

Qualitative Protocol Development Tool

The research protocol forms an essential part of a research project. It is a full description of the research study and will act as a 'manual' for members of the research team to ensure adherence to the methods outlined. As the study gets underway, it can then be used to monitor the study's progress and evaluate its outcomes.

The protocol should go into as much detail about the research project as possible, to enable the review bodies to fully understand your study.

The use of this collated consensus guidance and template is not mandatory. The guidance and template are published as standards to encourage and enable responsible research.

The document will:

- Support researchers developing protocols where the sponsor does not already use a template
- Support sponsors wishing to develop template protocols in line with national guidance
- Support sponsors to review their existing protocol template to ensure that it is in line with national guidance.

A protocol which contains all the elements that review bodies consider is less likely to be delayed during the review process because there will be less likelihood that the review body will require clarification from the applicant.

We would appreciate self-declaration of how you've used this template so we are able to measure its uptake.

Please indicate the compatibility of this template with any existing templates you already use by stating one of the following on the front of each submitted protocol:

- **This protocol has regard for the HRA guidance and order of content;**

Dragons Voice

FULL/LONG TITLE OF THE STUDY

Dragons Voice: Addressing worklessness and promoting mental health well-being in the older migrant community: Research Plan

SHORT STUDY TITLE / ACRONYM

Dragons Voice

PROTOCOL VERSION NUMBER AND DATE

Version 1 24 May 2022

RESEARCH REFERENCE NUMBERS

IRAS Number:	N/A
SPONSORS Number:	3885239
FUNDERS Number:	NIHR151205

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SIGNATURE PAGE

The undersigned confirm that the following protocol has been agreed and accepted and that the Chief Investigator agrees to conduct the study in compliance with the approved protocol and will adhere to the principles outlined in the Declaration of Helsinki, the Sponsor's SOPs, and other regulatory requirement.

I agree to ensure that the confidential information contained in this document will not be used for any other purpose other than the evaluation or conduct of the investigation without the prior written consent of the Sponsor

I also confirm that I will make the findings of the study publically available through publication or other dissemination tools without any unnecessary delay and that an honest accurate and transparent account of the study will be given; and that any discrepancies from the study as planned in this protocol will be explained.

For and on behalf of the Study Sponsor:

Signature:

Date:

28/05/2022

Name (please print):

Dr David Richards.....

Position:

Pro Vice Chancellor Research and Enterprise

Chief Investigator:

Signature:



Date:

28/05/2022

Name: (please print):

Professor Matt Flynn

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KEY STUDY CONTACTS

Insert full details of the key study contacts including the following

Chief Investigator	Professor Matt Flynn, +447908382477, m.c.flynn@hull.ac.uk
Study Co-ordinator	Professor Matt Flynn, +447908382477, m.c.flynn@hull.ac.uk
Sponsor	University of Hull HU6 7RX FAO Dr David Richards, Pro-Vice Chancellor Research and Enterprise RVC-RE@hull.ac.uk
Joint-sponsor(s)/co-sponsor(s)	
Funder(s)	NIHR
Key Protocol Contributors	Echo Yeung, University of Hertfordshire Louise Wong, Wai Yin Society

STUDY SUMMARY

It may be useful to include a brief synopsis of the study for quick reference. Complete information and, if required, add additional rows.

Study Title	Dragons Voice: Addressing worklessness and promoting mental health well-being in the older migrant community: Research Plan
Internal ref. no. (or short title)	Dragons Voice
Study Design	Workshops
Study Participants	Older Chinese migrants Community groups Employers Unions
Planned Size of Sample (if applicable)	Around 40 participants including 15 older migrants
Follow up duration (if applicable)	
Planned Study Period	1 June 2022 to 30 November 2022
Research Question/Aim(s)	1. A) What are the barriers faced by older Chinese migrants in securing and maintaining sustainable work and what is the impact on their mental health and well-being

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	<p>which will enable them to stay economically active up to and beyond SPA? B) How can the barriers be overcome?</p> <p>2. How can radio broadcasting provide training to support older migrants to secure and maintain sustainable work, which can benefit and enhance older Chinese migrants' mental health well-being?</p> <p>3. How can community forums like Dragons Voice be used as bridges between the migrant and business communities in order to reduce older Chinese migrant joblessness and underemployment?</p> <p>4. How can community building like Dragons Voice provide a vehicle for marginalized communities like Chinese migrants to support one another into sustainable work?</p> <p>5. How can participation in community programs like Dragons Voice impact and enhance mental health well-being of older Chinese migrants?</p>
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FUNDING AND SUPPORT IN KIND

FUNDER(S)	FINANCIAL AND NON FINANCIAL SUPPORT GIVEN
NIHR PHR University of Southampton SO16 7NS FAO Sally Hickman, phr@nihr.ac.uk	Research funding £50,000

ROLE OF STUDY SPONSOR AND FUNDER

The Study Sponsor is the University of Hull which will provide facilities and research support for the project. NIHR PHR is the Study Funder. Intellectual Property resides with the Lead Investigator with collaborators granted royalty free rights to the IP. Data will be stored in UK Data Archives to be made available to other researchers.

