

WORKFORCE AGING IN THE NEW ECONOMY

A Comparative Study of Information Technology Employment

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Workforce Ageing...

- A study of Information Technology employment
 - training & skills
 - working arrangements
 - management practices
 - job opportunities: recruitment, retention, exit
- Using a life course approach
 - entry, exit & transitions
 - gender & age dimensions

Workforce Ageing Study

- Cross-national: research teams in Canada, United States, Australia & Europe
- Principal investigator: Julie McMullin, University of Western Ontario
- European team leader: Phil Taylor, University of Cambridge
- Funder: Social Sciences & Humanities Research Council of Canada
- Time frame: 2003-2006

Phase One...



- Mapping the IT industry
- Trends in IT employment
- EU Labour Force Survey
 - Labour market & demographic data
 - Core IT practitioners (ISCO 213+312)
 - UK, Germany & Netherlands
 - Time series: 1992/5 to 2002/3
- Key informants & industry partners

Phase Two...

- IT Company Case Studies
 - 1 global IT company
 - 4 medium-sized companies (21-100 employees)
 - c. 40-45 small companies (5-20 employees)
- Employment practices
 - staff & manager surveys
 - focused interviews
 - company background

Outputs

- Reports: participating case study companies
 - Interventions & best practice examples
- On-going discussions & briefing papers: research partners
- Media reports
- Conference presentations & papers
- Collaborative journal articles & book chapters

WANE Europe

**Co-investigator &
EU Team Leader**

Dr. Philip Taylor
University of Cambridge



Dr. Kerry Platman
Dr. Ann Vogel
Francisca Florenzano
Ariane de Hoog



Co-investigators -
Dr. Frerich Frerichs
University of Dortmund

Dr. Kène Henkens
Netherlands
Interdisciplinary
Demographic Institute



Contact details: European office

Dr Kerry Platman

Senior Research Associate - Workforce Ageing in the New Economy

University of Cambridge, UK

Email: kp277@cam.ac.uk

Telephone: 0207 226 7484

Francisca Florenzano

Project administrator - Workforce Ageing in the New Economy

Faculty of Social & Political Sciences

University of Cambridge

Free School Lane

Cambridge, UK

CB2 3RQ