

New CIPD Trust project supports over 55s back into work

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[The CIPD Trust](#) is inviting people professionals to volunteer their skills to help over 55s return to work. This new volunteering opportunity is at the centre of a new partnership between the CIPD Trust and the [Pavers Foundation](#).

The Pavers Foundation is the charitable arm of Pavers Shoes, a family run UK footwear retailer with 180 stores nationwide. Together, The CIPD Trust and Pavers will support individuals to find work and inspire employers to recruit and retain workers in their 50s and 60s.

[Labour market data](#) reveals that people aged 50 and over are the fastest growing group contributing to economic inactivity in the UK. Many want to work but face stigma and barriers to employment.

Sally Eley, Head of CIPD Trust, said: "Through our partnership with the Pavers Foundation, we're committed to breaking down barriers for over 55s and promoting inclusive workplaces that value the skills and experience older workers can bring."

More than a third (36%) of 50 to 69 year olds report feeling disadvantaged during recruitment because of their age, according to the [Centre for Ageing Better](#).

Starting in July, the CIPD Trust will:

- Offer eligible Pavers employees one-to-one coaching from CIPD Trust volunteers to help them to settle into a new workplace during the first 12 weeks in their role. This will help them to build their

confidence and navigate any early challenges they may have in the role.

- Support Pavers as an exemplary employer for older workers and produce a case study to share practical insights and guidance with other employers.
- Provide employability support including coaching, CV clinics and interview preparation to around 50 people across central and southern England.

This project not only supports over 55s to re-enter the workforce but also empowers organisations to build more inclusive and diverse workplaces where older talent can thrive.