Positive about older workers

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Fresh Steps: an innovative personal and professional development programme for older workers

Developed by

the springboard consultancy
The University of Central Lancashire
Preston, United Kingdom

- Modern university created in 1992
- Staff and student community of over 38,000
- Truly global institution
- Aim to provide equality of opportunity and working towards equality of outcomes
Staff at the University
Supporting the Future

- The demands of changing demographics
- Meeting the needs of the older worker
- Managing the world of stereotyping
Why ‘Fresh Steps’?

- Background to the research
- Research summary
- Programme aims and objectives
  - Explore new possibilities
  - Set new goals and priorities
  - Identify whatever is needed to achieve them
  - Plan first practical steps
  - Assess where you are now
- Process – getting ‘buy in’
Programme Impact – Personal thoughts

I now value what I have to offer

I now understand more about my relationship with time

Makes you value yourself

I CAN do things differently

Absorbing, thought provoking and empowering

Added 20 years to my life expectancy

I now value what I have to offer
Programme Impact for the University

- Renewed motivation and interest in work
- Renewed motivation and work life balance
- Goals turned into reality
- Relaunch of the individual
- Change champion
Evaluation and Spin Offs

- Positive feedback – positive actions
- Fresh Steps network
- Reunions
- Networking and collaboration
- Long life learning
- Coaching and mentoring
- Increased productivity
Next Steps

• Motivation for the future
• Increasing engagement
• Future resource
• 2010 AARP International Innovative Employer Award
• TAEN – Experts in Age and Employment
ANY QUESTIONS?