



Mature Age Employment

There are a range of programs and initiatives available to help Australians make the most of the opportunities that a longer life provides, so they can be prepared to be healthy, independent, connected and safe. This includes a range of jobs and skills programs to help older Australians remain in the workforce and to support Australian businesses that employ mature age staff.

FOR BUSINESS

Workforce Australia Services

Wage Subsidies

A financial incentive to help businesses hire new staff into ongoing jobs.

Subsidy amount	Maximum amount offered will be determined by the accredited Employment Services Provider and may be up to \$10,000 (includes GST).
Terms of payment	<ul style="list-style-type: none">• Employers must enter into a wage subsidy agreement with the Provider within 28 days of the job placement commencing.• The wage subsidy term will be set by the Provider and must be between 6 weeks and 26 weeks.• Employers must agree to provide a minimum average of work hours per week over the agreement term. The minimum work hours will be set by the Provider and must be between 15 and 40 hours per week.• Frequency of payments over the wage subsidy term are negotiable.• Employers submit payroll evidence to the Provider and will be reimbursed for wages paid if all eligibility requirements are met, up to the maximum amount agreed.
Eligible age ranges	25 years of age and over
Eligible businesses	<ul style="list-style-type: none">• Employers must have an Australian Business Number and an active Workforce Australia Online for Businesses account verified with MyGovID.• No previous wage subsidy received for the same job seeker within the previous 2 years.• Compliant with the National Employment Standards.
Eligible placements	<ul style="list-style-type: none">• Must be ongoing and sustainable employment.• Must meet the minimum work hour requirements set by the Provider.• Must not displace an existing employee and cannot be commission-based, subcontracting or self-employed and for an immediate family member.• Compliant with all relevant laws and requirements of any Commonwealth, state, territory or local authority, including work, health and safety legislation.• No other government funding for the same position.• Additional eligibility criteria may apply.

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Access	<p>Employers should contact a Provider to discuss their recruitment needs get more information on wage subsidy eligibility.</p> <p>Providers determine when to offer a wage subsidy based on the specific circumstances of the employer and job seeker. An employer may not be offered a wage subsidy even if all eligibility criteria are met.</p> <p>Negotiations of a wage subsidy agreement should occur prior to the role commencing and must be finalised with 28 days of the job seeker starting work.</p> <p>To be eligible to access a wage subsidy, employers must have an active Workforce Australia Online for Businesses account. Employers can register by visiting:</p> <p>https://www.workforceaustralia.gov.au/businesses/about/how-to/user-guides/register</p> <p>Employers may be required to provide documentation to verify their identity. For more information, please visit How to set up myGovID</p>
Contact	<p>Employer Hotline 13 17 15</p> <p>National Customer Service Line 1800 805 260</p> <p>(Call charges apply for calls to '13' and '1800' numbers from mobile phones)</p> <p>Contact details of Employment service providers are also available via www.workforceaustralia.gov.au/businesses/help/hire/providers/</p>
Links	<p>For more information, please visit www.workforceaustralia.gov.au/businesses/help/financial-support/wage-subsidies</p> <p>Manage wage subsidies (workforceaustralia.gov.au)</p>



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Other support and assistance

Redundancy Information Statement	<ul style="list-style-type: none">• A voluntary statement that employers can provide as a guide to retrenched workers. <p>Redundance Information Statement Department of Employment and Workplace Relations</p>
Fair Work Ombudsman resources	<ul style="list-style-type: none">• Website covering workplace entitlements and obligations <p>www.fairwork.gov.au</p>

FOR INDIVIDUALS AND EMPLOYERS

Mature Age Hub

Information for mature age workers and employers

Service	<ul style="list-style-type: none">• An entry point to many Commonwealth supports for mature age employment.• The Mature Age Hub provides links for individuals and employers to resources, incentives, programs, training and job search assistance.
Links	<p>www.dewr.gov.au/mature-age-hub</p>



FOR BUSINESS

Skills Checkpoint for Older Workers

A program to help mature age workers identify relevant career paths and education and training options.