ROLES AND RESPONSIBILITIES OF STUDY MANAGEMENT COMMITTEES/GROUPS & INDIVIDUALS

Study Steering Groups

An oversight committee which includes academics, community groups and older migrants themselves has been assembled to oversee the project; ensure milestones are reached and to identify emerging findings. The study steering group will meet online once a month.

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Dragons Voice**PROTOCOL CONTRIBUTORS**

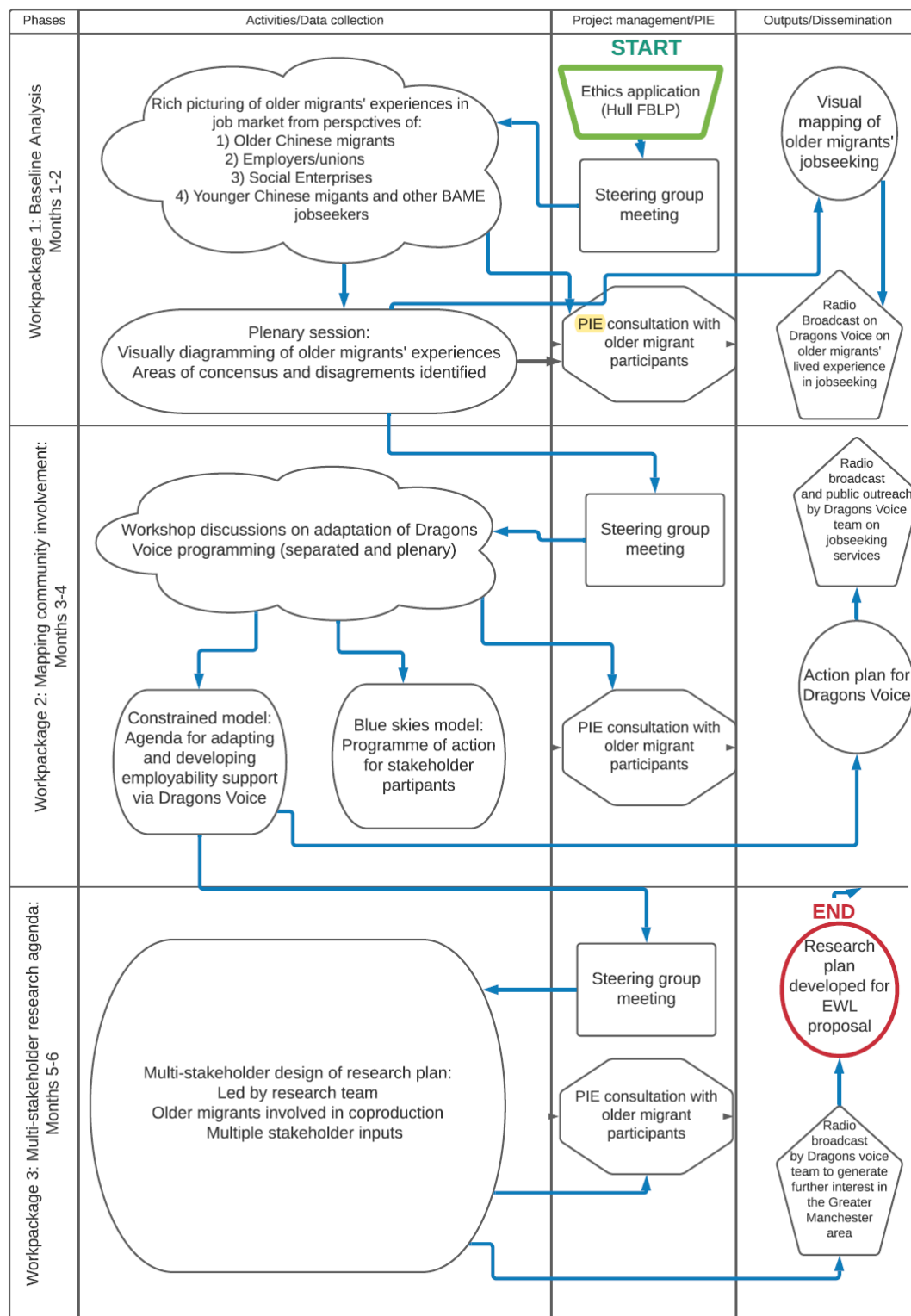
The protocol was written by the Chief Investigator (Prof Matt Flynn) with input from the co-investigators (Dr Echo Yeung and Louise Wong). The project sponsor is the University of Hull and funder is NIHR PHR. The university will retain IP which is shared royalty free with collaborators (University of Hertfordshire, Wai Yin Society, AllFM, and Dragons Voice). Data will be stored in UK Data Archives.

