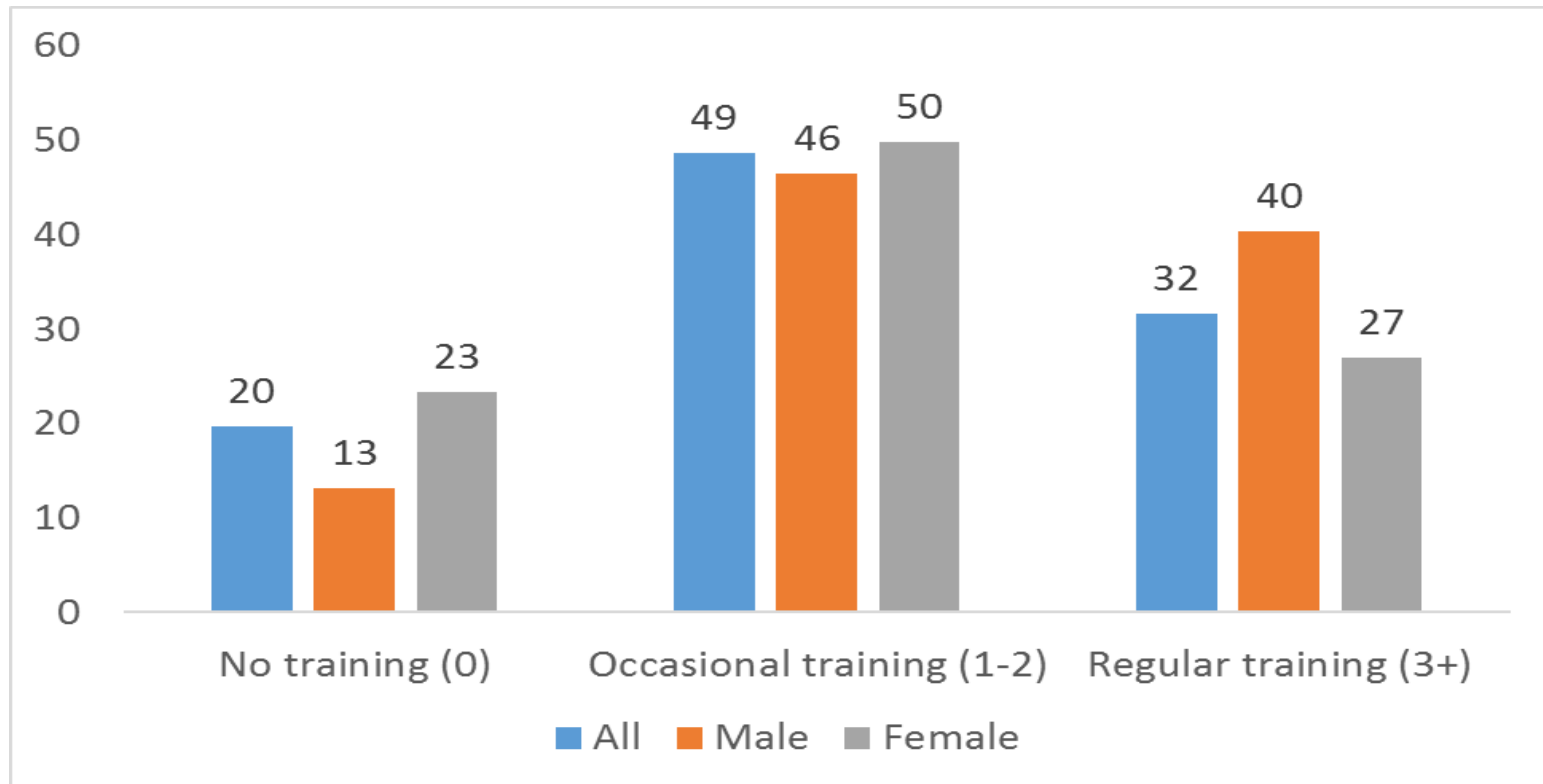
Employment participation rates



Inequalities in training (by qualification levels)



