

REBA CONFERENCE USING THE LATEST ADVANCES IN TECHNOLOGY TO SUPPORT AN AGEING WORKFORCE

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AGENDA

The Future of an Ageing Workforce

The benefits of an *age diverse* workforce

Technology: The pathway to later life

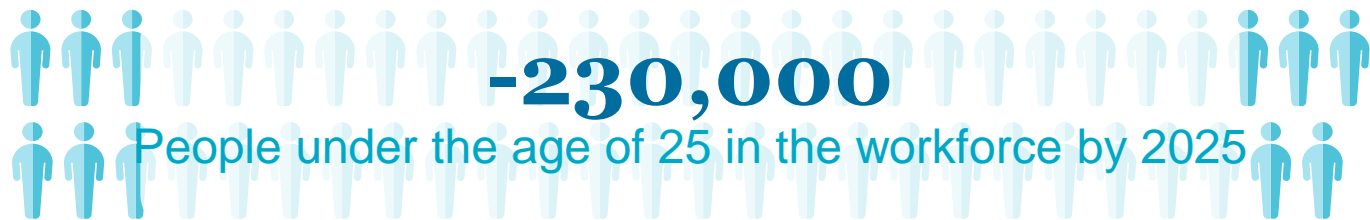
Age Ready research opportunity

Digital wellbeing landscape

Q and A session



THE FUTURE OF AN AGEING WORKFORCE



As many as **57%** of people haven't thought about their hopes or ambitions for life after 60 much or at all



An estimated **12 million people** heading towards an insufficient retirement income



34% report that their financial situation negatively affects their mental health

THE FUTURE OF AN AGEING WORKFORCE

THE ONLY
LABOUR POOL
GROWING IN
THE UK IS
THE

OVER
50s

WORKING
LONGER
REQUIRES
ONGOING
DEVELOPMENT
OF SKILLS
AND LIFELONG
LEARNING

MORE THAN **1**
IN **2** PEOPLE
AGED 55
– **64**
EXPERIENCE
FINANCIAL
STRESS (54%)

40%

OF PEOPLE
SAY THEIR HEALTH
CONTRIBUTES TO
THEIR FINANCIAL
STRESS

RETIREMENT
IS NO
LONGER A
POINT IN
TIME, BUT A
SPECTRUM

79% OF
ADULTS
TRUST
EMPLOYERS TO
GIVE SOUND,
INDEPENDENT
ADVICE ON
PLANNING,
SAVING AND
INVESTING

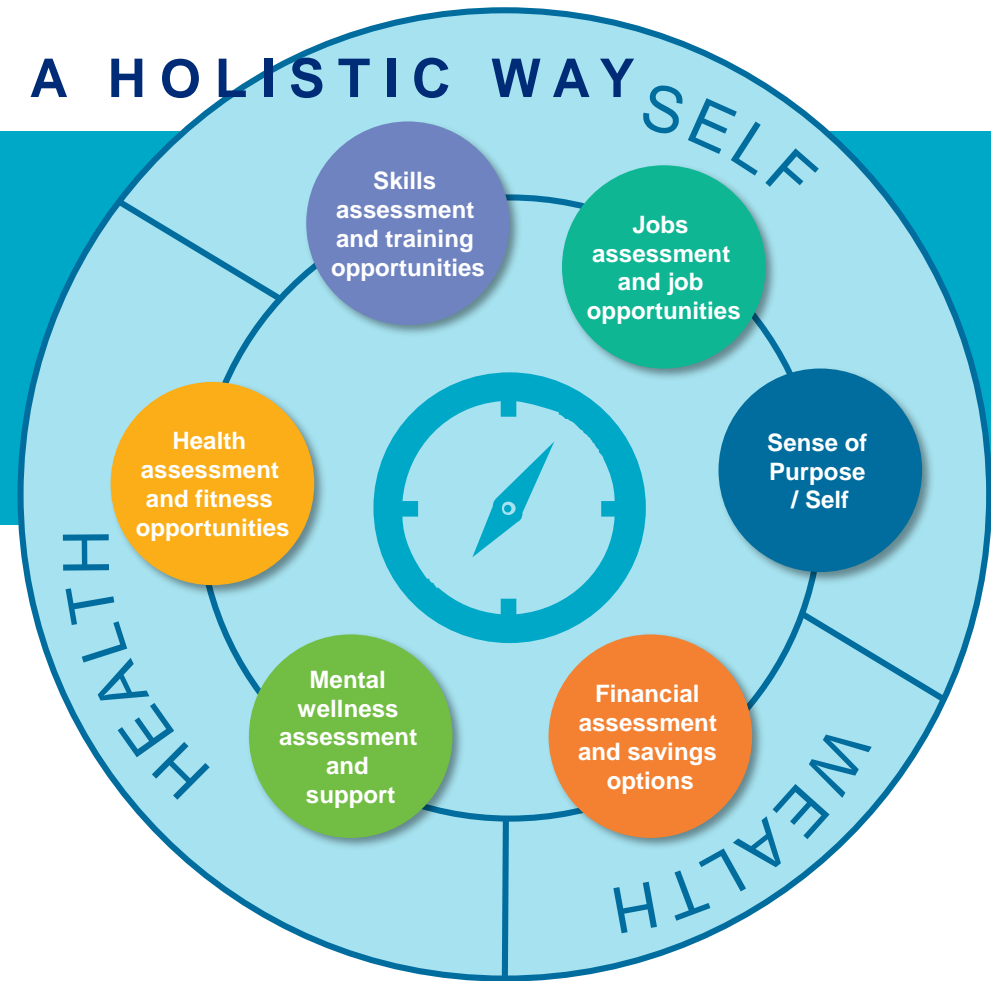
THE BENEFITS OF AN AGE DIVERSE WORKFORCE

