

**Senate Standing Committee on Education Employment and Workplace  
Relations**

**QUESTIONS ON NOTICE  
Supplementary Budget Estimates 2011-2012**

**Outcome 4 - Employment**

**DEEWR Question No.** EW0507\_12

**Senator Abetz provided in writing.**

**Question**

**Older Australians**

"Reference is made to the Treasurer's Budget speech where he said 'we believe in extending the benefits of work to every capable Australian – single parents and jobless families, young Australians, the very long-term unemployed, the disabled and older workers whose experience we need and value.'" 1. How will older workers and employers be supported and encouraged to achieve the aim set by the Treasurer? 2. What funding will be made available for retraining? a. Please provide details. "

**Answer**

1. The following initiatives are available to support and encourage mature age workers and their employers:

*More Help for Mature Age Workers* (\$30 million over three years) provides skills assessments and training for up to 7500 mature age workers aged 50 years and over who have trade skills but no formal qualification.

*Experience+* (Productive Ageing Package, \$43 million over four years) provides:

- Career Advice—professional career counselling for mature age people 45 years and over
- On-the-Job Support—face-to-face support and training for mature age workers (50+) at risk of losing their job due to a health condition, injury or disability
- Job Transition Support—face-to-face support and training for retrenched workers and workers in physically demanding roles (50+) in Priority Employment Areas
- Experience+ Training—training grants for employers of mature age workers (50+) who supervise or mentor apprentices/trainees.

The Consultative Forum on Mature Age Participation is providing advice on further measures to remove the barriers to employment for mature age people, with a focus on addressing negative employer and community attitudes toward mature age people.

The Forum has developed the 'Investing in Experience' Employment Charter and Tool Kit to help employers recruit and retain mature age workers, and manage an ageing workforce. The Charter and Tool Kit have been delivered to over 7500 employers Australia-wide, including through workshops and seminars.

The Forum is also overseeing the Corporate Champions project. Australian Industry Group and the Australian Chamber of Commerce and Industry are providing one-on-one support to up to 12 employers who have agreed to demonstrate leadership in the application of the Employment Charter and to share detailed case studies with the Forum and other employers.

The Forum will present a final report and recommendations to Government in June 2012, following Australia's first national survey on the barriers to employment faced by mature age people.

2. Funding available for re-training:

- \$30 million over three years under *More Help For Mature Age Workers* (employers can access up to \$4400 to help their mature age workers aged 50 years and over who have trade skills but no formal qualifications to undertake a skills assessment and gap training, if required)
- \$7.6 million over four years for *Experience+ Training* (employers can access \$4950 for training for mature age workers aged 50 years and over to help the worker gain the skills they need to mentor or supervise Australian Apprentices and Trainees)
- *Experience+ On-the-Job Support* (\$9.8 million over four years) can provide training to support mature age workers who have a health condition, injury or disability that is placing their job at risk.
- Training may also be available for workers eligible through *Experience+ Job Transition Support* (\$14 million over four years). Depending on individual need, workers aged 50 years and over in Priority Employment Areas can access training through their Job Services Australia provider to assist in the transition to a less physically demanding role, or, in the case of retrenched workers, to assist in finding new employment.