

# Managing an Ageing Workforce

For HR staff, managers and executives needing to deal with implications of ageing workers | **1 day**

**A large number of workers are currently retiring and the numbers of younger workers entering the workforce will not be enough to compensate for this reduction. This will result in a smaller supply of potential employees and increased competition by employers for available talent.**

**Increasing the workforce participation of older workers is identified as one of the top two reforms to enhance the supply of workers and productivity. Older workers are now somewhat more likely to re-join or stay longer in the workforce, and governments are encouraging workers to stay working longer.**

In its discussion paper Engaging and Retaining Older Workers (February 2013), the Australian Institute of Management has stated that it is time for employers to take advantage of the contribution that older workers can make by looking to the following four opportunities:

- Recognising the business case for engaging and retaining older workers
- Moving beyond stereotypes and understanding the impact of age discrimination as a barrier to workforce participation by older workers.
- Build flexibility into the workplace and facilitating flexible careers suitable for older workers.
- Providing training and professional development for older workers.

This workshop will cover the above areas/opportunities, in ways that can be applied by participants.

## Objectives

On completion of the training, participants will be able to:

- Know the facts of workforce ageing in Australia, and the consequences if not properly catered for
- Recognise the benefits of mature workers, and importance of catering for their needs and situations
- Identify cultures, stereotypes and generational differences impacting adversely on mature workers
- Apply key strategies and work practices to gain maximum benefit from an ageing workforce

## Key Content

- The facts of workforce ageing in Australia
- What is old, older or mature?
- The benefits of age diversity and a mature workforce
- Work practices and attitudes to mature workers
- Australian and organisational cultural stereotypes
- Generational differences in values and behaviours
- Work policies, practices and job design relating to mature workers
- Recruitment and selection practices
- Flexible work practices as a way of retaining valuable mature workers
- Performance management of mature workers
- Reward and recognition
- Knowledge transfer and succession planning
- Health and well-being of mature workers
- Retirement work policies and practices