

HOPE - HYPE - HARD EVIDENCE

Mature Age Workforce
Local Government Councils

Presenter: Julie Morgan

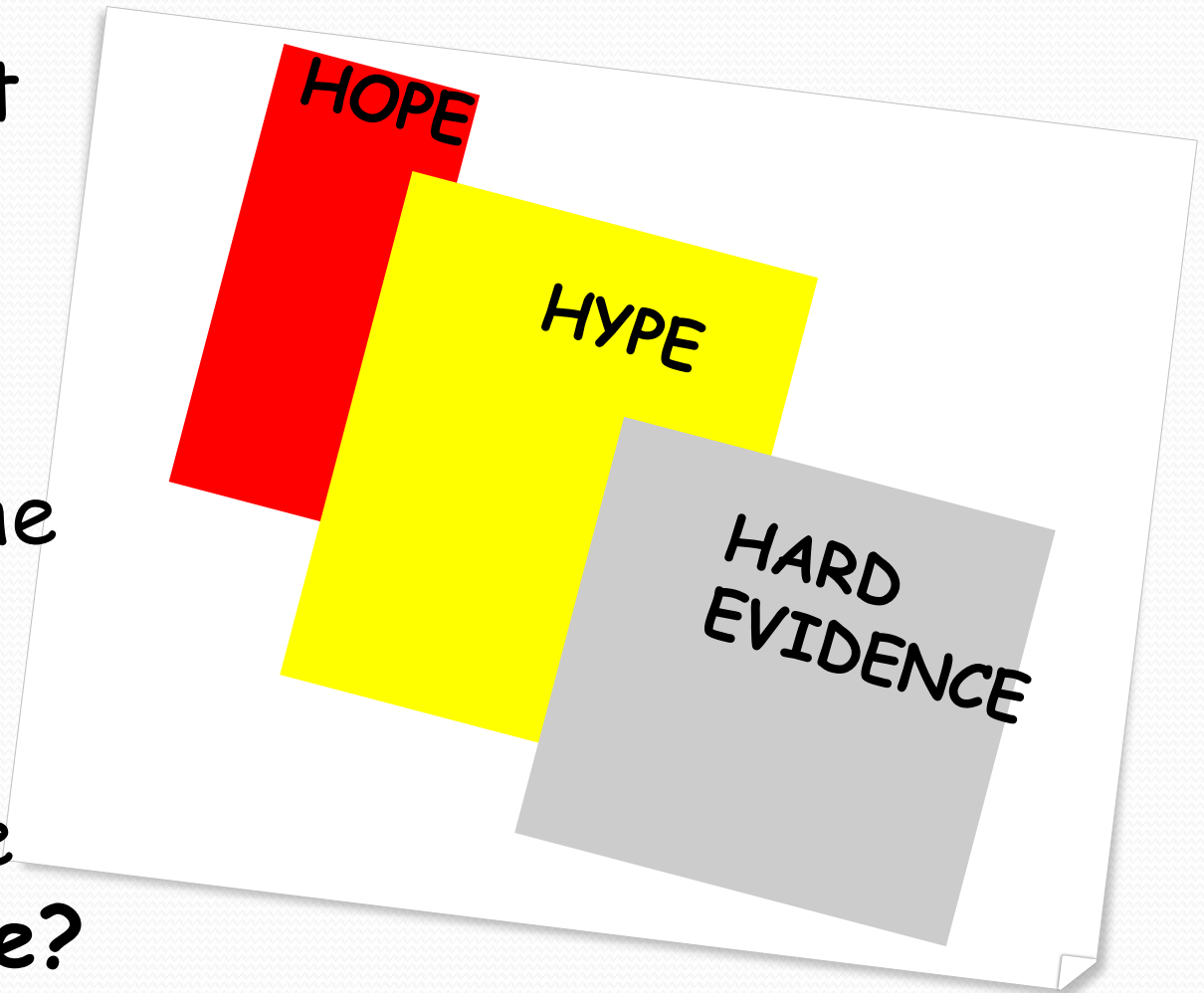
Today's Aim:

