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KINGSTON

The Committee Secretary House of Representatives Standing Committee on Employment, Education and Workplace Relations Suite R 1 116 Parliament House Canberra ACT 2600

26 April 1999

**INQUIRY INTO ISSUES SPECIFIC TO WORKERS OVER 45 YEARS OF
AGE SEEKING EMPLOYMENT OR ESTABLISHING A BUSINESS
FOLLOWING UNEMPLOYMENT**

Thankyou for the opportunity to provide some information to this inquiry. Comments provided are anecdotal and passed on from discussions with our clients.

Kingston Employment Services provides job matching services for people who are registered with Centrelink and previously implemented work experience and training programs for eligible unemployed people. Since 1992, KES supported over 890 unemployed people by providing skills and confidence to increase their employment opportunities and most recently placed 280 people into jobs. Nearly 3000 people wishing to gain employment are currently registered with KES.

Some of the comments that people over forty-five who are registered with KES make and some of our observations are:

- o "Too old to get another job".
- o Desperately want a job but believe that younger employers will not hire over forty fives because they may 'bring bad habits to the new job' and 'may be difficult to train'.
- o If an over 45 person has been in the same occupation their entire career, they think they will find it difficult to obtain another job, let alone in another field.

Don't know how to go about looking for a job or where to start.

Not familiar with new technology, especially computers and believe they have been left behind.

Perceptions by employers that older people are unfit and not capable of doing manual work.

o Embarrassed at being unemployed.

* Loss of **self-esteem** especially after six months unemployment.

* Lack of access to working capital to establish own businesses.

Please find enclosed a copy of the report 'Health Concerns for Unemployed Men from the City of Kingston'. This is a confidential report specially prepared for Council.

If you require any further information, please do not hesitate to contact Kingston Employment Services on 03 95564270.

Yours faithfully

Robin Matthews
Manager
Kingston Employment Services