



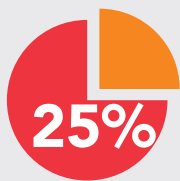
Theme 6: Civic Participation and Employment

Goal: to create and support an environment that facilitates an increase in employment, volunteering and civic participation among older people

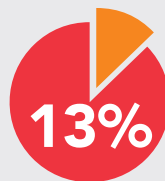
WHY IS IT IMPORTANT:

Civic participation is all about the contribution and responsibility people feel towards their community and their society. Many older people are ready for retirement but still want to contribute to their communities through volunteering and other means. Other older people may not be ready for retirement from working life and are seeking opportunities to continue to participate in education, business and employment. Being actively involved in either paid or unpaid work through volunteering or otherwise generates many benefits including continued connection within a community, a feeling of purpose and self worth and supporting positive health and wellbeing. It also helps reduce isolation and loneliness.

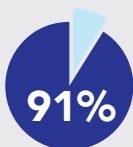
VOLUNTEERING



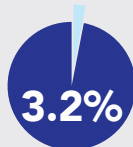
VS



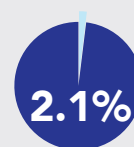
volunteer at least once a month



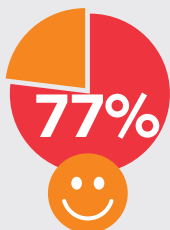
satisfied with the amount of time they spend volunteering



would like to increase the amount of time they spend volunteering



would like to decrease the amount of time they spend volunteering



are satisfied with the range of volunteering options



13%

Social Movements

16%

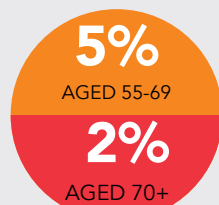
Community and Social services

13%

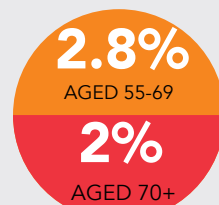
Educational, Cultural or Sporting organisations

15%

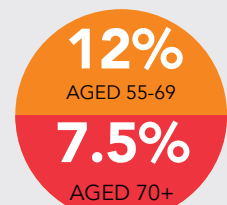
other voluntary organisations



attending a political protest or attending a political meeting



offer their views publicly as an older person.



have contacted a politician or public office.

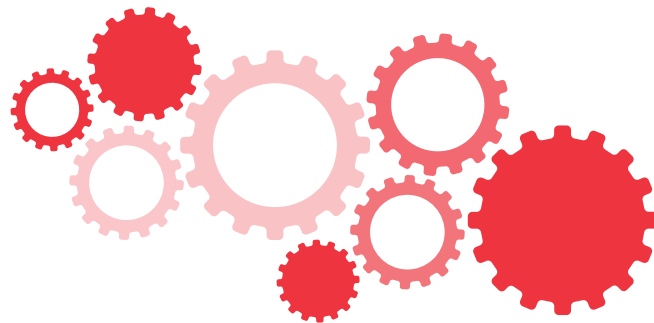


1 in 7



Aged 55+

experienced a barrier to participation in lifelong learning in the previous 12 months.



KEY ISSUES FROM CONSULTATIONS:

- the volume of paper work and red tape can be off-putting for people looking to volunteer
- There is a lot of pressure on older people around helping out with families and childcare. While it suits some people, there are others who feel they can't say no and many older people and this restricts their opportunities around participation and employment.
- While there are a number of voluntary and well supported older people networks (such as active retirement groups, day care centres etc.) there is no older persons forum in the county where issues can be raised
- Volunteerism should be encouraged more among older people – given they often have the time, skills and experience.
- The barriers to volunteering articulated by the Tipperary Volunteer Centre include:
- volunteer opportunities may not exist locally for the person willing to volunteer or if some do exist, they may not interest the individual
- some people are not computer literate and some areas do not have access to broadband
- confidence to join a new organisation can be an issue
- past history/ local rivalries within an area may make a person feel they are not suited or not welcome
- time is an issue for older people if they are being relied on to babysit
- The Volunteer Centre report that there is active engagement among many older people in the County but one of the ongoing challenges is around people being resistant to change or new ideas
- Many older people would like to look at enterprise development or self-employment but the bureaucracy associated with this is off-putting.
- Lifelong learning is fantastic and the ETB is a great resource. The opportunities they offer older people should be promoted more.

