

THE AGEING **G** WORKFORCE CLUSTER PROGRAM

The workforce is ageing. This significant change is impacting organisations right now.

- Are you prepared?
- Do you know your risks?
- Do you have strategies in place?

This four-month program enables organisations to develop a full understanding of their ageing workforce, the risks and opportunities they face and to design a strategy and action plan specifically for their organisation. It also includes an assessment of the business opportunities from the ageing of the population.

Each cluster comprises 7 - 8 organisations that learn and work together, with each organisation encouraged to have two staff participate for the price of one.

Who should attend

The program is designed for:

- Business Owners
- Operations Managers
- Human Resources and WHS specialists
- Local/State/Federal Government Workforce Planning and Development Officers

Outcomes

At the conclusion of the program participant organisations will have:

1. Undertaken an analysis of their workforce and customer demographics
2. Reviewed their policies and practices for age friendliness
3. Gained insights into the needs of their mature aged employees and customers
4. Identified their unique business risks and opportunities
5. Formulated targeted strategies to manage their risks and opportunities
6. Developed an action plan.

"It has started new conversations that we didn't previously have in the Executive."

Program Details

Duration:

Three half-day workshops over a four month period

Dates:

Hobart Cluster 7

Workshop 1

Tuesday 29 August

Workshop 2

Tuesday 26 September

Workshop 3

Tuesday 31 October

To Register:

Email your details to us.

- Organisation name
- Participant names, positions and email

Fees:

\$1,295.00 (+ GST) per organisation

This includes two staff per organisation. Please register both participants.

This program has been approved for a subsidy by the TCBITB qualifying companies.

Payment Options:

A tax invoice will be emailed directly from Business Enterprise Services.

STOP PRESS

40 companies have already participated in this successful program in Tasmania. Places are limited in the next cluster.

Structure of Program

Three x 4-hour workshops at monthly intervals (12 hours):

- Workshop 1: Our world is ageing; what this means for employers
- Workshop 2: Becoming an age friendly employer and business
- Workshop 3: Strategy and action planning

Four work-place exercises (11 hours approximately)

- Exercise 1: Workforce demographics
- Exercise 2: Review of human resource policies and practices for age friendliness
- Exercise 3: Business opportunities analysis
- Exercise 4: Mature aged employees perspective

On job coaching at the conclusion of the program (2 hours).

This program is presented by *Business Enterprise Services* with support from WorkSafe Tasmania & Employer of Choice. Qualifying companies may also be able to apply for a subsidy from the Tasmanian Building and Construction Industry Training Board.

On completion of the program employers will receive a certificate recognising them as as aspiring to be an age friendly employer.

Facilitators

Frankie Forsyth

Frankie is an associate of Partners in Change and Director of Frankie Forsyth Consulting and Business Enterprise Services business and organisational development consultancies.

She is an internationally experienced, highly skilled and down to earth facilitator; she delights in participants achieving great results.

Lesley Hazelwood

Lesley is an associate of Partners in Change and a Director of Work and People and Business Enterprise Services.

Her background in HR, business coaching and career transitioning strongly positions her to work with employers and individuals on the challenges of age and work.

Frankie and Lesley will facilitate the cluster program and provide the workplace coaching.

"The cluster program helped us to look at the ageing of the workforce from a business strategy perspective and to see not only the challenges but the opportunities."

"As a medium sized company faced with an ageing workforce, we will look at different and innovative solutions to retain our valued workers."

Enquiries and to Register

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