



# 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 aged staff.



FOR BUSINESS

## Restart Wage Subsidy

A financial incentive to help businesses hire and retain mature age workers.

<b>Subsidy amount</b>	<b>Up to \$10,000</b> (includes GST)
<b>Terms of payment</b>	<ul style="list-style-type: none"><li>• Flexible payments made by employment services providers to eligible businesses over <b>6 months</b></li><li>• Schedule of payments negotiable</li></ul>
<b>Eligible age ranges</b>	<b>50 years of age and over</b>
<b>Eligible businesses</b>	<ul style="list-style-type: none"><li>• Australian Business Number</li><li>• Has not previously received a Restart wage subsidy for the same job seeker</li><li>• Not a government agency</li><li>• Compliant with the National Employment Standards</li></ul>
<b>Placement details</b>	<ul style="list-style-type: none"><li>• New employees must be on income support or a pension for at least 6 months, immediate access is available for Indigenous Australians.</li><li>• Employment must average at least <b>20 hours per week</b> over the 6 months subsidy period</li><li>• Must be in ongoing employment: full time, part-time or casual</li><li>• Apprenticeships and traineeships eligible</li><li>• Cannot displace an existing employee</li><li>• Cannot be commission-based, subcontracting or self-employed</li><li>• Cannot be for an immediate family member</li></ul>
<b>How to apply</b>	Contact your local employment services provider <b>within 12 weeks (84 calendar days)</b> of the job starting
<b>Contact</b>	Employer Hotline <b>13 17 15</b> National Customer Service Line <b>1800 805 260</b> (Call charges apply for calls to '13' and '1800' numbers from mobile phones) The Employer Hotline provides contact details for employment services and other assistance. Contact details of employment service providers are available via <a href="https://jobsearch.gov.au/service-providers">https://jobsearch.gov.au/service-providers</a>
<b>Links</b>	<a href="https://www.dese.gov.au/restart-help-employ-mature-workers">https://www.dese.gov.au/restart-help-employ-mature-workers</a> Link to Wage subsidies Fact Sheet: <a href="https://www.dese.gov.au/wage-subsidies/resources/wage-subsidies-fact-sheet">https://www.dese.gov.au/wage-subsidies/resources/wage-subsidies-fact-sheet</a>

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## Other support and assistance

<b>Collaborative Partnership on Mature Age Employment</b>	<ul style="list-style-type: none"><li>The Collaborative Partnership on Mature Age Employment (the Partnership) raises awareness of age discrimination among employers, promotes the benefits of employing older workers and helps employers to manage an age-diverse workforce.</li></ul> <p><a href="https://www.dese.gov.au/collaborative-partnership-mature-age-employment">https://www.dese.gov.au/collaborative-partnership-mature-age-employment</a></p>
<b>National Work Experience Program</b>	<ul style="list-style-type: none"><li>The National Work Experience Program provides work experience opportunities for mature age Australians looking for work.</li></ul> <p><a href="https://www.dese.gov.au/national-work-experience-programme">https://www.dese.gov.au/national-work-experience-programme</a></p>
<b>Redundancy Information Statement</b>	<ul style="list-style-type: none"><li>A voluntary statement that employers can provide as a guide to retrenched workers.</li></ul>
<b>Fair Work Ombudsman resources</b>	<ul style="list-style-type: none"><li>Website covering workplace entitlements and obligations including JobKeeper.</li></ul> <p><a href="https://www.fairwork.gov.au">https://www.fairwork.gov.au</a></p>

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## Mature Age Hub

### Information for workers aged 45 years and over

<b>Service</b>	<ul style="list-style-type: none"><li>The Mature Aged Hub provides links to a number of resources, incentives, programs and job search assistance.</li><li>Currently there are links to:<ul style="list-style-type: none"><li>- Job Outlook</li><li>- Skills and Training Incentive</li><li>- Career Transition Assistance</li></ul></li><li>The Mature Aged Hub website is being expanded all the time</li></ul>
<b>Eligible age ranges</b>	<b>45 years of age and over</b>
<b>Eligible individuals</b>	<ul style="list-style-type: none"><li>Currently employed and at risk of entering the income support system, OR</li><li>Recently unemployed and not registered for assistance through an Australian Government employment services program</li></ul>
<b>Links</b>	<p><a href="https://www.dese.gov.au/mature-age-hub">https://www.dese.gov.au/mature-age-hub</a></p>

