

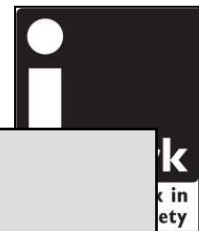
# I~Work Core Meeting



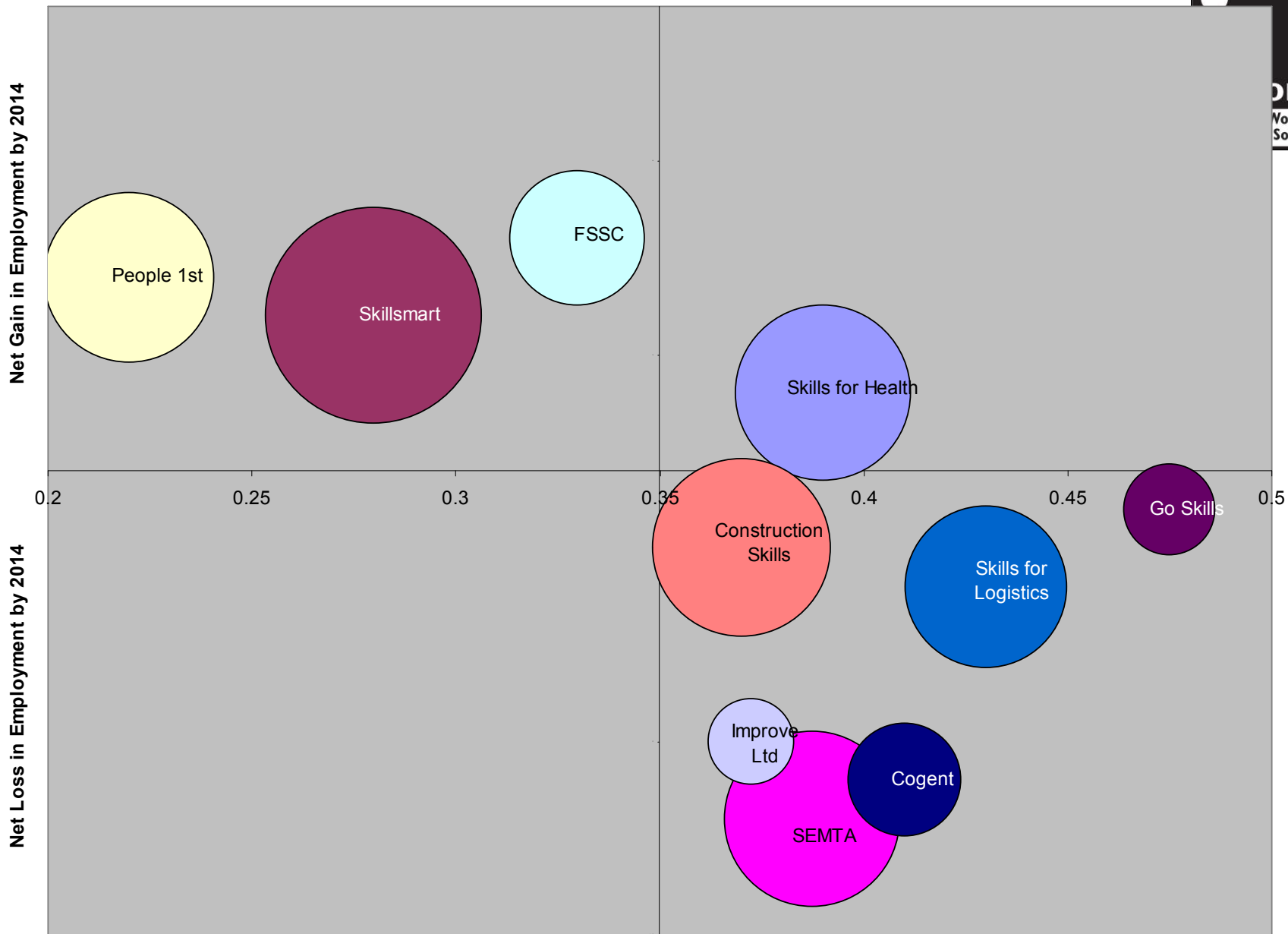
- WP1: purpose & methods
- WP2: unified methodology
  - Case study selection & process
- USPs
- Strategic road map
- Deliverables
- Timetable

# WP 1 Futures

- Aim: to provide an economic & health-based rationale for the selection of work settings, occupations and industrial sectors for WP 2
- Time scale: 6 months
- Deliverable: 'Priorities for Action' report
  - Super-impose the health data on the labour market data to understand the demand for inclusive approaches
  - Critical scenarios for i~work action research
  - Review of predictions, assessments: a trends analysis
  - Confluence of...