UK ECONOMY	THE EMPLOYER	THE EMPLOYEE
<ul style="list-style-type: none"> • Higher overall national income, higher productivity and economic growth • Improved intergenerational skills transfer and cohesion • More time to save for a longer retirement, thus lower pensioner poverty • Improved health and well-being and reduced health spending • Closer alignment with an ageing customer base 	<ul style="list-style-type: none"> • Retention of experience, job and firm specific knowledge • Access to a greater labour pool as UK workforce shrinks post Brexit • Creating and sustaining an environment where all employees feel valued and respected • Lower staff turnover as older workers are less likely to leave, thus lower costs of recruitment and training • Different perspectives, knowledge sharing, new ideas and improved problem • Productivity improvements from an age diverse workforce 	<ul style="list-style-type: none"> • New opportunities for engagement (if approached in the right way) • Increased resilience in later life • Improved cognitive function • Health benefits - particularly for people with mental health issues • Choice and financial freedom

TECHNOLOGY

WE SEE THE FUTURE IN A HOLISTIC WAY

Having reviewed the needs and wants of a maturing workforce with a group of large employers and employees, a design concept emerged. There is a need to transition employees into new ways of working. We developed and tested a concept, refined it, and then prepared and tested this mock up prototype



MyPath

Call it a mid-life MOT': an integrated set of diagnostics and support designed to ensure you are **confident**, **healthy** and **secure** in later life **and** ready for the next 50 years

What does the employee get? A HOLISTIC ASSESSMENT → ACTION PLAN → OUTCOME

TECHNOLOGY – A PATHWAY TO LATER LIFE USER JOURNEY

MERCER MYPATH

Hello Jennifer! Let us help you find the path to your ideal future.

The more information that you provide to us, the better we can assist you as you think about what you would like to do in the next phase of your life. Before we get started, confirm the information below.

My name is and my job/role is I am years old

[CONTINUE](#)

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MERCER MYPATH

Good morning, Jennifer

Based on your chosen path, we recommend considering the following actions to help you on your journey.

[MySelf](#) [MyWealth](#) [MyHealth](#)

RECOMMENDED
Get Upskilled
We will help you gain the necessary skills to make a change and reach your goals.
[LEARN MORE](#)

RECOMMENDED
Connect with Others
Connect with peers who work part-time or in fields you are interested in, can help ease changes to your lifestyle and give you a new community of colleagues and mentors.
[LEARN MORE](#)

YOUR CHOSEN PATH FLEXI-LIVING

MERCER MYPATH

As we gather your responses, we will help you explore one of these paths that fits with your aspirations for your future.

RETIREMENT
Explore what it might be like to retire from work and spend time exploring and living your best new found life with family and friends.

