

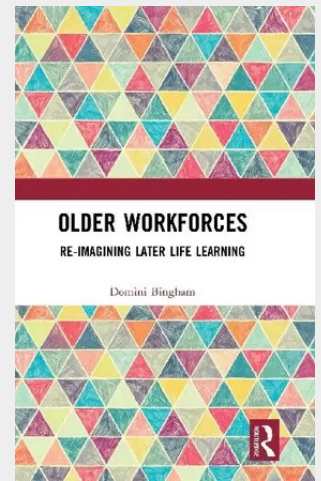
Bingham

Older Workforces

Re-imagining Later Life Learning

We are all going to become old. Many countries are ageing demographically with ageing workforces. Despite anti-discrimination and equality laws, older workers are routinely left out from learning opportunities even unconsciously so, suffer stereotyping or they simply do not participate. Why is this so? This book looks to understand the background to this and re-imagine older workplaces to capitalise on older workers. The author explores what learning and development offers a best fit for older workforces through literature, research and case studies with organisations and individuals. She considers how an organisation might shift its strategic processes to offer a holistic workforce opportunity of value to both employee and employer, as it is cognitive skills that will be needed in future workforces. Emphasising the area of work agency and the human right to learning, this book turns ageing and learning in workplaces on its head, seeing older workers as vessels of untapped potential. It re-imagines their possibilities in a time of intense demographic and digital change. This book will be a pragmatic guide to academics, researchers and practitioners in the fields of workplace learning, human resource development, social policy and diversity.

This book is a pragmatic guide to older workers' workplace learning and wellbeing, with the aim of pointing to gaps between observations of older workers and assessments of management towards their mature workforce. The author aims to identify openings for professional learning to foster an engaged and productive workforce.



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