Argument Essay

Advancement in the healthcare system together with other products of human ingenuity has resulted in prolonged lifespan and better overall populations’ health. More importantly, it has provided an avenue to tap into and utilize experience that has been gathered over many years. It goes without saying that this experience is invaluable for human survival. The importance and contribution of older people in the growth and prosperity of an economy is remarkable. This essay argues in favor of retention of older workers in workplaces and provision of support among other needs to this group of people.

An increase in the UK’s population, which is forecast by demographic change studies, may come with various consequences. Older workers are more of an investment and less of a liability as most people would think (Dirk, 2010). They provide an accessible pool of experience. For this reason, they provide the much needed assistance to the younger employees. This point further counters the belief that younger people and older workers can never work hand in hand. Older workers play a vital role in mentoring the junior workers, thereby saving the organization on expenses related to training. It may be argued that an advanced manpower calls for proper training and that older workers are not necessary for this. However, the presence of an older worker guarantees not only training but also guidance and mentorship (Dirk, 2010). It also equips the younger workers with skills which cannot be acquired through training but rather by experience. This statement is backed by research studies.

Demographic statistics show an ever increasing number of old people aged
above fifty five in the United Kingdom, which indicates an improved life expectancy. The results of this change might be more beneficial than one would tend to think. To the older people, this might call for a better plan for the future, apart from relying on pension funds. For this reason, many older workers opt to stay employed or to start their own businesses. They also see it as an opportunity to carry on offering their services to the society. However, some employers and businesses do not see it in this light. Enterprises, particularly the small and medium ones, consider older workers a liability. Cases of older workers with the right qualifications and other requirements being turned down because of their advanced ages are common. The untold reason is usually related to increased expenses in terms of pay, insurance and other covers that older workers attract. What such enterprises and employers fail to realize is the difference that older workers could bring on board. More often than not, employers focus on the expenses associated with older workers but fail to see the immense contribution that this group of people can make. Research has shown that older workers can work as efficiently as their younger counterparts provided they work in a favorable working environment (Tinsley, 2012). Research further reveals that older workers can go on to become better than their younger counterparts. This is attributable to their vast networking connections, better communication skills that have been honed over years, experience and management skills. With these attributes, older workers can turn around the fortunes of an enterprise and resuscitate it from the verge of bankruptcy or failure. Employers and enterprises can minimize on the cost of providing healthcare to older workers by providing a suitable atmosphere for working.

Few employers are willing to take the risk of hiring older workers. With retirement and/or redundancy rearing their ugly faces, elder people have been forced to seek other alternatives. As a result, more people in this age bracket are resorting to starting their own businesses. Research studies show that older workers are better placed to start and manage enterprises (Tinsley,
2012). In fact, the same studies show that enterprises established and governed by the elder are more likely to remain in business for longer periods of time compared to those started by younger people. Older workers find more fulfillments in their entrepreneurial ventures. This is because most of them engage in what they enjoy doing. As such, they devote maximum attention and inject all their resources and energy into the enterprises. Such companies not only remain in operation for long, but also thrive under the management of older people. Even though young people may have the drive to found and maintain a business, the same cannot be said about all of them. In addition, lack of experience coupled with other distractions may prevent young people from realizing the full potential of their enterprises. It goes without saying that older workers are a better choice when it comes to investing in a person’s business. The government together with other stakeholders needs to capitalize on the increasing number of this group of people for the benefit of the national economy. This can be achieved through the provision of financial support, training and improved healthcare among other factors (Dirk, 2010).

In the United Kingdom, realization of the dream to give up the idea of the default retirement age is finally coming into effect. This means that the elder are staying in offices to earn a living. The prospects that this trend has on the economy are all but bleak. A quick analysis of most prosperous enterprises shows that most of them are managed by older people. The influence and contribution of this group of workers cannot be underestimated (Tinsley, 2012).