<b>Labour demand</b>		<b>Labour supply</b>	
<i>Skills needs</i>	<i>Market opportunities</i>	<i>Workforce availability</i>	<i>Health factors</i>
Sector size (of labour force)	%GDP	% workforce aged 45+	Morbidity
Skills shortages: current & predicted	Productivity gains	% workforce aged 55+	Incapacity benefit statistics by occupation
No. new jobs - expansion demand	Technological innovations	Retirement rates	Self-reported ill-health by previous occupation
Replacement demand (retirement & mortality)	Business creation	Occupational mobility	
Hard-to-fill vacancies	Relative productivity (international benchmarks)	Training needs	



Less than 35% of workforce aged 45+

More than 35% of workforce aged 45+

work/ Feb 7, 2008

# Statistical Data Sources



- Working Futures III
  - Warwick Institute for Employment Research forecasting work for SSDA/LSCs
  - UK sectoral forecasts to 2016
- UK Labour Force Survey
  - Self-reported ill-health by occupation

# Statistical Data Sources



- ELSA – English Longitudinal Study of Ageing
  - demographics, retirement
  - job change, current work activities, income
  - self-reported general health, health-related job limitations, cognitive function, psychosocial health
  - anthropometric measures (physical performance), effort and reward, life satisfaction (including control at work)

# Statistical Data Sources



- THOR
  - Compilation of national voluntary occupational health surveillance schemes in UK (since 2002)
- RCGP (Royal College of General Practitioners) Morbidity Unit data set
- Health & Safety Executive

# Other case study site factors



- Large organisations vs. SMEs
- Private/public/voluntary
- Gender & ethnicity
- Full-time/part-time
- Inward migrant labour/ off-shoring



# WP 2 Futures

- We can't wait for results of WP1...
  - Demonstrating access to case study sites
  - Piloting methods
  - Timetabling case study fieldwork
  - Front-loading action research
  - Visualising how we will proceed

# WP2: Unified methodology



- Explicitly triangulated or convergent studies based in our different disciplines
- Addressing same research questions using different methods and approaches
- Comparison will reveal robust new findings & knowledge from
  - Similarities in outcome or areas of lack of knowledge
  - Strengths & weakness of respective approaches
  - Need for outcomes distilled into concrete deliverables

# Unified methodology



- Case study methodology
  - Saturating the site using multiple methods adapted specifically to the work environment & business case
  - Building a comprehensive picture using tools from range of possible methods that are flexibly deployed to meet the requirements of the research questions & the idiosyncrasies of specific fieldwork site

# Specific methods

- HR practices and business case issues addressed by:
  - Face-to-face interviews with senior managers & chief execs
  - Assessment of HR policies & practices
  - Skills market and labour force analysis
- Health issues addressed by:
  - Stress-correlate testing
  - Health interviews
  - Focus groups
  - Site statistics
- Inclusive design issues addressed by:
  - Work Capability-demand audits
  - Sensitivity analysis for re-design

# Specific methods



- Workplace design issues addressed by:
  - Probe & provocation methods
  - Ethnographic study & user diaries
  - Visual evidence
- Integrated methods
  - Work-based survey
  - Ethnography of site
  - Site systems analysis: inter-relationships & logistics

# Case study management



- Piloting in first six months of unified methodology
  - Based on access to one site
- Case studies led centrally
  - Several investigators per site from different institutions
- Pre-meeting to define
  - Specific research question related to needs of site (output WP1)?
  - Project plan for site & protocol (on the basis of each discipline operating semi-independently or inter-dependently)
  - Joint instruments to be developed

# Case study management



- Data collection & discipline-specific analysis
- Post-meeting to
  - Review findings & explore convergence
  - Develop interventions based on findings
  - Prepare feedback for case study site
- Return to field to discuss response to suggested interventions with users e.g. business managers, logistics managers, workers reps, health & safety staff

# Case study management



- Number of sites: 3-4?
- Timing: sequential or concurrent?
- Duration:
  - Preparatory work: 6 months
  - Fieldwork: 3-4 months
  - Analysis: 12 months
  - Post-fieldwork: 3 months



# USPs

- To establish the scope for, and value of, inclusive and practical responses to the shifting capacities of an ageing workforce.
- To develop innovative, cost-effective and age-appropriate approaches to improve the design and management of work and organisations.
- To disseminate the work of the consortium among a wide spectrum of ‘users’, including policy and practitioner communities, by active engagement throughout the project.
- **What makes us special?**
- **Brainstorm deliverables**

# NDA research programme



- active ageing; autonomy and independence
- later life transitions
- ageing and the built and technological environment
- policy and practice-oriented research intended to advance models of good practice
- employment and well-being, and the potential for work design to improve individual capacity and performance

# Strategic roadmap



- How do the different parts of the research link together theoretically and to what effect?
- WP2: what will we be saying about the relationship between ageing and
  - work demands & conditions
  - work adaptations & learning
  - Understanding professional practice
  - Developing the business case
  - Developing the practical response

# Deliverables: more concrete examples



- Create exemplars based on critical scenarios identified in WPs 1 & 2.
- Develop materials and formats for dissemination using established knowledge transfer methods.
- Influence work policy, practice, products and services with i~work deliverables.
- Engage with users to disseminate i~work theory, exemplars and evidence-based scenarios.
- Establish a sustainable i~work resource with access to project outcomes and NDA consortia links
  - For example, what is meant by a mental models approach to communication design?

# Annex Options



- Two pages of visual evidence (2 x A5 + 1 x A4)
  - Unified methodology: principles
  - Integrated framework
  - Forecasting ‘bubbles’
  - Road map
  - Knowledge engagement diagram
- Gantt chart
- Glossary

# Timetable

- Review proposal in light of panel comments
- List priorities & requirements
- i~work core meeting discussion: Feb 7
- First draft of Full Proposal: Feb 21
  - Building in contributions from partners
- Review first draft
- Revise costings: Feb 29
  - Distribute costings to partners for review
- Submission date: Wed March 19