Regularity of Training



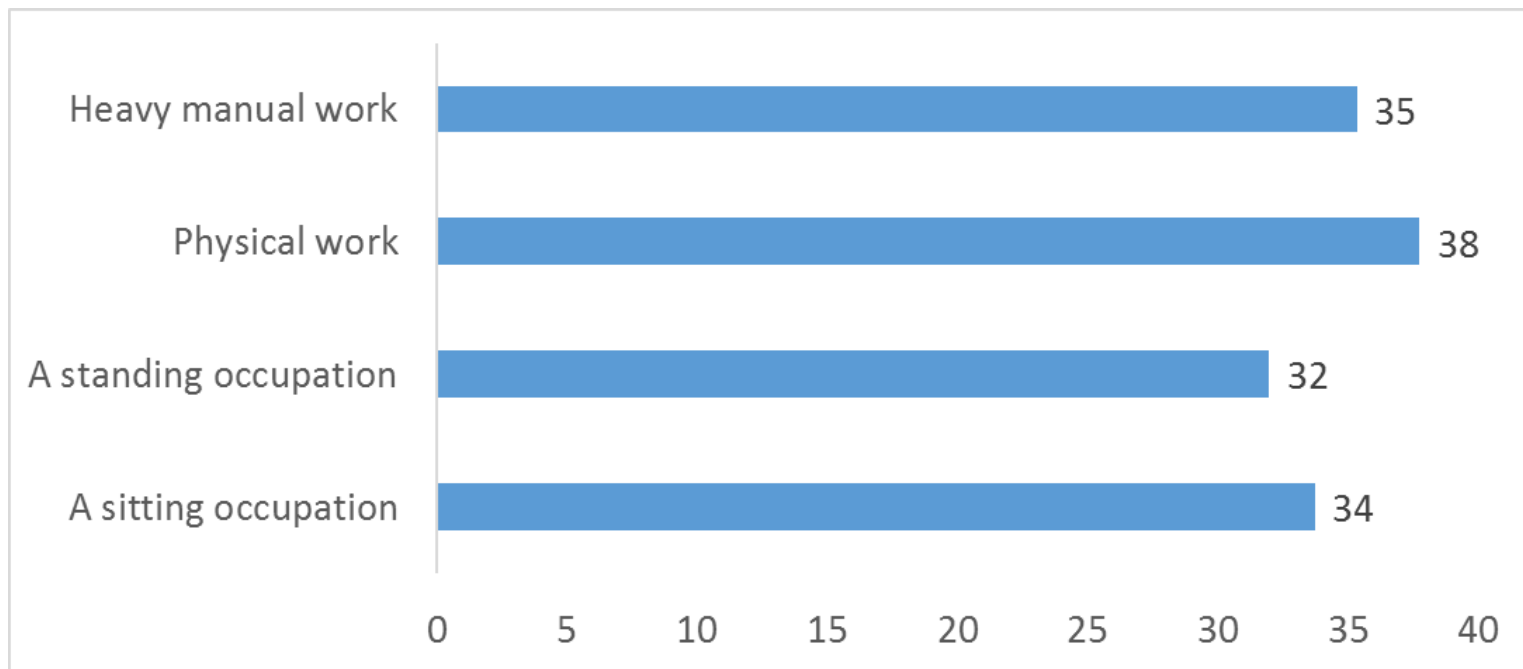
Does the type of work undertaken matter?

We would like to know the type and amount of physical activity involved in your work.