KEY WORDS:

Older migrants, mid-life career job change, community activism, mental health, participatory action research, older workers

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STUDY FLOW CHART



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STUDY PROTOCOL

Dragons Voice: Addressing worklessness and promoting mental health well-being in the older migrant community: Research Plan

1 BACKGROUND

This project explores how participation in radio broadcasting can support older unemployed and underemployed migrants into work which is sustainable up to and beyond State Pension Age and promote good mental health. It builds on the Manchester based Dragons Voice, a radio show giving voice to the older Chinese migrant community.

This project aims to address employability challenges faced by 'aged in place'^[1] migrants aged 50 and over in finding work which is sustainable and promotes good mental health up to and beyond the State Pension Age (SPA). According to Labour Force Survey (Q3 2021), migrants 65-70 are more likely than UK-born to be in work (30% versus 22%) and less likely to consider themselves retired (51% versus 68%). Almost one in five 65-70 year old migrants are either seeking work or economically inactive due to a health problem or caring responsibility. Many older migrants simply cannot afford to retire at SPA, but struggle to find work which is sustainable, healthy and will enable them to stay economically active up to and beyond SPA.

2 RATIONALE

There is a strong and clear correlation between precarious work, unemployment, and poor physical health and mental health outcomes^[2]. For older migrants, the health impacts are made worse by structural and systematic racism^[3]; language barriers^[4]; and interrupted career trajectories^[5]. Unemployment and income precarity limit social participation and contribute to social exclusion, especially amongst migrants who often lack support from their families and communities to cope with financial crises^[6]. The stress of income loss because of unemployment and social isolation have adverse effects on one's mental health^[7]. Reemployment (employment) can significantly improve one's mental health well-being as it provides greater access to social contact and time structure^[8]. The Chinese population is amongst the most dispersed minority ethnic community in the UK. Many Chinese are self-employed and lack structural support from employers. The problem of social isolation can be exacerbated when older migrants are forced to retire early because of ill health and when their children leave home^[9].

This project directly addresses the remit of the funding call in three key ways: First, it explores how ageing intersects with other characteristics to create unique experiences of precarious work and exclusion faced by migrants up to and beyond SPA and its impact on their mental health and well-being. Second, it is based on an existing successful programme and intervention that can be adapted to improve older migrants' access to sustainable work. By doing so, it is focused on how community activism^[10] can enable older migrants to create new approaches to sustainable work and promoting mental health well-being. We will build on understanding of how older migrants mobilise resources- including crucial social networks between those with shared experiences- to overcome structural restrictions in the job market^[4]. Third, the project will be carried out through co-production with employers, third sector organisations and older migrants themselves. We will co-develop practical interventions in public policy, employer practices and community engagement for enabling older migrants to construct late careers which they value.

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3 THEORETICAL FRAMEWORK

The project explores how ageing intersects with other characteristics to create unique experiences of precarious work and exclusion faced by older migrants. By drawing on the theoretical framework of intersectionality^[11], we can overcome the essentialism of both the 'impotence of ageing' and marginalisation of migrants to generate a more dynamic understanding of how these and other structural factors lead to exclusion in the job market. We are also taking a life course approach^[12] to explore how past experiences, such as career interruptions impact on present work and future planning^[13]. It focuses on inclusivity, namely how community activism^[10] can enable older migrants to create new approaches to sustainable work. In so doing, we build on understanding of how older migrants mobilise resources- including crucially social networks between those with shared experiences- to overcome structural restrictions in the job market^[4]. Fourth, the research will be carried out through coproduction between an interdisciplinary research team and community organisers. Therefore, we will co-develop practical interventions in public policy, employer practices and community engagement for enabling older migrants to construct late careers which they value.

4 RESEARCH QUESTION/AIM(S)

1. A) What are the barriers faced by older migrants in securing and maintaining sustainable work and what is the impact on their mental health and well-being which will enable them to stay economically active up to and beyond SPA? B) How can the barriers be overcome?
2. How can radio broadcasting provide training to support older migrants to secure and maintain sustainable work, which in turn can benefit and enhance migrants' mental health well-being?
3. How can community forums like Dragons Voice be used as bridge between the migrant and business communities in order to reduce older migrant joblessness and underemployment?
4. How can community building like Dragons Voice provide a vehicle for marginalized communities like Chinese migrants to support one another into sustainable work?
5. How can participation in community programs like Dragons Voice impact and enhance mental health well-being of older migrants?

