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



Corey Irlam Deputy Chief Executive



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



cota.org.au

Catherine Hackett Talent Acquisition Manager



Benefits Become a CAREGiver





homeinstead.com.au

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



Applying for work now is different

 Online recruitment, induction and training can be challenging

LIFESTYLE JOBS

Yorke Peninsula

WOULD YOU LIKE TO EARN EXTRA MONEY? IFESTYLE JOE Yorke Periosula

- 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



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

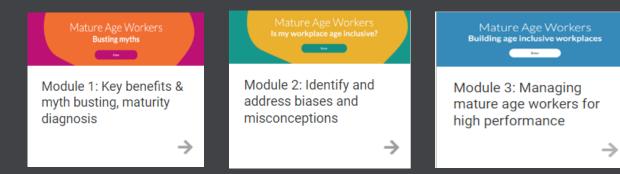
- Positive onboarding has significant impacts on employee productivity, retention and safety
- Maximise your onboarding processes to cover specific areas for training



Age Diversity is good for business

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

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



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



Additional Resources

Workforce Australia for Business

- <u>www.workforceaustralia.gov.au/businesses/</u>
- www.dewr.gov.au/workforceaustralia/resources/workforce-australiabusiness-factsheet

Local Jobs Program and Employment Facilitators

• <u>www.dewr.gov.au/local-jobs/employment-</u> <u>facilitators</u>

Hiring Outside the Box

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



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