

**EASTCOAST TRAINING AND EMPLOYMENT
NAMBOUR BRANCH**
**Information notes on issues facing those unemployed and
being in excess of 45 years of age**

BARRIERS:

- As time passes unemployment and rejection for positions compounds the basis problem for the 45+ unemployed.
- Sometimes they only have one years experience multiplied 20 times.
- Questionable transferable skills.
- Reluctance for career change.
- Diminishing self esteem and poor / no motivation.
- Unfamiliar with wider work ethics / social differences outside their previous long term environment.
- Reluctance to re-educate / re-train for various reasons including age / embarrassment.
Financial constraints and pressures.
- Limited networking skills (not previously needed).
- Never required to update Job Search techniques or tools, i.e. resume.

SOLUTIONS/APPROACHES:

- One on one training, avoid categorised and assists the trainer in developing the clients self esteem and directional motivation.
- Quickly develops rapport.
- Trainer needs to be attuned to barriers and therefore the appropriate trainers is essential, i.e. have a variety of life skills.
- Similar "vintage".
- Offer a non threatening environment.
- Good counselling skills.
- Extensive networking contact and the ability to draw the client into the net.
- Identify transferable skills i.e. tradespeople may be suitable in an teaching capacity.
- Identify new career paths.
- Identify areas requiring re-training.
- Include clients in mentoring roles which helps restore self esteem and may provide some community recognition.

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