4.1 Objectives

This project aims to address the challenges faced by older migrants in seeking and securing work which enhances their mental health and well-being and is sustainable up to State Pension Age. It explores how community forums like Dragons Voice can support older Chinese migrants into sustainable work. The objectives are:

1. To understand the experiences, barriers and challenges faced by older unemployed and under-employed migrants in securing and maintaining sustainable work.
2. To identify ways which employers can make use of the skills of older migrants
3. To develop ways to deliver formal, accredited and transferable skills for older migrants
4. To understand how, through a medium like Dragons Voice, older migrants can build solidarity within and between communities to address shared barriers to sustainable work
5. To improve and enhance mental health outcomes of older migrants

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4.2 Outcome

Intended outcomes are as follows:

- A 'rich picturing' report on the barriers faced by older migrants in the job market, available in plain English and Cantonese
- A plan for tailoring Dragons Voice programming to meet the needs of the older migrant community
- A programme of action for stakeholders to improve the employability of older migrants
- A research agenda for piloting and evaluating a programme of action, including a methodology for user engagement

All outputs will be co-produced with employers, stakeholders, and older migrants themselves.

5 STUDY DESIGN and METHODS of DATA COLLECTION AND DATA ANALYSIS

The project will be carried out in three workshops over a six month period. In each workshop, we will include older migrants, employers, community groups, unions, and younger people. The three workshops will be organised on the following themes:

- Workshop 1: Exploring the experiences of older migrants in the job market, the barriers which they face and opportunities for sustainable careers. The perspectives of older migrants and other stakeholders will be compared and a shared understanding will be negotiated
- Workshop 2: Identifying solutions to the barriers which older migrants face in the job market both in terms of ideas which can be implemented relatively quickly and 'blue skies' thinking
- Workshop 3: Developing a research, policy and practice agenda including the development of a questionnaire for older workers to explore their experiences in work, periods of joblessness and the impact which inactivity has on their health and well-being.

Workshops discussions will be recorded and transcribed. Anonymised transcripts will be stored in UK Data Archives.

6 STUDY SETTING

The workshops will be carried out in the Wai Yin Sheung Lok Wellness Centre, Manchester.

7 SAMPLE AND RECRUITMENT

7.1 Eligibility Criteria

Participants will be drawn from four constituencies:

1. *Older Chinese migrants*: 10-15 older (50+ including those above SPA) Chinese migrants drawn from Dragons Voice and Wai Yin's Tai Chi Group and Hong Kong BN(O) support group
2. *Employers and unions*: Representatives of business drawn from Work and Skills Manchester Council; Manchester Trades Union Council

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3. *Community leaders*: Representatives of local community groups supporting migrant communities; and executives of Dragons Voice, AllFM and the Wai Yin Society.
4. *Younger and older BAME (Black, Asian and Minority Ethnic) people*: In order to ensure that outcomes are applicable beyond older Chinese people, representatives from organisations supporting non-Chinese BAME groups as well as younger Wai Yin members will be involved in workshops.

7.1.1 Inclusion criteria

Workshop participants will be selected through purposive sampling from the four groups. Older migrants is defined as 50+ (Including those older than State Pension Age). We are including both male and female participants and those in self-employment, those in precarious work and in permanent employment.

7.1.2 Exclusion criteria

The selection will be through purposive sampling. People outside of the four above groups will be excluded.

7.2 Sampling

N/A

7.2.1 Size of sample

N/A

7.2.2 Sampling technique

The project team has agreed a list of organisations to be included in the workshops based on their expertise in the fields of migration, older workers, ageing and careers.

7.3 Recruitment

Participants are approached through the project team and five organisations associated with the project.

7.3.1 Sample identification

Participants are identified by the project team using the networks of community groups, policy makers, employers and other organisations with whom the team works with. Associate organisations are being asked to help publicise the research with the aim of identifying workshop participants. Older migrants are recruited through Wai Yin and Dragons Voice. Radio programmes (in both English and Cantonese) are also being broadcast to generate expressions of interest.

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7.3.2 Consent

The study will seek ethical approval from Hull University FLBP Research Ethics Committee and governance approval from relevant authorities. Data collection will commence once approval gained from participating universities and will conform with Health Research Authority (and as this is a social science project, ESRC) ethics guidelines. Benefits and risk will be fully explained to potential participants to ensure informed consent with a clear process for escalation of any concerns and signposting to support as required. Statements of informed consent will be available in both English and Cantonese. The Public Involvement and Engagement Lead will brief older migrant participants about their rights in the project as well as the project's aims and objectives.

8 ETHICAL AND REGULATORY CONSIDERATIONS

The project was designed to give voice to an underresearched group of older workers. In designing the project, we recognise the importance of older migrants in particular understanding their rights and involvement in the project. Translators will be available to ensure that participants whose first language is not English can fully take part. The research protocol was reviewed and approved by the University of Hull Faculty of Business, Law and Politics Research Ethics Committee.

