

The following information has been provided as part of COTA NSW's Information Hubs established in the community. The information is intended as a guide only and should not be considered as advice. As with all matters of this kind, people need to seek and obtain relevant advice before taking any action.

COTA NSW's Information Hubs are part of COTA NSW's commitment to providing information and guidance to older in their own community. This Place-Based Navigation is designed to provide safe, accessible and independent information for older people. It has three (3) layers;:

**Signposting:** This is delivered by peers that provide a safe and welcoming environment for older people to engage and ask questions. Information is provided that is designed to be general in nature and the peer will navigate the person to a more appropriate source is appropriate.

**Information:** This is provided by COTA NSW after the person has received information and aided by the COTA NSW peer, believes they require further information and knowledge to take action.

**Guidance:** Provided by content experts like Financial Planners or Accountants and Solicitors, supporting the person to act.

## EMPLOYMENT

**"I still want to work, but don't know the best way to approach looking for work"**

COTA NSW strongly encourages people to remain employed and in work for as long as they choose. There are many benefits of working;

- Older workers are significant contributors as they are productive, experienced and reliable.
- Businesses prosper on experience. Older workers can bring extensive knowledge, life skills and work experience to an organisation.
- Older workers can elevate an entire workplace. They have qualifications, technical abilities and transferable skills forged over many years.
- Older workers have a positive influence on workplaces. They can enhance team performance by providing mentoring and coaching.
- Intergenerational workforces can improve the efficiency of an entire business. It can make a business proficient, skilled and approachable.
- Older workers are reliable, level-headed and have a good work ethic. They are positive and have honed their communication skills.

The government provides incentives for employers to hire older workers.

Workforce Australia Services Wage Subsidy is a financial incentive (up to \$10,000 incl. GST) to encourage businesses to hire and retain mature age employees who are 50 years and over.

Skills and Training Incentive provides up to \$2,200 (GST inclusive) to jointly fund training to help older employees build skills to remain in the workforce longer.

Links: <https://www.dewr.gov.au/mature-age-hub/employing-mature-age-workers>

At this time Australia is facing a skills crisis and workforce capacity problems.

Nearly a third of all Australian sectors are facing worker shortfalls and Nurses, software engineers, care workers and hospitality workers are amongst those in most demand

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A good place to start is finding a local employment agency. There are many of these agencies.

COACT: <https://coact.org.au/job-seekers/what-we-do/mature-age-employment/>

WISE EMPLOYMENT: <https://wiseemployment.com.au/>

You can also connect with Older Workers- Australia's only older workers job board

<https://olderworkers.com.au/>

If you feel that you have been a victim of ageism and discrimination in your pursuit of employment, you can talk to the Anti-Discrimination NSW <https://antidiscrimination.nsw.gov.au/>