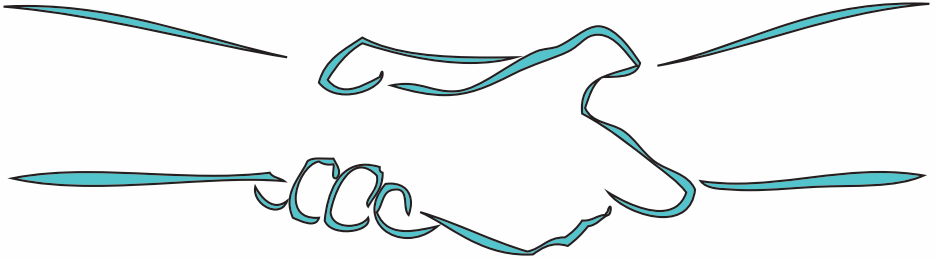


Building Bridges for Mature Jobseekers



Supported by the Try, Test and Learn Fund - An initiative of the Australian Government Department of Social Services.

Invest in Building Bridges

What is Building Bridges?

Building Bridges is an initiative to improve employment opportunities and outcomes for job-seekers aged 45+ in the Burnie region through a series of activities that:

- Link local employers with local mature age job seekers. Through a series of community networking events.
- Co-ordinate services for mature age job-seekers with complex needs.
- Raise awareness of the benefits of employing mature job-seekers through a local community campaign.

“There are many mature aged people in our community who struggle to re-enter the workforce for a number of reasons. This program is designed to support these job seekers through intensive support, networking opportunities and a community campaign to highlight their value to employers”.

“The overarching aim of the project is to foster a greater awareness of the value of mature age jobseekers to employers and to build a greater number participating in employment in the Burnie region”.

- Mayor Steve Kons

Why mature workers could be the right fit for you?

As a business, you can't afford to ignore the advantages mature workers offer you.

They offer substantial experience that would benefit your business and can be highly productive.

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Reasons to Invest

The next time you need to make a hiring decision, consider mature workers: Their contribution to your business could positively impact you for years to come.

Invest in Productivity

Mature aged workers are just as productive as younger workers and a business' performance improves with age diversity.

Studies have shown that businesses which include mature aged staff performed 20% better compared to businesses without an age diverse workforce.

Invest in Contribution

Mature workers have a wealth of experience to contribute, with research finding that teams that include mature age workers are more innovative.

A store in the United Kingdom was staffed entirely by mature workers for 6 months, profits increased by 18% and staff turnover was 1/6 of usual levels.

Invest in Performance

A study by Australian Health Management which examined the daily work habits of 4000 employees found that mature workers performed at their best for approximately seven hours out of an eight-hour day—an achievement that other workers in the study were unable to match.

Invest in Strong Work Ethic

Pride in a job well done has become an increasingly rare commodity among younger employees. Mature workers are more willing to stay later to get the job done because of their sense of pride in the final product.

They are detail oriented, focused and attentive workers that add a value that rubs off on all employees and potentially save your business thousands of dollars.

Invest in Experience

Experienced workers have built up knowledge and skills during their time spent in the workforce. They often foresee issues based on life and work experience, they have developed pattern recognition giving them the ability to pre-empt problems and provide possible solutions.

The eligibility for mature age jobseekers to be part of this program are as follows:

45 years of age or more.

Registered with a Burnie based Jobactive or Disability Employment Service provider.

Unemployed for 3 months or more.

Living in the Burnie Area.

The Building Bridges Program is working with the local Employment Service Providers.

What is an Employment Service Provider?

Jobactive and Disability Employment Services (DES) connect job seekers with employers and are delivered by a network of providers across Australia.

As an employer, you can use a local Employment Service Provider, either Jobactive or DES for tailored recruitment services, at no cost to you.

What can they do for your business?

Employment Service Providers deliver professional, end-to-end recruitment services at no cost to you. For a choice of providers in Burnie, refer to the directory at:

burnie.net/community/services-and-programs/building-bridges

Your local Employment Service Provider will talk with you, in person or over the phone, about your specific business needs. They will outline the services they provide, including:

- Screen and recommend candidates based on your job description.
- Arrange for a job seeker to do training specific to the needs of your business.
- Offer continued support as your new employee settles in to your business.

Businesses reflect their communities and naturally, mature aged workers are a part of this community and have some great experience and can often inspire staff and customers with their knowledge.

Workplaces and the overall economy can benefit from using the experience and skills of more mature workers to train younger and newer employees.

Older Australians working for longer provide significant benefits to their workplaces, the economy, the community and the individuals themselves.

Invest in Community, Invest in Burnie