



Mature Age Employment Package

Career Transition Assistance Program

This program will provide assistance for mature age Australians to identify new job possibilities in their local labour market and the best ways to be successful in obtaining these opportunities.

Background:

- The program commences in five trial regions 1 July 2018.
- The program will be demand-driven.
- Participation will be voluntary.
- All mature age individuals 50 years of age or older, commenced with a jobactive provider within one of the five selected regions will be eligible during the trial, although providers will have some discretion as to their suitability for participation.
- The program will be a two phase program including a short, intensive course followed by optional ICT training.
- The first part of the program will focus on assessment of skills and strengths, research on the local labour market, strategies and tools to be competitive in the jobs market, identification of training/qualification needs, and boosting resilience.
- Participants will gain insights on a range of occupations through Industry Awareness Experiences.
- Skill needs identified during the course will be fed back to the participant's jobactive provider so that a referral to training and other services or programs can be organised.
- Learnings from the trial will be incorporated into the program at the time of the national rollout, scheduled for July 2020.

Topics we would like to discuss include:

- What would help mature age job seekers to meet employer needs and expectations?
- What is the best way to engage with mature age individuals?
- How could the Government best build supply and demand considerations into CTAP?
- Is there anything the Department can do to encourage take up of the program?
- Are there any concerns when it comes to the suitability of job seekers for this program?
- What should be the core components covered in the program?
- Should any of the Core Skills from the Work Developmental Framework be included (see docs.education.gov.au/system/files/doc/other/csfw_employerresource.pdf)?
- What basic ICT literacy needs should be included?
- Does making Industry Awareness Experiences a mandatory part of CTAP add value to the program?
- How should the course link to further training?
- What should we try to capture when it comes to evaluating the program?
- What outcomes would equal success?

Pathway to Work pilots

These pilots aim to help mature age Australians prepare and train for vacancies in growth industries.

Background:

- Commence progressively from 1 July 2018.
- A series of up to 10 pilots will be established across Australia over 3 years.
- These pilots will package existing programs and funding sources in order to prepare and train job seekers for vacancies in specific industries through measures such as industry specific pre-screening, pre-employment training and specialised job matching assistance.

Topics we would like to discuss include:

- Are there particular industries more suitable for mature age workers?
- What supports under these pilots would assist employers to recruit mature age job seekers?
- What supports will mature age job seekers require?
- What is the ideal duration for each pilot?
- Are there examples of programs/initiatives that have worked in the past or overseas?
- What should we try to capture when it comes to evaluating these pilots?

National Work Experience Programme

More work experience opportunities for mature age people to demonstrate their skills to a potential employer or gain experience in a new industry.

Background:

- New arrangements commence 1 July 2018.
- The National Work Experience Programme is being expanded to 10,000 places per year (up from the current 6,000).
- A range of incentives are being implemented including a \$300 host payment for employers.
- These changes will benefit all job seekers, including those who are mature age.
- Changes to the National Work Experience Program are underway. The Department is updating guidelines and communication products to ensure that stakeholders understand the enhancements that are due to take effect from July 2018.

Topics we would like to discuss include:

- Do you think the new incentive payments to host businesses (\$300) and outcome payments to providers (\$400) will encourage you / other employers to access the program?