Service	<ul style="list-style-type: none">• Individually tailored assessment of existing skills• Advice and guidance on transitioning into new roles within the current industry or pathways to a new career• Development of a Career Plan• Referral to relevant education and training options• Access to the Skills and Training Incentive to co-fund eligible training courses
Eligible age ranges	40 years of age or older
Eligible individuals	<ul style="list-style-type: none">• An Australian citizen or permanent resident• Currently employed and at risk of entering the income support system, OR• Recently unemployed (within 12 months) and not referred or registered for assistance through an Australian Government employment services program
How to apply	Contact The BUSY Group Ltd on 13 28 79 (Call charges apply for calls to '13' numbers from mobile phones) or apply online at: www.busyatwork.com.au/skills-checkpoint-program/online-application/
Links	www.dewr.gov.au/skills-checkpoint-older-workers-program



FOR INDIVIDUALS

Skills and Training Incentive

A financial incentive to assist mature age workers to reskill and upskill.

Subsidy amount	Up to \$2,200 matched funding (includes GST)
Terms of payment	<ul style="list-style-type: none">• Paid direct to training organisations to co-fund suitable training opportunities for eligible individuals• Participants or their current employer must also contribute towards the cost of training, ensuring a joint investment in the skills development of participants• The Participant may use the Incentive to undertake several courses until the maximum value of the Incentive, which is \$2,200 (GST inclusive), has been expended.
Eligible age ranges	40 years of age or older
Eligible individuals	<ul style="list-style-type: none">• An Australian citizen or permanent resident• Currently employed and at risk of entering the income support system, OR• Recently unemployed (within 12 months) and not referred or registered for assistance through an Australian Government employment services program
Type of training funded	<ul style="list-style-type: none">• Participants can undertake training directly related to an occupation in national shortage or with strong or moderate future demand as identified on the National Skills Commission's Skills Priority List.• Training can be accredited or non-accredited• Learning and development training that the Participant is required to undertake by their employer as part of their employment is not eligible for the Incentive.
How to apply	<p>Contact The BUSY Group Ltd on 13 28 79 (Call charges apply for calls to '13' numbers from mobile phones) or apply online at: www.busyatwork.com.au/skills-checkpoint-program/online-application/</p> <p>Complete a Skills Checkpoint assessment, which will help participants identify and obtain referrals to relevant education and training options.</p>
Links	<p>www.dewr.gov.au/skills-and-training-incentive</p> <p>www.dewr.gov.au/skills-checkpoint-older-workers-program</p>

FOR INDIVIDUALS

Career Transition Assistance

A program to help people aged 45 years and over to become more competitive in their local labour market.

Service	<ul style="list-style-type: none">• Explore career goals and develop a Career Pathway Plan• Identify existing and transferrable skills• Learn how to target job search, tailor job applications, and confidently apply for jobs online• Improve skills using everyday digital equipment and technology in the workplace such as smartphones, tablets, apps and desktop computers• Voluntary course up to 8 weeks in duration• This is a national program, available across all Workforce Australia Employment Regions
Eligible age ranges	45 years of age and over
Eligible individuals	<ul style="list-style-type: none">• Must be participating in:<ul style="list-style-type: none">- Workforce Australia with a provider- Workforce Australia Online, including people with a Workforce Australia Online Account, or- Disability Employment Services• The program is free for eligible individuals, whether they are on income support or not.
How to apply	To find out more or to apply visit: www.dewr.gov.au/career-transition-assistance
Links	www.dewr.gov.au/career-transition-assistance



FOR INDIVIDUALS

Your Career Tool

Online support for workers transitioning into roles in growth industries.

Service	<ul style="list-style-type: none">• The <i>Your Career Tool</i> assists job seekers to identify related jobs and careers that match their current skills, work experience and work preferences• The tool provides insight into the required skills and potential training options to address skill gaps• It also shows the predicted growth of matched occupations
Availability	Via the Australian Government's Your Career website
Contact	www.yourcareer.gov.au/contact-us
Link	www.yourcareer.gov.au/



FOR INDIVIDUALS

Other mature age employment programs and resources

Early Access Initiative – If you have been recently retrenched, you and your partner can get immediate access to Workforce Australia provider services without serving waiting periods and without being on income support.

www.dewr.gov.au/help-workers-who-have-recently-lost-their-job

Workforce Australia – Workforce Australia helps both employers and employees connect to fill jobs. It is a recruitment service to help Australians into work and help employers find the right staff for their business.

www.workforceaustralia.gov.au/

Disability Employment Services (DES) – DES provides specialised employment services (Disability Management Services and Employment Support Services) for people whose primary barrier to employment is a diagnosed, sufficiently stabilised disability, injury or health condition.

www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services

What's Next – This website provides information for retrenched workers and their employers. whatsnext.dewr.gov.au/help-employers/retrenchment-done-right

whatsnext.dewr.gov.au/

Australian Human Rights Commission Older Workers Resource Hub – Resources to help older workers understand their rights and where to go if they experience age discrimination and help for businesses to understand their obligations. The Hub includes resource documents for older workers, online training and webinars.