8.1 Assessment and management of risk

Success in the programme will be measured in three ways: 1) advancing the body of knowledge on the lived experience of older migrants, especially in work; 2) developing a programme to support older migrants in navigating the job market and provide a sustainable vehicle for them to have agency over the issue of employability; 3) providing guidance to stakeholders including employers in making best use of older migrants' skills and abilities; 4) developing a research, practice and policy agenda for piloting and evaluating a broader programme. In addition, we will also evaluate the success of the project, through participant evaluation and feedback after each workshop or panel event. Potential barriers include language difficulties in terms of participation in the workshops. Accordingly, we have included a budget for translators to ensure full participation. Further, although the preferred method of workshops is face to face, we also have the facilities to conduct workshops online via Zoom or Teams. Finally, we will ensure address potential barriers to participation of older migrants by including translators to ensure participants can take part in the languages with which they feel comfortable.

8.2 Research Ethics Committee (REC) and other Regulatory review & reports

A favourable opinion is not required, from the UK Health Departments Research Ethics Service NHS REC. However, the research team is committed to adopting best practice in ethics standards and adhering to the principles of ethical research as laid out by HRA, ESRC and other research ethics governing bodies. We have consulted and received approval from the University of Hull FBLP Research Ethics Committee.

Regulatory Review & Compliance

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The Research team, and the Chief Investigator in particular agree that:

- Before any site can enrol patients into the study, the Chief Investigator/Principal Investigator or designee will ensure that appropriate approvals from participating organisations are in place. Specific arrangements on how to gain approval from participating organisations are in place and comply with the relevant guidance. Different arrangements for NHS and non NHS sites are described as relevant.
- For any amendment to the study, the Chief Investigator or designee, in agreement with the sponsor will submit information to the appropriate body in order for them to issue approval for the amendment. The Chief Investigator or designee will work with sites (R&D departments at NHS sites as well as the study delivery team) so they can put the necessary arrangements in place to implement the amendment to confirm their support for the study as amended.

Amendments

Procedures for amendments to the project will be agreed by the project team and follow guidelines set by the University of Hull FBLP Faculty Research Committee. Under the terms of our collaborative agreement, collaborators will uphold the agreement but amendments which are requested by any of the parties will be negotiated with a view toward reaching an agreement.

8.3 Peer review

The project was reviewed by two experts (Jane Wray, Faculty of Health Sciences, University of Hull and Joe Cook, Faculty of Business, Law and Politics, University of Hull). In addition, an oversight committee made up of academics, practitioners, and community group representatives to monitor progress, ensure milestones are met and review outcomes.

8.4 Patient & Public Involvement

Older migrants are integral stakeholders in this project, both in terms of inputs and impact. In keeping with the NIHR's strategy for inclusive research^[14], we will involve the PIE (Public Involvement and Engagement¹) lead in all stages of the research, working with them to explore how the research can enhance older migrants' employability and mental health. Our PIE lead (Louise Wong, Wai Yin Society) has experience delivering funded research on older migrants and will be responsible for co-ordinating an older migrant reference group to advise on our activities. She has been central to developing the proposal, bringing together the partners and framing the research plan. We will meet the Standards for Public Involvement in Research by funding involvement and respecting their expertise and experience. In addition, older migrants and other stakeholders will be integral to all stages of the research (e.g., joining data analysis workshops) if they wish. Public members will be paid for involvement and expenses met.

¹ We are using the term PIE rather than Patient, Public Involvement (PPI) given the context.

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8.5 Protocol compliance

Protocol compliances will be ensured by the oversight committee. Deviations will be documented and discussed with the committee.

8.6 Data protection and patient confidentiality

Data management is central to this project and all requirements have been carefully considered to ensure that whilst generating new data, we will maximise quality assurance, data security, and data sharing, as well as appropriately managing ethical issues and intellectual property rights. This Data Management Plan (DMP) has been developed in line with the HRA's Research Data Policy and is fully compliant with the Data Management, Open Access and Research Ethics Policies and Procedures at the University of Hull (UoH) and the participating stakeholder partners. The DMP will inform our practice throughout the project and will be treated as a live document, taking account of the changing needs of the work as it progresses.

All members of the project team will be briefed on procedures for ensuring that the quality of the primary data collected is fit for purpose including the conduct of interviews, recording, data entry, data cleansing and recording of analysis procedures. Records will be kept of analysis procedures, and original recordings from interviews will be stored alongside the transcript files so that we can check the transcript with the recording.

The project team will use the UoH secure cloud based storage solution, Box (<http://www.box.com>), to store and curate its collected data and documents. The University's agreement with Box provides unlimited secure storage that can be shared with collaborators from inside and outside the institution with permissions and folder hierarchies ensuring that access is strictly controlled. Box is resilient and accessible anywhere, and UoH provides robust data security through a range of enterprise class security controls that include 2-factor authentication, firewalls and anti-virus/malware scanners. When the project closes, a review will take place to determine the data to be retained. This data will continue to be stored on Box whilst a copy of the data (anonymised transcripts of interviews) will also be deposited in the UK Data Archive (<http://www.data-archive.ac.uk>).