FLEXI-LIVING
Explore what it could be like working on your terms - undertake some paid work, while balancing time to pursue other activities.

CHANGE DIRECTION
Explore what changing directions would be like for your future - maybe a change of career, retraining, or starting your own business.

[BEGIN BUILDING A PATH FOR YOUR FUTURE](#)

Skip, I would like to explore MyPath on my own

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VIDEO
How to: Navigate your MyPath Dashboard

HOW TO NAVIGATE YOUR MYPATH DASHBOARD

Next Video: [Jennifer's Retirement Income Guide](#) [VIDEO LIBRARY](#)

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TECHNOLOGY – A PATHWAY TO LATER LIFE

MERCER MYPATH

To help you reach your ideal path, you will be asked a few questions to help you think through your self, health and wealth.



SELF

Have you been thinking about starting that business you've always dreamed of, or getting retrained for a change of career? Or, are you simply ready to live the next stage of your life and retire? How about getting back to that social life - tea anyone?



HEALTH

Your emotional health is equally as important as your physical health. Are you taking care of the bits that will serve you best later in life? Would you like to learn some good new habits? It's never too late!



WEALTH

Earning salary or wages may have been part of your life this far. At what point will pension and savings take over and will there be enough? Are you ready to learn ways to save and manage your debt, to navigate the years ahead with ease?

CONTINUE

[Skip, I would like to explore MyPath on my own](#)

TECHNOLOGY – A PATHWAY TO THE FUTURE HEALTH WEALTH SELF

Let us help you find ways to reduce and/or cover your healthcare expenses

DIAGNOSTIC

Take our Health Assessment



Based on the assessment, you will be able to find out your health target and gap.

[LEARN MORE](#)

HEALTHCARE COVERAGE

Private Health Plans



You will have a list of private health plans to choose from to supplement your current plan.

[LEARN MORE](#)

EASY TIPS

Healthy Habits



Here are some easy healthy habits that can help you live healthier and longer while saving money.

[LEARN MORE](#)

Turn on comment mode to collaborate on this prototype

Funding Your New Lifestyle

EXPLORE HOW TO FUND PART-TIME WORKING

Reducing your time at work (for example, to upskill or live flexibly) may change your financial position. We can help you figure out how to financially support yourself through this change.

What are your estimated monthly expenses?

£ 1,500

How many days a week would you like to work?

3 days ▾

What career path would you like to take?

Project Manager ▾

How much income (if any) do you expect to receive from your pension savings? (per month)

£ 1,000

£ 50,000

YOUR CURRENT INCOME

£ 39,800

PROJECTED INCOME AFTER CHANGES

£ 10,200

DIFFERENCE IN INCOME AFTER CHANGES

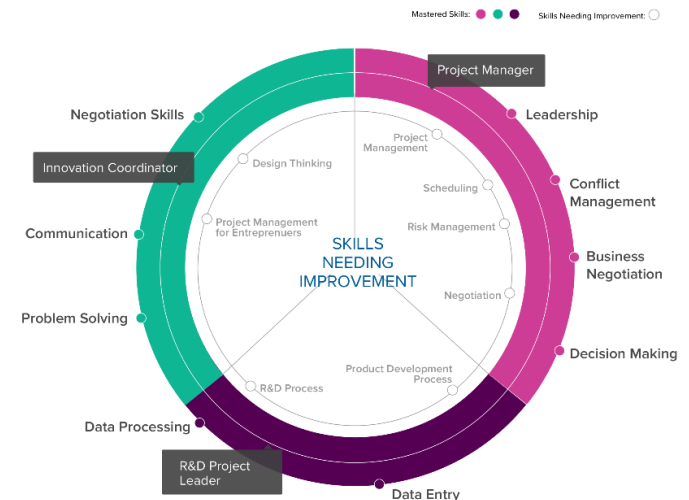
IS THIS DIFFERENCE ACCEPTABLE FOR YOU?

If you expanded your work week to 4 days, the expected difference in your income would reduce by about **£4,000**.

Current Capabilities

the three roles shown below based on the skills required for your current role.

The outer ring displays the skills you currently have and how they match to each of the suggested roles. The inner ring shows the skills required of the new roles that you may not yet possess from experience in your current role.

