

**RETENTION &
UPSKILLING
PROGRAMMES –
ESPECIALLY FOR OLDER
TALENT**

- To address the challenges of an ageing population:
 - Use **strategic workforce planning** to understand the diversity and skills profile of the workforce today vs future
 - **Improve recruitment practice** to eliminate bias
 - **Reskilling programmes** can help unlock the potential of experienced, older employees
 - Establishing **flexible working arrangements, such as phased retirements**
 - Better support for **employee health & wellbeing**. Poor health is one of the biggest reasons for economic inactivity among those in their 50s, given over 50% of over 60s have a long term health condition.
- CIPD: [Aged-diverse workforces](#)