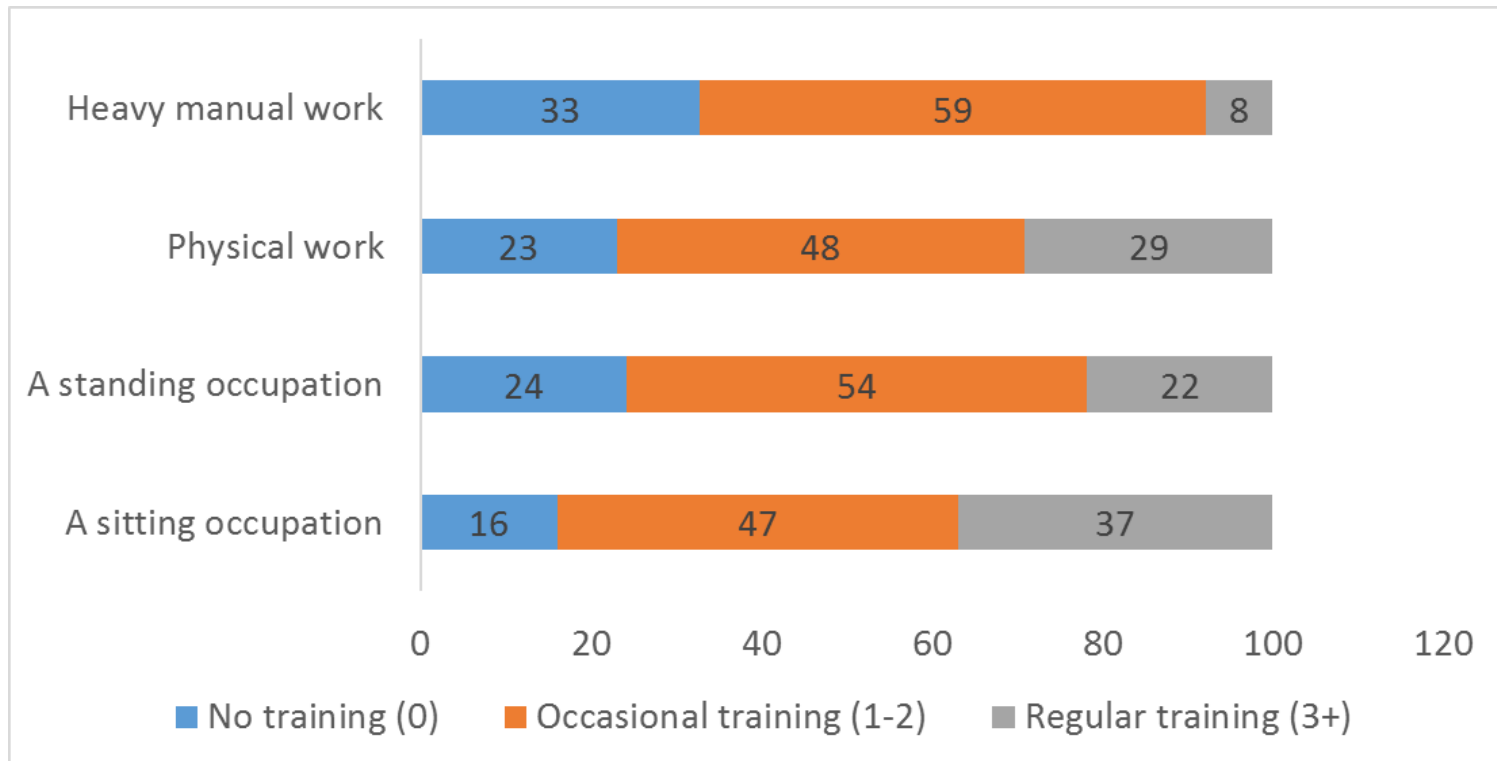
Which of the following best corresponds to your present activities?

- A sitting occupation
- A standing occupation
- Physical work
- Heavy manual work

Those doing manual/physical work more likely to upgrade their qualifications!
(low and intermediate)