- Mature Age Workforce - Hope - Hype - Hard Evidence
- Project Overview - Trends and Age Management Framework
- Moving forward - Resource Development

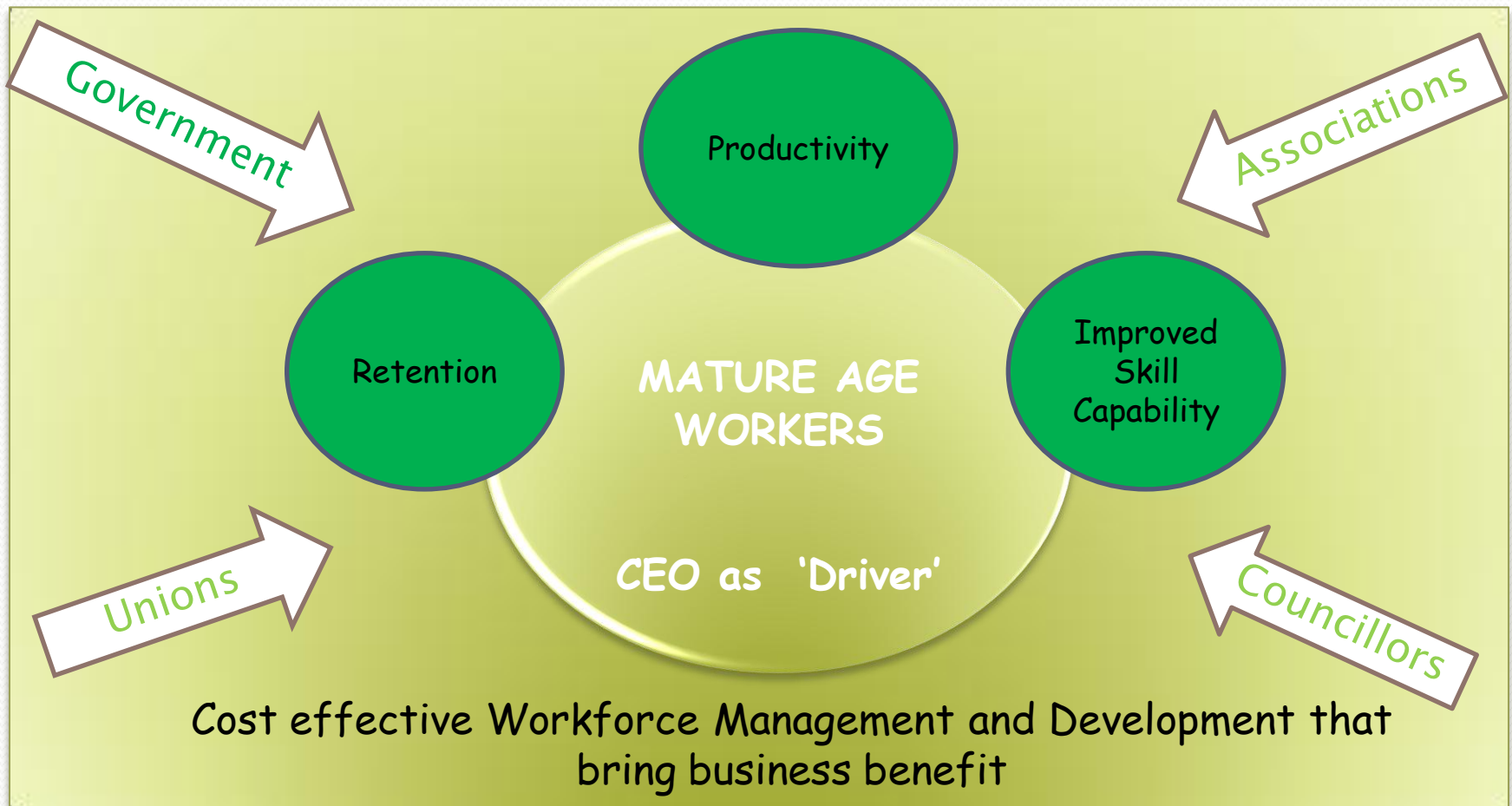
Hope for cost
efficient
solutions....

What is all the
hype about?

Do I have the
hard evidence?