ACTION 6.1 SUPPORTING AND CONNECTING TO VOLUNTEERING

Investigate innovative approaches to encourage volunteering among older people (engaging with Volunteer Ireland and Age Friendly Ireland) looking at different types of incentives that could be put in place to work towards greater involvement (examine incentives and learning in place in other parts of the country that could be transferred to Tipperary). Part of this would involve looking to address current barriers to volunteering experienced by older people (linking in with Healthy Tipperary Strategy proposal around same). A number of innovative approaches could be explored and introduced on a pilot basis such as a 'Fair Exchange Programme' where an older person gets some training or a skill from a younger person and they then return the favour concentrating on something the young person might be interested in e.g. history. There should also be an 'Introduction to Retirement' programme put in place, on a cross partnership basis, that would give information to people who have retired or are about to retire covering topics like: benefits, money management, time management, health and wellbeing, participation opportunities (social, physical, economic), volunteering etc.

Lead Partner:	Tipperary Volunteer Centre
Support Partners:	Tipperary LCDC Health and Wellbeing Alliance, Tipperary County Council – C&E section, Local Development Companies, PPN, Community and Voluntary Organisations, Department of Social Protection, Citizen Information Centres, Age Friendly Ireland
Link to Plans:	Healthy Tipperary Strategy; LECP

ACTION 6.2 ENCOURAGE EMPLOYMENT & ENTERPRISE AMONG OLDER PEOPLE

The skills, experience and knowledge of older people will be harnessed through encouraging senior entrepreneurship and enterprise. A survey will be undertaken to identify the skills that already exist and to identify any further learning/ training needs of older people. This could be particularly valuable for social economy and community enterprises who often lack the business skills to reach their full potential (as evidenced by the C&E audit of Community Facilities) and could benefit from a mentoring panel of senior advisors or other peer-to-peer mentoring methods. Opportunities for retired people to engage with the workplace will be explored looking to transfer skills and create positive role models. This could be initiative between the Local Enterprise Office and the Volunteer Centre. Finally, people who may be interested in starting their own business will be supported through the Local Enterprise Office to research their ideas and supported to realise the potential through 'Start Your Own Business' courses and other means.

Lead Partner:	Local Enterprise Office
Support Partners:	LCDC Support Staff - TCC, Older persons organisations, HSE, Chamber of Commerce, Private sector, Limerick Institute of Technology, ETB, Volunteer Centre, Local Development Companies
Link to Plans:	LECP

ACTION 6.3 ESTABLISH AN OLDER PEOPLE'S COUNCIL

Support the development of an all County Older Persons Council, through the PPN, to assist in developing appropriate policy initiatives for the older cohort of the population. This should be truly representative of the geography of County Tipperary and all of its diverse groups. This model will aim to facilitate two-way communication between the Alliance and older people in the community. Representatives will be affiliated and nominated through the PPN.

Lead Partner:	LCDC Support Staff (TCC) and the PPN
Support Partners:	Tipperary LCDC Health and Wellbeing Alliance, HSE, Community and voluntary organisations, Local Development Companies, Resource Centres
Link to Plans:	LECP

ACTION 6.4 COUNTY WIDE AGE FRIENDLY BUSINESS PROGRAMME

Drawing on the successful work of Age Friendly Roscrea group, put in place a County wide Age Friendly Business Programme which encourages local businesses to become more 'Age Friendly' through initiatives like age friendly parking, seating availability on premises, font size on information material, accessible premises, toilet facilities etc. This will be encouraged through a short training programme and a branding process whereby businesses will be identified as 'Age Friendly' through Certificates, signs and stickers. Further initiatives such as offers/ discounts for older people, monthly 'age friendly days' where older people will be particularly encouraged to shop through incentives, shuttle transport and other options will be explored. This will be linked with the 'Age Friendly Award' actions detailed in Theme 7 below.

Lead Partner:	Chambers of Commerce
Support Partners:	Age Friendly Roscrea, Local businesses, Local Enterprise Office, Municipal Districts
Link to Plans:	LECP
Expected Outcomes:	<ul style="list-style-type: none"> • Create opportunities for older people to engage more easily in volunteering activities • Opportunities are available for retired people to engage with the workplace, leading to skills transfer and the creation of positive role models • Older people are more confident and capable of articulating the issues of concern to them, are engaged with the organisations that make decisions that affect their lives and are active participants in addressing these issues. • A more positive culture around ageing and participation • Businesses and services in the County are engaging in the Age Friendly Programme • Learning programmes are customised specific to the needs of older people