



perpetual wisdom

# Workforce Ageing

## CEDA Demographic Destiny

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# what will we achieve?

- Risks and challenges of workforce ageing
- What are we seeing and what can work?
- Q&A

our journey began here...

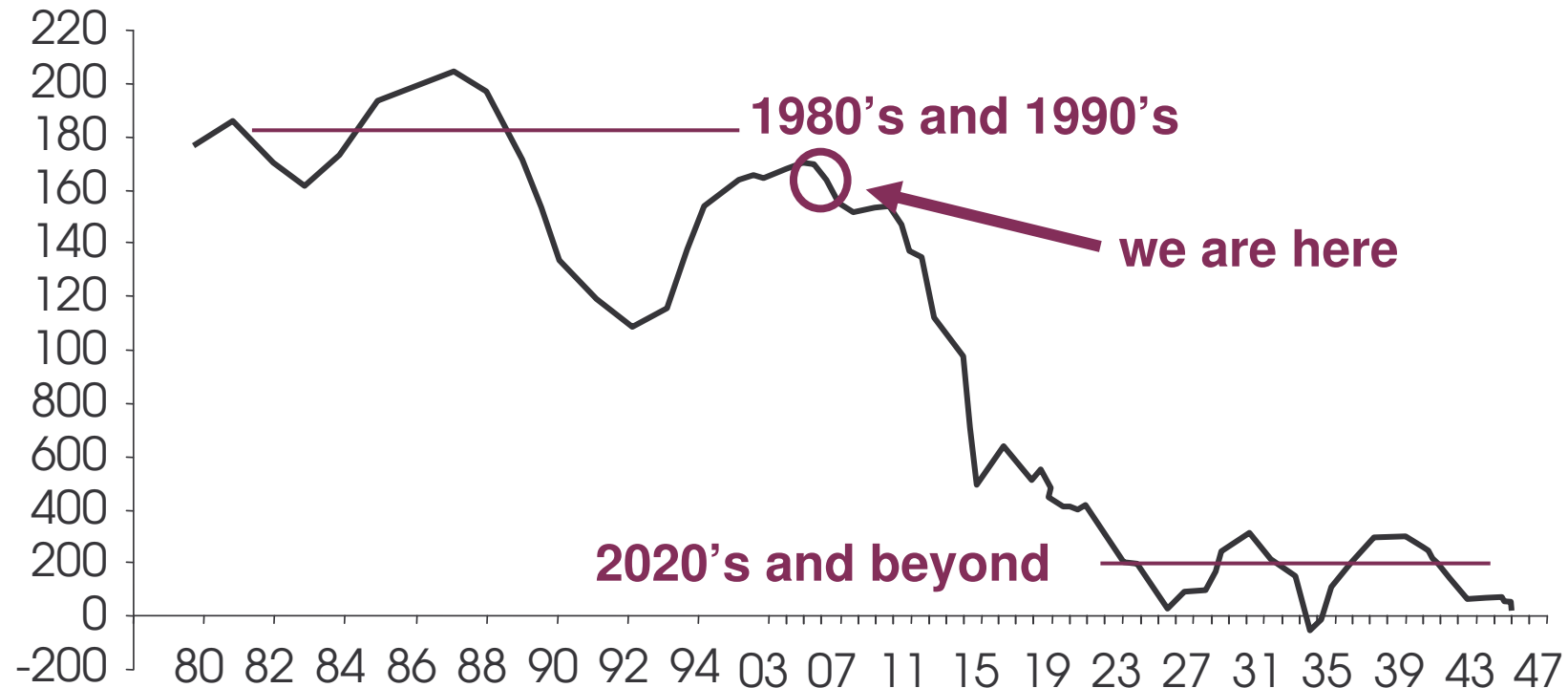


and yet we continued  
to see this...



# the demographic cliff

decline in labour market growth (thousands)



Access Economics



# what are the risks?

## the risks include...

- Critical skill shortages
- Longer fill time on vacancies
- Inability to grow your business
- Wage increases
- Decline in service levels
- Discrimination claims

# global challenges

include how to...

- Avoid critical knowledge loss
- Engage and retain mature staff
- Create flexibility and redirection
- Build productive multi-generational teams
- Foster culture change to embrace diversity
- Attract mature talent to fill the skill gap



# are they your challenges?

- Avoid critical knowledge loss
- Engage and retain mature staff
- Create flexibility and redirection
- Build productive multi-generational teams
- Foster culture change to embrace diversity
- Attract new mature talent to fill the skill gap

...anything else?

# attracting maturity

- branding and profile
- job advertisements
- interview process
- induction and training
- reskilling/upskilling

*...age neutrality?*

# what's the perception?



27 v 52 year old

# stereotyping

expensive

hard to manage

unwilling to change

higher injury rates

slow



poor culture / team fit

poor memory

more sick leave

ignorant of IT

stuck in the past

# myth busting

sound work ethic

loyal

emotionally  
mature

eager to contribute



decisions based on  
experience

committed

lower OH&S costs

mentors and guides

fastest growing IT take-up

AARP – Top 400 companies "American Business and Older Employees" report

# www.adage.com.au



connect with maturity, experience and wisdom

executive

job seekers

employers

## adage links

### home

- register
- search resumes
- browse resumes
- post a job
- employer directory
- pricing

## adage resources

- why hire maturity?
- fact finder
- media
- partner with adage
- what's on?
- advertise on this site

## adage partners

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We consult on  
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## search resumes

## post a job

location

job type

category

keywords

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## adage login

email

password

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## adage poll

What course would you be most interested in taking?