HOPE for effective strategies



HYPE - IS THE MATURE AGE WORKFORCE PHENOMENON REAL OR ENGINEERED?

Trends:

- Demographic Shift - Age Profile
- Changing face of labour market
- Retirement - Intended vs Actual



Is an Ageing workforce problematic?

In itself ageing is not the problem
It is all about

How mature age workers participate in the future
workforce

How council will manage this sector of their
workforce to maximise the capability

New breed of workers emerging

- More sophisticated
- Demand an environment that attracts them
- Satisfies their needs
- Provide incentives for them to stay with an employer



Competitive Work Environment Options

Workplace
Flexibility

Management
Styles -
Collaborative

Work
practices that
utilise skills,
Knowledge &
experience



Focus for Council

Attract

Recruit

Retain

HARD EVIDENCE - Know your current Workforce & future needs

- Age Audit (Profiling)
- Retirement Intentions
- What skill capability
- Know what employees think and what they expect.
- Age Management Strategy

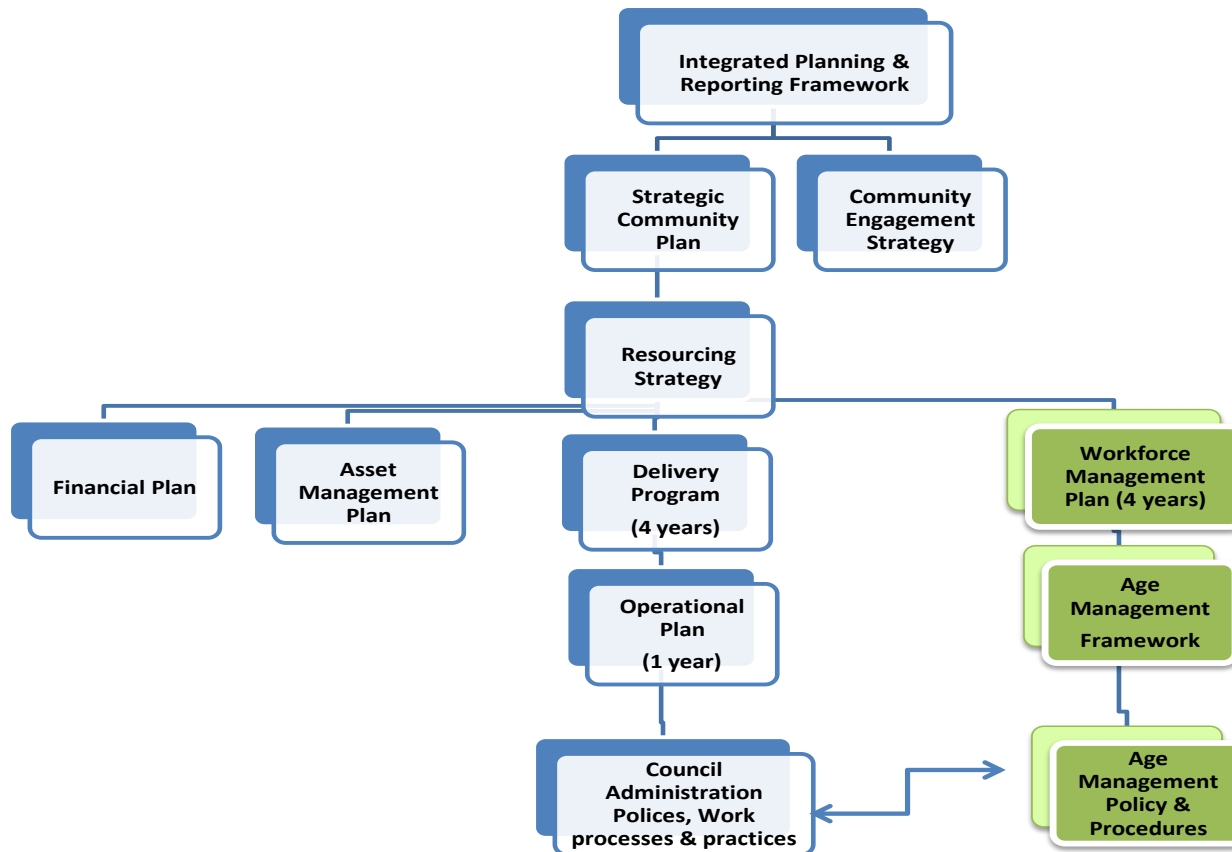


LGMA and ACELG Project

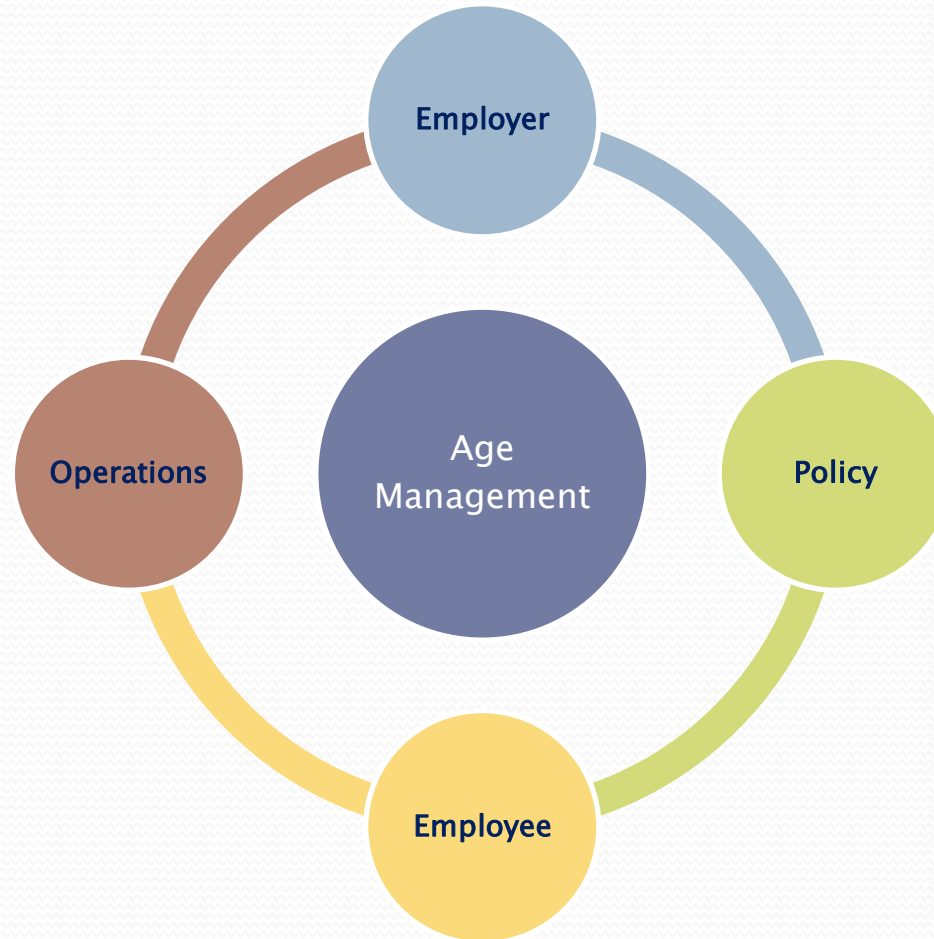
Development of an Age Management Framework that:

Provides guidance to progress mature age initiatives in a planned and structured way through the inclusion of key policy, procedures and performance indicators to support Chief Executive Officers in mobilising cost effective initiatives to proactively address the changing make-up of their workforce.

Age Management Framework



Age Management Framework



Developing the Age Management Framework

- Policy Reform
- Attracting Talented applicants
- Retaining existing mature age workers
- Increase productivity
- Increase targeted skill capability
- Cost Efficient practices that are linked to business priorities

SUMMARY:

- The level of change required to support the future workforce won't just happen, it does need to be managed and directed from CEO.
- Collaborative management models - think outside the box and engage staff more fully - embed the strategy as fundamental change in the way things are done.
- Professional development for management.
- Increased workplace flexibility.
- Effective supervision.
- Make it a cost effective solution that brings business benefit.

Summary Message