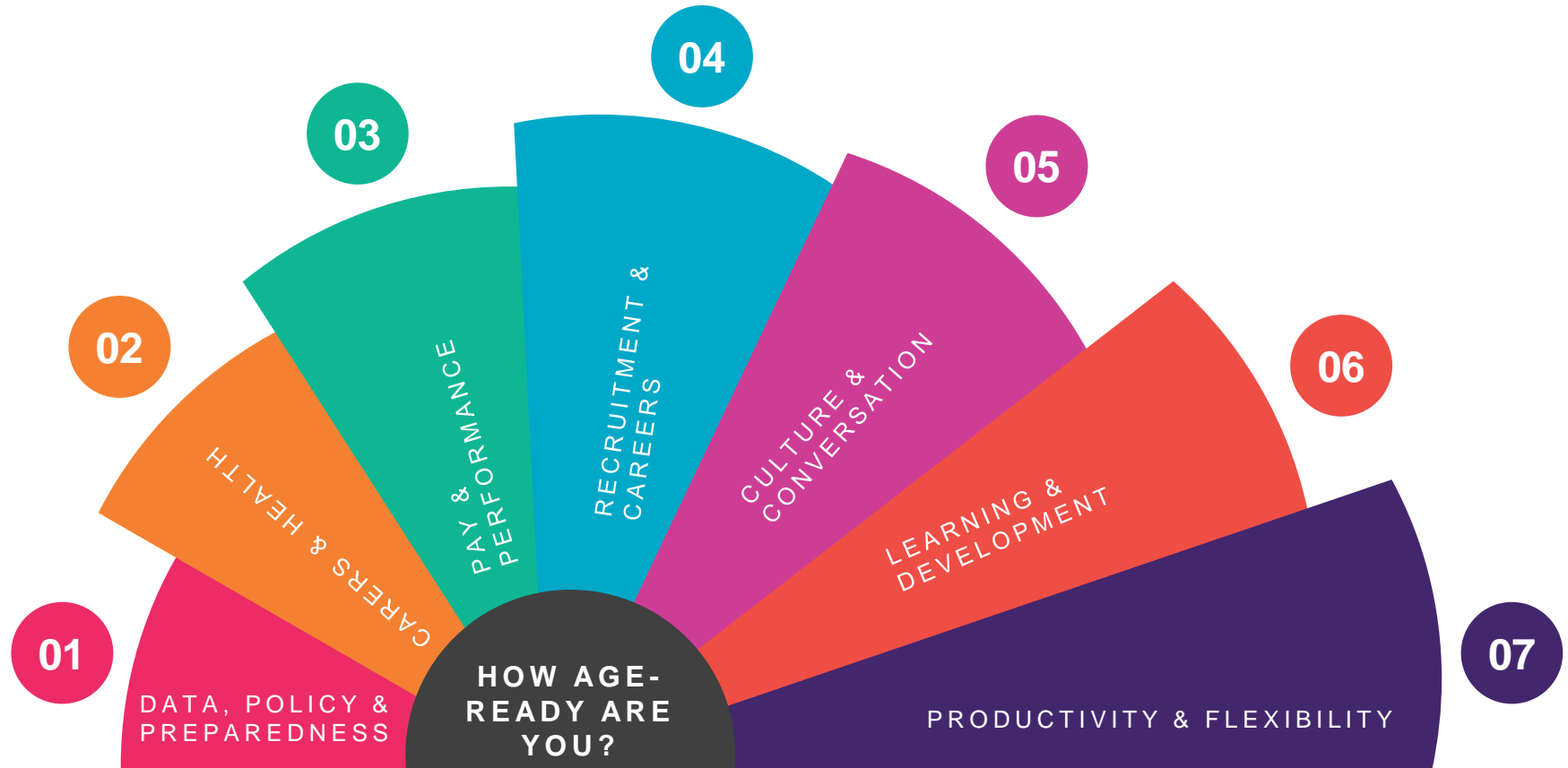


WORK AND WELLBEING DIGITAL SOLUTIONS LANDSCAPE

65% of conditions behind the inability work and
responsible for 35% of sick days



AGE READINESS SURVEY AND BENCHMARKING OPPORTUNITY



Survey link: <https://survey.mercer.com/Age-Ready.aspx>

Q & A SESSION



MAKE
TOMORROW,
TODAY