In addition to the institutional file Box storage a cloud computing capability is needed to support secure exchange of documents between project partners. The project team will use secured shared files and document/spreadsheet facilities such as Google docs, to ensure coherence and 'version control' of network information. Access to internal files and information will be encrypted and password protect (changed bi-annually) to ensure security. A list of people with direct access to network files will be kept by the administrative team to ensure the projection of confidential files. The UoH Library Research Services will provide support for data management and preservation, and the Library's Skills Team will provide training in the use of NVivo for the processing data.

8.7 Indemnity

The project will be covered by University of Hull insurance and indemnification.

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8.8 Access to the final study dataset

The final study dataset will be deposited in the UK Data Archives and be made available to researchers with an interest in the outcomes.

9 DISSEMINATION POLICY

9.1 Dissemination policy

The dissemination policy for the project is as follows:

- Ownership of the results reside with the University of Hull.
- On completion of the study, the data will be analysed and tabulated and a Final Study Report prepared.
- The study will be accessible on the University of Hull website as well as the websites of the collaborators.
- All collaborators (Universities of Hull and Hertfordshire, Dragons Voice, All FM, Wai Yin) will have the right to publish from the data.
- No time limits are on publication from the publication from the data.
- All publications will include acknowledgement of funding from NIHR PHR.
- All participants of the study will be given the opportunity to read the final report in advance and comment on it. The project team will endeavour to take their feedback into account in the final draft of the final report.
- The data from the final report will be available through UK Data Archives.

9.2 Authorship eligibility guidelines and any intended use of professional writers

Authorship will be composed of the three investigators (Flynn, M., Yeung, E., Wong, L) followed by the three collaborators (Megson, D., Steele, C., Connole, E.). Acknowledgement of participants who wish to be acknowledged will also be included.

10 REFERENCES

Dragons Voice

11. APPENDICIES

11.1 Appendix 1- Required documentation

- CVs of Chief Investigator
- Participation Information Sheet
- Plain English Summary

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11.2 Appendix 2 – Schedule of Procedures (Example)

		Pre-award (May)	June	July	August	September	October	November
Administration	Recruit PDRA							
	IRAS Registration							
	Collaboration agreement drafted and agreed							
	Research protocol							
	Ethics approval (University of Hull FBLP Ethics Committee)							
	Protocol developed							
	Research instruments created							
	Workshop invitation list agreed by project partners							
	Invitations sent out							
	Oversight committee organised							
	Oversight committee meeting							
Data collection	Workshop 1							
	Workshop 2							
	Workshop 3							
Data analysis	Coding framework							

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	Interim analysis							
	Report structure							
	Write up							
Dissemination and reporting	Dragons voice broadcasting							
	Interim report							
	Employment, mental health and well-being questionnaire designed							
	Questionnaire agreed by stakeholders							
	Research, policy and practice agenda							
	Final report							
Application development	Research team formed							
	Stakeholders/practitioners identified							
	Outline proposal developed							
	Stakeholders consulted							
	Draft application proposal developed							
	Consultation and amendments							
	Application agreed by project partners							

Selected articles in refereed journals since 2013

- Wang, W, Bamber, M, Flynn, M, McCormick, J (2022) The next mission: Inequality and service-to-civilian career transitions outcomes among 50+ military leavers, *Human Resource Management Journal* (Accepted)
- Flynn, M, & Wong, L (2022) Older Migrants and Overcoming Employment Barriers: Does Community Activism Provide the Answer? *Frontiers in Sociology* 7 <https://doi.org/10.3389%2Ffsoc.2022.845623>.
- Ball, C., & Flynn, M. (2021). Trade Union Responses to Ageing Workplaces: Lessons from the UK. *Work, Aging and Retirement*, 10.1093/workar/waaa033
- Flynn, M and Schroder, H (2021), Managing age in the United Kingdom and Hong Kong: an institutional perspective, *Economic and Industrial Democracy*, 42(2), 248-268.

