



# INVESTING IN EXPERIENCE

Managing an Ageing Workforce

**Dates & Venue:**

**Bendigo** Friday 10 February 2012

**Pakenham** Wednesday 22 February 2012

This project is sponsored by the Australian Government Department of Education, Employment and Workplace Relations through the Experience + initiative



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Managing an Ageing Workforce

## Why is this seminar **important?**

Around the world, populations are ageing due to declining fertility rates and increasing life expectancy. Australia is no exception.

In Australia today, we have around five working aged people for every Australian aged 65 years and over. By 2050, it is projected that we will have only 2.7 people of working age to support each Australian aged 65 years and over.

The baby boomers, who make up over a third of our workforce, are preparing to retire, with the majority planning to leave the workforce between 2015 and 2020.

This means a huge loss of skills, knowledge and experience.

Encouraging mature age Australians who are able to work and who want to do so, to continue to work, is one way we can help to mitigate the economic effects of an ageing population.

We also need to ensure that we encourage experienced workers to pass their skills and knowledge on to other workers.

### **Many companies are aware of the issue but unsure how to tackle it.**

In this seminar we bring together experts in workplace relations, occupational health and safety, workforce management and training to provide practical advice on how to manage your mature age workforce.

The workshop is very practical and will illustrate how the relevant legislation and good human resources management practices operate in the real world by drawing on case studies developed through our extensive work with companies.

Workshop participants will have the opportunity to put questions about their ageing workforce issues to the case study panel members.

This workshop will equip managers to identify and implement effective strategies for the recruitment, retention and management of an ageing workforce.

## WHO SHOULD ATTEND?

HR Managers

Managers and Supervisors

Business Owners



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## PROGRAM

Time	Topic	Speaker
8:15 am – 8:30 am	Registration	
8:30 am – 8:40 am	Introduction	DEEWR
8:40 am – 10:15 am	<ul style="list-style-type: none"> <li>• Understanding workplace health and safety implications associated with mature workers.</li> <li>• Practical workplace solutions to manage mature workers' health, safety and wellbeing in the workplace.</li> <li>• Understanding your compliance obligations – avoiding discrimination on the grounds of age or carer responsibilities.</li> <li>• Practical workplace solutions to manage discussions with mature workers about retirement and flexible working options.</li> </ul>	Ai Group
10:15 am – 10:30 am	Government funding opportunities	DEEWR
10:30 am – 10:45 am	<b>Morning Tea</b>	
10:45 am – 11:45 am	<ul style="list-style-type: none"> <li>• Blind spots in the management of human capital.</li> <li>• The need to strengthen workforce management competencies.</li> <li>• Understanding the retirement intentions of mature workers.</li> <li>• Learning and development – innovative practices, challenges and opportunities.</li> <li>• Best practice – how far-sighted organisations are working to recruit, retain and engage mature workers.</li> </ul>	Wayne Bishop, Activetics Pty Ltd
11:45 am – 12:25 pm	<ul style="list-style-type: none"> <li>• Australia's ageing workforce.</li> <li>• Things you can do to help your workforce be retirement ready.</li> <li>• Five things your staff can do to improve their retirement outcomes.</li> </ul>	AustralianSuper
12:30 pm	Conclusion	Ai Group