<https://humanrights.gov.au/olderworkers>

<https://humanrights.gov.au/about/contact#no-back>

The Ageing Well in NSW: Action Plan 2023-2024 has a number of actions supporting employment:

- Help mature age workers get back into the workforce – the Mature Age Workers Scholarship program. Free TAFE training and career counselling for mature age workers who are, or will soon become, unemployed, to retrain or reenter the workforce.
- Career Pathways Employability Skills (CPES) for older women: the Work Opportunities for Women (WOW) program is targeted at mature age women returning to the workforce or commencing a career.
- Vocational Community Engagement or Statement of Attainment in Foundation Skills Support for mature age learners in Corowa.

https://dcj.nsw.gov.au/documents/community-inclusion/seniors/Ageing_Well_Action_Plan_2023-24_FA_300123.pdf

Other mature age employment programs and resources

NSW TAFE Scholarships for mature age workers

<https://www.tafensw.edu.au/enrol/payment-funding/scholarships/mature-age-workers>

NSW Education – Aboriginal Initiative NSW Barrangirra – Skilling for Employment Initiative

Barrangirra provides end to end support for Aboriginal and Torres Strait Islander learners through culturally appropriate mentoring to ensure successful retention and completion of training and improved post-training employment outcomes.

<https://education.nsw.gov.au/skills-nsw/aboriginal-and-torres-strait-islander-peoples/barrangirra>

Elsa Dixon Aboriginal Employment Grant

The Elsa Dixon Aboriginal Employment Grant (EDAEG) adopts a number of strategies to develop and support Aboriginal people through the creation of training and employment opportunities. Promoting diversity, innovation and service responsiveness in the NSW workforce, the Elsa Dixon Aboriginal Employment Grant subsidises the salary, development and support costs of Aboriginal employees in public service agencies and local government authorities.

- **Permanent Ongoing Employment**– \$20,000 up to \$40,000 to support the creation of permanent employment.
- **Temporary (Term Employment) Secondment** – \$20,000 up to \$40,000 (dependant on the term of position) to support a temporary position of up to 12 months that offers significant skill development for a permanent employee.
- **School-based Apprenticeships and Traineeships** – \$10,000 one off payment to support school-based apprenticeships and traineeships.
- **Post School Element** - \$10,000 up to \$20,000 (part-time or full-time employment status) to support the continuation of employment for a learner who successfully completed a High School Certificate (HSC, Year 12) in the previous calendar year.

<https://education.nsw.gov.au/skills-nsw/aboriginal-and-torres-strait-islander-peoples/elsa-dixon-aboriginal-employment-grant>

Advantages of employing mature age workers

Hiring a mature age worker can be a great investment, bringing many years of experience and knowledge.

Mature age workers have built up knowledge and skills either in their professional career or as part of their life experiences, so they can help you to:

- improve your business processes
- fill any skill or knowledge gaps in your workplace
- provide mentoring to less experienced employees
- train up your employees by sharing skills
- provide insight into more mature demographics, helping your business to widen its appeal to different generations
- look at your business operations from a different perspective

There is evidence that mature age workers can:

- make your business more productive
- save you money as a result of lower rates of absenteeism, increased retention, decreased costs of recruitment and greater investment returns on training
- help you learn and adjust to new technologies in the workplace
- make your business more innovative, effective, and generate new opportunities
- promote your business to be a diverse and inclusive place for job seekers and customers

If your business welcomes mature age workers, you'll be seen as a more attractive employer to a growing proportion of the workforce.

More information

business.gov.au/people/employees/equal-opportunity-and-diversity#employing-mature-aged-people

Investing in Experience Tool Kit

www.dewr.gov.au/mature-age-hub/resources/mature-age-information-employers-investing-experience-tool-kit



Mature Aged Employment - FACT SHEET - 2023