

The Department of Employment
and Workplace Relations presents



Hiring Outside the Box

Mature age workforce: investing in experience

BUILD YOUR RECRUITMENT TOOLKIT

OCTOBER 2023

Mature Age Workforce



Number of Australians over 65 will more than double over the next 40 years*



Over 200,000 people over 55 are unemployed or underemployed**



Almost half (49%) of HR professionals said recruitment practices at their organisation negatively impact older workers**

*Intergenerational Report, 2023

** ABS Labour Force, July 2023

** Employing and Retaining Older Workers, 2023, Australian Human Resources Institute and Australian Human Rights Commission

Investing in experience



growing your workforce



when we support older workers, our workplaces are more productive, experienced and reliable

**HIRING
OUTSIDE
THE BOX**

BUILD YOUR RECRUITMENT TOOLKIT

Corey Irlam

Deputy Chief Executive



cota.org.au

Why recruiting and retaining older workers matters

Older workers:



- on average take less sick days (loyalty and stability)
- stay at the company longer (lower recruiting costs)
- can help mentor / train / share knowledge



Attitude, collaborative, decision making skills, cognitive capacity



Best teams are diverse teams, including multi-generational

Catherine Hackett

Talent Acquisition Manager



Benefits

Become a CAREGiver



Flexibility

Balance your personal life and caregiving responsibilities with flexible job schedules.



Rewarding Job

Make a meaningful difference in someone's life on a daily basis.



24/7 Support

CAREGiving with Home Instead comes with access to 24/7 support systems and guidance.



Consistent Clients

CAREGivers can develop long-term relationships with their clients, establishing trust & consistency in care.



No experience or qualifications required

Training and support are provided to help you develop the necessary skills.



Obtain a Cert III in Individual Support

You can obtain a Certificate III in Individual Support, which not only enhances your professional qualifications it also gives you the added advantage to earn while you learn.



Lisa Brock Employment Facilitator, Mid North, South Australia

[Workforce Australia - Local Jobs - Mid North SA | Facebook](#)

www.dewr.gov.au/local-jobs/employment-facilitators

MID NORTH LOCAL JOBS PROGRAM &
YORKE PENINSULA ADVISORY
GROUP OF COTA SA



Unlocking the hidden workforce potential
of older people in the Yorke Peninsula

LIFESTYLE JOBS
Yorke Peninsula

DO YOU HAVE SPARE TIME?
WOULD YOU LIKE TO EARN
EXTRA MONEY?

LIFESTYLE JOBS
Yorke Peninsula

ARE YOU MATURE AGED, LOOKING FOR WORK OR
CONSIDERING WORK AND LIVING ON THE YORKE
PENINSULA?

JOIN US FOR

Coffee +
Chat

Nothing formal, just a chance to make
connections and find out what support is
available. Everyone welcome.

Monday 24th July, 10:30AM
Triple B Cafe, Wallaroo

*We're bringing along a few
local employers for a chat.*

LIFESTYLE JOBS
Yorke Peninsula



- **Applying for work now is different**
- Online recruitment, induction and training can be challenging
- Many people want less physical, less demanding roles
- Flexible work arrangements to suit lifestyle and stage of life are important
- Recognition of transferrable skills
- Lack of confidence, lack of self worth, loss of identity
- Unsure where to find support if not connected to employment services
- Impacts to any existing payments or benefits

Takeaways

*Best teams are diverse,
including
multi-generational*

**HIRING
OUTSIDE
THE BOX**
BUILD YOUR RECRUITMENT TOOLKIT

Job Design

- Do you offer flexible work arrangements?
- Can you make simple adjustments and modifications?

Attraction and Selection

- Do your ads reflect a multi-generational workforce?
- Are you encouraging people of all ages to apply?
- Are your ads free of age-bias?
- Do you have a diverse selection panel?
- Have you reviewed your processes?

Onboarding

- Positive onboarding has significant impacts on employee productivity, retention and safety
- Maximise your onboarding processes to cover specific areas for training



Age Diversity is good for business

Mature Age Hub - www.dewr.gov.au/mature-age-hub

- **Investing in Experience Tool Kit:** guide for employing people aged 45 years and over
- **Self-Assessment Tool:** help you determine the age profile of your organisation and how effectively your organisation manages mature age workers
- **Training modules:** practical resources to assist with employing and retaining mature age workers

Mature Age Workers
Busting myths

Module 1: Key benefits & myth busting, maturity diagnosis →

Mature Age Workers
Is my workplace age inclusive?

Module 2: Identify and address biases and misconceptions →

Mature Age Workers
Building age inclusive workplaces

Module 3: Managing mature age workers for high performance →

Australian Government
Department of Employment
and Workplace Relations

**MATURE AGE
EMPLOYMENT**

**Age diversity
is good for business**

When we support older workers, our workplaces are more productive, experienced and reliable.

Older workers can elevate an entire workplace. They have qualifications, technical abilities and transferable skills forged over many years.

Older workers have a positive influence on workplaces. They can enhance team performance by providing mentoring and coaching.

Successful businesses have diverse workforces. They attract and retain the best and brightest from all backgrounds and circumstances.

Visit the Mature Age Hub at dewr.gov.au

- **Older Workers Resource Hub - humanrights.gov.au/olderworkers**

Additional Resources

Workforce Australia for Business

- www.workforceaustralia.gov.au/businesses/
- www.dewr.gov.au/workforce-australia/resources/workforce-australia-business-factsheet

Local Jobs Program and Employment Facilitators

- www.dewr.gov.au/local-jobs/employment-facilitators

Hiring Outside the Box

- www.dewr.gov.au/employment/hiring-staff/hiring-outside-box



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