

# Age Management @ Work - Training Workshops

## Recruitment and Retention of Staff - Meeting the Challenges

The ageing of Australia's population is a well known phenomenon, attributed to falling mortality and fertility rates combined with the effect of a baby boomer generation as it moves into the older age brackets.

### What are the challenges?

- Labour skill shortages and loss of knowledge – unless older workers can be persuaded to stay on
- Managing multiple generations at work
- Younger managers working with older staff
- Mature age staff - maintaining skills, transitioning out to a worthwhile future
  
- **Workers in health and education amongst the oldest workers.**
  - **Health & Community Services** – Av age: **41.7yrs** (Up 5.5 yrs over last 2 decades)
  - **Education** – Av age: **43.4yrs** (Up 5.2 yrs over last 2 decades)

**Age Management Training** is a **Department of Employment and Workplace Relations** initiative to improve the labour force participation of mature age Australians. This is seen as a key strategy for managing the impact of demographic change. Age Management Training will help organizations meet the challenges of Australia's ageing workforce and assist experienced workers plan and implement a phased retirement.

The following separate workshops have been developed for managers/team leaders and experienced workers/job seekers.

### Team Leader workshop

The Team Leader workshop is designed to provide line managers with practical solutions to implement age positive workplace practices to help them attract and retain experienced workers and maintain an age balanced workforce.

### The Experienced Worker workshop

The Experienced Worker workshop provides experienced workers, mature age job seekers and retirees with practical help to review their work/life goals, plan their retirement, and work with their employers to make best use of their knowledge and experience.

Read more about Aged Management Training - [www.jobwise.gov.au](http://www.jobwise.gov.au)

The Australian Institute of Management has accredited **Jennifer McCoy, from Positive Change Consulting**, to deliver the Age Management Training workshops [AMT]. Jennifer brings a solution-focus to management and leadership challenges, using coaching, mentoring and training strategies to build leadership skill, develop teamwork and improve communication.

**Contact us today on 03 9563 4028 or at [info@positivechange.com.au](mailto:info@positivechange.com.au) to ensure you have the tools to enhance leadership skills in your organization.**