Reports for government and other institutional actors

- Moore, S., Ball, C, Cai, M., Flynn, M., Mulkearn, K. (2021), *Research into Covid-19 workplace safety outcomes in the Food and Drink Sector*, London: TUC, <https://www.tuc.org.uk/research-analysis/reports/research-covid-19-workplace-safety-outcomes-food-and-drinks-sector>.
- Flynn, M., & Ball, C. (2020). *The Challenges and Barriers Faced by Servicemen and Women Seeking Employment Upon Leaving the UK Armed Forces Aged 50 or Over*. Cambridge: FIMT.
- Flynn, M. *Representing an Ageing Workforce: Challenges and opportunities for Britain's unions*, Trades Union Congress, London. <http://www.tuc.org.uk/sites/default/files/RepresentingAnAgeingWorkforce.pdf>
- Flynn, M. and McNair, S. (2013) *Working Longer in the NHS: Report on Submissions*, NHS Employers, London. <http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/WLR%20Prelim%20Report%20-%20Annex%207%20-%20Call%20for%20evidence%20interim%20findings%20report.pdf>
- McNair, S., Flynn, M., Myerson, J., Gheerawo, R., Ramster, G. (2013), *Foresight: Implications of an Ageing Society for Manufacturing*, Foresight Future, Business, Innovations and Skills Department, London. <https://www.gov.uk/government/publications/future-manufacturing-implications-of-an-ageing-society> McNair, S., Flynn, M., & Dutton, Y. (2007), *Employer Responses to an Ageing Workforce: a Qualitative Study*, DWP, London.

Funded research

- Older migrants and employment
 - NIHR PHR
- A career pipeline for 50+ Service leavers
 - Healthy Ageing Catalyst
- Health and Safety Reps during Covid
 - UKRI
- ASPIRE: Active ageing through Social Partnership and Industrial Relations Expertise
 - European Commission Employment, Social Affairs and Inclusion Division

- Managing a greying social care sector in Malaysia
 - Newton Advanced Fellowship
- STAY. Supporting Activity for people 50+ in the company. Healthy and motivated employee - satisfied employer
 - European Funds, Knowledge Education Department
- Working Longer Review Group Call for Evidence
 - NHS Employers
- Bilateral (Hong Kong): Age Diversity: Applying the Capabilities Approach to Career Development across the life course
 - ESRC/RGC (Hong Kong)
- Foresight Future: Foresight: Implications of an Ageing Society for Manufacturing
 - BIS Foresight Future
- ELDer Employees in companies experiencing Restructuring: Stress and well-being
 - ADAPT
- The Experience of Older Workers in Japan and the UK: a comparative study
 - Dr. Matt Flynn, Middlesex University and Professor Atsuhiko Yamada
- Age Diversity in the Workplace: a comparative perspective
 - ESRC
- Equal Sussex Evaluation (Action 3)- 50+ Workers Beneficiary Group
 - Professor Stephen McNair and Dr. Matt Flynn
- Managing an Older Workforce- a qualitative study into employers' policies and practices
 - Professor Stephen McNair and Dr. Matt Flynn
- Knowledge Management in the Automotive Industry
 - European Social Fund, Article 6
- The Effects of Gender and Qualifications on Older People's Employability
 - Professor Stephen McNair, Lynda Owen-Hussey and Dr. Matt Flynn
- The Older Workforce in the South East
 - Professor Stephen McNair, Dr. Matt Flynn, and Lynda Owen-Hussey,
- The Age Dimension of Employment Practices
 - Department for Trade and Industry

Participant Information Sheet

NAME: XXXXXXXXXX
POSITION: XXXXXXXXXX
ADDRESS: XXXXXXXXXX
PHONE: XXXXXXXXXX
EMAIL: XXXXXXXXXX

Project Title: Dragons Voice: Addressing worklessness and promoting mental health well-being in the older migrant community

What is the purpose of the study?

This project focuses on older migrants' (aged 50+) ability to seek and maintain sustainable work up until and beyond State Pension Age (SPA). In partnership with broadcaster ALL ARTS & MEDIA (ALLFM) and Manchester based Chinese community organisations, Dragons Voice, and the Wai Yin Society, we will explore how radio production and broadcast can provide training and experience which improves the employability of older migrants. This project will explore how Dragons Voice, and similar programmes of community building, and training can be used to support older migrants into sustainable work which will enable them to secure and maintain sustainable and healthy work up to and beyond SPA.

What makes me able to take part?

Due to the nature of this research, people that have had unique personal experiences or relevant knowledge in relation to the issues at hand, or even a general interest on this topic, are required to provide information that is essential to understanding the extent of the matters under investigation. You could be someone who could be beneficial to the research project if you agree to take part. Criteria, such as your role within your community, age, cultural background, or current employment, may have been taken into consideration during the invitation process.

Do I have to give consent to take part?

Yes. Due to regulations set out by the funding body and other relevant ethical procedures, your consent is required to take part in all involvement you may have with this project.

What will I be asked to do?

The basis of this research requires input from individuals that are willing to share their thoughts, attitudes, and own experiences on a range of topics related to their personal skills and employment history. Group discussions with others that have similar experiences and interests will be recorded for the purpose of maintaining an accurate record of dialogue. The purpose of these group discussions is to give you the chance to respond to certain questions relating to experiences, barriers and challenges faced by older migrants seeking employment, but it will also give you the opportunity to voice your own ideas and perspectives on matters related to the general discussion.