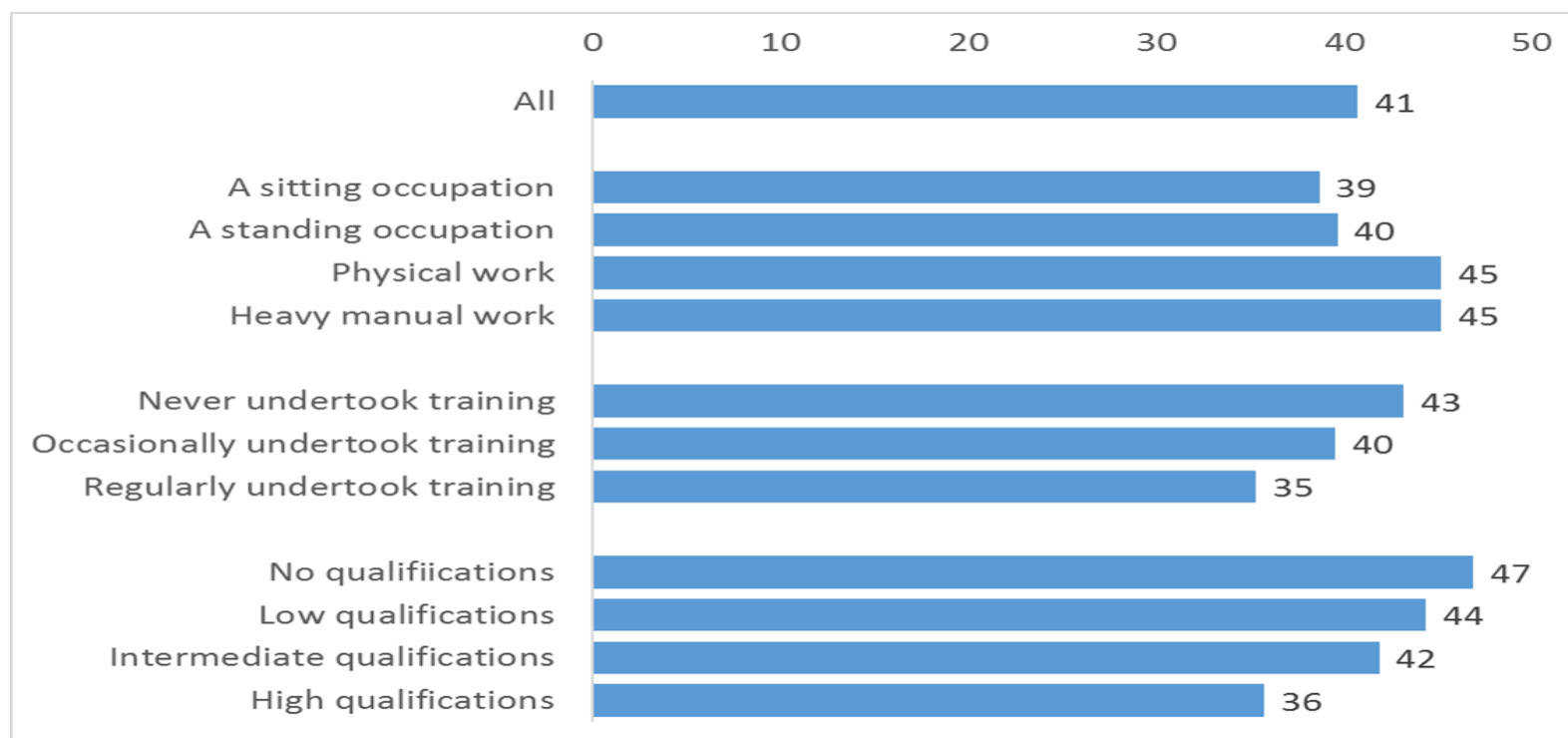
But they are much less likely to receive regular work-related training



How does this relate to work expectations in later life

- In the United Kingdom, State Pension age for those born in 1958 is now 66. On a scale from 0% to 100%, where 0% means there is absolutely no chance of it happening and 100% means that you are absolutely certain that it will happen, what are the chances that you will be working after you reach age 66?

Disadvantaged groups more likely to expect to work past State Pension Age



Conclusions

- People acquire higher qualifications throughout their lives
- Typically men do this in their 20s, but women catch up later
- Work-related training declines with age and is undertaken more by men than women at all ages and more by people with higher qualifications
- A significant proportion of people never undertake work-related training (more women than men)
- Those doing physical jobs more likely to upgrade qualifications, but also more likely not to undertake work-related training than those doing less physical jobs
- Workers with low/no qualifications; who don't get work-related training and doing physical work expect to work longer