

Parliament of Australia

**House of Representatives Standing Committee on Employment, Education and
Workplace Relations**

**Inquiry into issues specific to older workers seeking employment, or establishing
a business, following unemployment.**

JOBPOWER SUBMISSION

1. Core Transferable Skills

Maher Report (1992)

JOBPOWER research, and consistent with contact with employers have
shown:

Employer requirements:

1. Problem solving
2. Team Work
3. Initiative
4. Communication Skills
5. Self Management
6. Literacy and Numeracy
7. Negotiation skills

Age related - Experiential skills – these are skills which life experience
assists in developing/gathering of.

Blue collar jobs incorporate the core competencies – however not
formally, not presented as relevant or transferable –

Code for 'age' – computer literacy mentioned in adverts – yet easily and
quickly acquired.

2. Flexible Employment Arrangements

- Trends (ABS data) – validate **3 out of 4 new jobs are part-time or casual.**
- Changing nature of work – domestic and internationally
- Mature aged workers – seeking greater autonomy and control over working life
- Research (*JOBPOWER* and external sources) demonstrate greatest proportion of long term male job seekers in 45 – 64 age bracket possess manual skills in blue collar industries (shrinking) and often have poor physical health impacting negatively upon full-time employment
- Subcontract or franchise (low tax) arrangements are attractive to mature aged job seekers - concern relating to the Ralph Inquiry into taxation and specifically 80% substantial employment recommendation.
- Bullet proofing – *JOBPOWER* recommends to mature aged job seekers the adoption of a focus of securing multiple part time/casual employment. Fall back positions.
- *JOBPOWER* has tried through multiple sources to establish a subcontract/casual mature age labour pool and has been unable to secure a managing agent.

3. Government contracts

- Leverage/positive weighting for projects employing mature aged unemployed
- All government contracts have a component of mature aged unemployed
- Job Network – largest global human resource outsourcing operation had no requirement to incorporate mature aged people – first stage worth 1.7 billion dollars.
- Commonwealth demonstrate leadership and good corporate citizenry-demand tenderers to incorporate mature aged job seekers.
- *JOBPOWER* demonstrates positive discrimination towards job seekers over 45 years.

4. Work Experience & Work Trials

JOBPOWER experience shows mature aged workers with current work experience have more success in securing employment.

Melbourne Institute of Applied Economics and Social Research – joint project, job seekers over 45years. Skills development, work experience.

5. Public Awareness Campaign

- Two pronged strategy – not main stream mass media, but target to employers
- Still wholesale ignorance of the law regarding age discrimination

- Focus on benefits to employers
- Second prong aimed at mature aged job seekers – next job is a pathway not an end for job seekers
- Focus on multiple income streams