

**Presentation To  
House Of Representatives Standing Committee  
On Employment, Education And Workplace Relations**

**Inquiry Into Issues Specific To  
Workers Over 45 Years Of Age Seeking Employment**

17 November 1999

**DESCRIPTION OF PROJECT**

Objectives Of Project

Pro bono project of BCG and BCA to develop initiatives to reduce LTU

Focus on 'school-to-work' and 'termination-back-to-work' transitions

Encourage involvement of business in addressing problem

Objectives Of Project

Currently exploring options

Welcome feedback of Inquiry Committee

## EARLY INTERVENTION PRIOR TO TERMINATION CAN IMPROVE EMPLOYMENT OUTCOMES

'Getting to people before they are terminated and leave the company is ideal ... you can do wonderful things with people who get assistance as soon as possible'

- Employment Officer, Mature Workers Program

'Early intervention is critical. People are in employment mode while employed, their momentum is up. Once they leave the workplace, they lose their steam and become disenfranchised very quickly'

- Private Outplacement Provider

'Minimising gap between retrenchment and re-employment is paramount. To find a job prior to being retrenched does wonders for the work ethic ... and helps out before the gloom sets in'

- HR Manager, Large Australian Company

'I would find it far easier to place a mature-age worker if I could get to them before they left work than 6 months later'

- Job Network Provider

'Employment services are optimised while the employee is still employed. The pressure is off, they are earning and their self esteem is still on board. Gaining employment assistance prior to retrenchment means you can go through the process with your mates, with encouragement from your peers. Once they've been retrenched they are so isolated and distant from their peers...'

- Local Head, Australian Workers Union

## **COMPANIES HAVE SUCCESSFULLY ADOPTED A MODEL OF INTERVENTION PRIOR TO TERMINATION**

Closure Of Paper Company's Plant In Regional Area

**[Not reproduced]**

**'If we had not provided assistance prior to termination, most of those terminated would not have found jobs'**

### **THE MAJORITY OF TERMINATIONS<sup>1</sup> COME FROM SMALL AND MEDIUM SIZED FIRMS**

Size Of Last Employer For Job Seekers Terminated From Employment  
(%, Sample Of Job Network Provider And Employment Service Clients)

[Not reproduced]

1 Terminations include both retrenchments and those who have been fired. Interviews suggest that retrenchments account for 50% of terminations

Source: Interviews with Job Network providers and state funded employment services - over

### **SUMMARY**

#### Problems

- Time delay in provision of assistance Majority of terminations come from small and medium sized firms
- Solutions Wherever possible apply risk profiling prior to termination

#### Solutions

- Wherever possible apply risk profiling prior to termination
- Bring forward intervention to before or soon after termination