Lead, work in a team, apply skills and share knowledge are invaluable. Photo: Nic Walker

While younger employees on a career path are more likely to move around, older workers tend to stay in a position – for the job satisfaction and social contact.

The difficulty for older applicants is that instead of looking for a career move, they might want interesting work in which their contribution is valued. But to recruiters, candidates should be on a seamless upward path.

It is possible to keep working and get the satisfaction of applying your skills and experience in areas in which they are useful; the secrets are adaptability and keeping up to date.

For organisations, the value of experienced workers who can operate flexibly and autonomously is considerable and many are pleased to have the benefit of their industry experience.

Patrick Kennedy has had a long career in education and management, and is still working because he enjoys what he does.