What are the possible disadvantages to my taking part?

As with any research that asks an individual to voice their opinion, there is the associated risk that stress may be caused from the recollection of distressing memories. To be clear, at no time will you be expected to continue when you would rather not proceed, as it is not the wish of the investigating parties to cause any participant any harm.

What are the possible benefits?

By contributing to this research, you, along with others in a similar position, will provide the necessary information needed to help understand the issues facing older migrants seeking employment and securing transferable skills, ultimately helping both employer organisations

and community enterprises to be better equipped to tackle issues that are affecting older migrants in your local area.

Will my participation be kept confidential?

Any information that you provide will be anonymised, to prevent any single person from being identified. Of course, other people present on the day of the group-based discussions will be aware that you have taken part, but all answers or feedback will not be traceable back to the person that supplied them, unless they ask for it to be so. Non-specific identifiers, e.g., Person A1, will be used to distinguish between contributors when necessary.

What will happen to the results of the study?

It is hoped that the results of this study will offer some insight into ways that can tackle some of the current issues faced by older migrants. Therefore, the results will be disseminated among appropriate organisations to help assist them with lessening some of these issues. There is also the potential for the results of this study to be analysed to the point at which they will be included in an academic paper, which may lead to publication in an academic journal as some stage in the future.

Who is organising and funding the study?

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XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Who has reviewed the study?

XX
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

What if there is a problem?

If there is a problem that you wish to raise at any point of this process, or if you have any questions, please feel free to contact me at the given contact information at the top of this document. On the highly rare occasion that changes have been made regarding how your information will be used, you will be made fully aware before any changes are implemented. Please remember that you are fully able to withdraw yourself from this research process at any given time. This is an entirely voluntary process and your decision to leave the project will be acknowledged and respected.

Plain English Summary of Research:

This project focuses on older migrants' (aged 50+) ability to seek and maintain sustainable work up until and beyond State Pension Age (SPA). In partnership with broadcaster ALL ARTS & MEDIA (ALLFM) and Manchester based Chinese community organisations, Dragons Voice and the Wai Yin Society, we will explore how radio production and broadcast can provide training and experience which improves the employability of older migrants. Migrants' employment experience is often challenging, including barriers such as poverty, racism and language barriers. They are significantly less likely than British nationals to be able to retire at the age of 65. Worklessness has a significant impact on older migrants' mental health, increasing financial insecurity, isolation, and loneliness. Because older migrants are much more likely than the general population to be in or seeking work at 65, the impact of work and worklessness on their mental health is an important but under-researched part of the Extended Working Life policy agenda.

Dragons Voice is a fortnightly show on ALLFM for the Chinese community in Manchester. Made by the Dragons Voice members, the show is broadcast in English and Cantonese. Initially funded by Greater Manchester NHS to promote positive mental health in the Manchester Chinese community, the shows have evolved, providing a voice for this community and giving participants the opportunity to express themselves and highlighting the stories of many in the community. The shows were an important voice during lockdown, delivering public health campaigns, including the prevention of Covid transmissions to the Chinese community.

This project will explore how Dragons Voice, and similar programmes of community building and training can be used to support older migrants into sustainable work which will enable them to secure and maintain sustainable and healthy work up to and beyond SPA. Our objectives are:

1. To understand the experiences, barriers and challenges faced by older unemployed and underemployed migrants in securing and maintaining sustainable work
2. To identify ways which employers can make use of the skills of older migrants
3. To develop ways to deliver formal, accredited training and develop transferable skills for older migrants
4. To understand how, through a medium like Dragons Voice, older migrants can build solidarity within and between communities to address shared barriers to sustainable work
5. To improve and enhance mental health outcomes of older migrants by taking part in the project

We will assemble a working group made up of employers, community radio experts, community activists from Chinese and other BAME communities, and older migrants to develop a programme to engage one hundred participants in training and participation with Dragons Voice. Through a series of workshop discussions within the working group, the experiences of older Chinese migrants will be explored, including barriers to sustainable work. Solutions will also be co-produced and an agenda for change will be agreed. The programme will serve as a template to support other marginalized groups who are unemployed, underemployed or in unstable work into sustainable employment which enhances mental health and well-being up to and beyond State Pension Age.

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8th September 2022

Matt Flynn
University of Hull

Dear Matt

Project Title : Dragons Voice qualitative-protocol-development-tool

I am writing to confirm that the University of Hull has agreed to act as sponsor, subject to approval being granted in accordance with the Department of Health Research Governance Framework for the project: Dragons Voice qualitative-protocol-development-tool.

Yours sincerely,



Dr David Richards, FEI
Pro-Vice-Chancellor (Research & Enterprise)
(Chair of University Research Committee)

cc Dean
 Research Governance