Thank you. We will use this information to provide better services to you.

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## featured candidates

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### ☐ **Growth Business Driver #57**

**Desired Job Type : Any Type**  
**Sydney**

neg

Updated 12-Aug-06

Business Management, marketing, international business development, corporate finance, mergers acquisitions, private equity, start ups to building businesses

### ☐ **CEO, CIO, COO #222**

**Desired Job Type : Contract/consulting**

1,000-1,400/day

Internet

# retaining maturity

- increased education and awareness
- knowledge continuity
- retirement assistance
- job redesign
- flexible work arrangements

# knowledge continuity

5 steps to get started...

1. Identify **who** holds the key to company wisdom
2. Determine **what** knowledge is critical and at greatest risk
3. Engage and motivate mature employees to **knowledge share**
4. Provide a **framework** to retain this knowledge
5. Establish **communication** and **transfer** methods e.g.

***Explicit** knowledge – databases, catalogues and other repositories*

***Tacit** knowledge – workshops, seminars, mentoring programs*

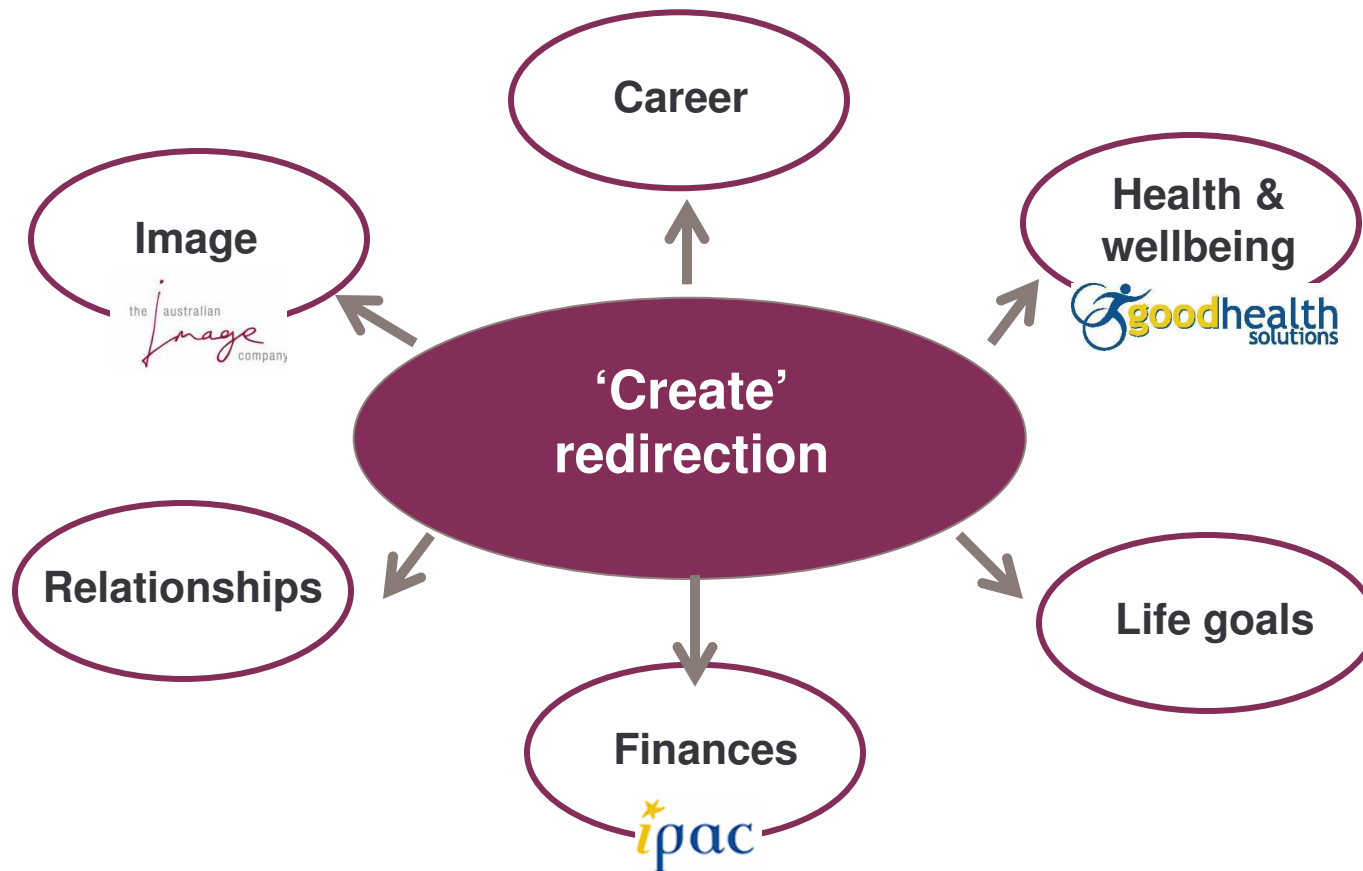




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# Create redirection



# retaining maturity

- increased education and awareness
- knowledge continuity
- retirement assistance
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- flexible work arrangements

# checklist for action

- Risk assessment?
- Ownership of 'age management'?
- Demographic profile?
- Age audit?
- Retirement intentions?
- Mature worker attraction strategy?
- Commercial opportunities?

**...and if we don't respond, how will this impact our business?**



perpetual wisdom

**“Demography is destiny, this is set in stone.**

**The only question is how we respond to the ageing of the population”**

*Peter Costello*