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## Skills and Training Incentive

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

<b>Subsidy amount</b>	<b>Up to \$2,200</b> (includes GST)
<b>Terms of payment</b>	<ul style="list-style-type: none"><li>• Paid to eligible individuals to fund suitable training opportunities</li><li>• Delivered by Skills Checkpoint providers</li><li>• Individuals or their current employer must match the government contribution, ensuring a joint investment in the skills development of participants</li></ul>
<b>Eligible age ranges</b>	<b>45-70 years of age</b>
<b>Eligible individuals</b>	<ul style="list-style-type: none"><li>• An Australian citizen or permanent resident</li><li>• Currently employed OR recently unemployed (within three months) and not registered with an Australian Government employment services provider</li></ul>
<b>Type of training funded</b>	<ul style="list-style-type: none"><li>• Participants can undertake training linked to their current job (e.g. upgrading skills), a future job opportunity, or for an industry, occupation or skill in demand</li><li>• Training can be accredited or non-accredited</li></ul>
<b>How to apply</b>	Complete a Skills Checkpoint assessment <b>Skills Checkpoint for Older Workers</b> , which identifies training as part of their assessment
<b>Links</b>	<a href="https://ministers.dese.gov.au/cash/skills-and-training-incentives-mature-aged-workers">https://ministers.dese.gov.au/cash/skills-and-training-incentives-mature-aged-workers</a> <a href="https://www.dese.gov.au/skills-checkpoint-older-workers-program">https://www.dese.gov.au/skills-checkpoint-older-workers-program</a> <a href="https://www.dese.gov.au/skills-and-training/skills-support-45-years-and-older">https://www.dese.gov.au/skills-and-training/skills-support-45-years-and-older</a>

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## Skills Checkpoint for Older Workers

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

<b>Service</b>	<ul style="list-style-type: none"><li>• Individually tailored assessment of existing skills</li><li>• Advice and guidance on transitioning into new roles within the current industry or pathways to a new career</li><li>• Development of a Career Plan</li><li>• Referral to relevant education and training options</li><li>• Access to the \$2,200 Skills and Training Incentive</li></ul>
<b>Eligible age ranges</b>	<b>45-70 years of age</b>
<b>Eligible individuals</b>	<ul style="list-style-type: none"><li>• Currently employed and at risk of entering the income support system, OR</li><li>• Recently unemployed and not registered for assistance through an Australian Government employment services program</li></ul>
<b>How to apply</b>	NSW, Victoria and ACT <b>1300 483 786</b> (provider – VERTO Ltd) Queensland, South Australia, Western Australia, Tasmania and Northern Territory <b>13 28 79</b> (provider – The BUSY Group Ltd) (Call charges apply for calls to '13' and '1800' numbers from mobile phones)
<b>Links</b>	<a href="https://www.dese.gov.au/skills-checkpoint-older-workers-program">https://www.dese.gov.au/skills-checkpoint-older-workers-program</a> Link to Verto (provider for NSW): <a href="https://skillscheck.com.au/">https://skillscheck.com.au/</a>

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## Career Transition Assistance

A program to help mature age job seekers become more competitive in their local labour market.

<b>Service</b>	<ul style="list-style-type: none"><li>• Voluntary, short, intensive courses to eligible Australians, including skills assessments, exploration of suitable occupations, resilience strategies and digital skills</li></ul>
<b>Eligible age ranges</b>	<b>45 years of age and over</b>
<b>Eligible individuals</b>	<ul style="list-style-type: none"><li>• Must be participating in:<ul style="list-style-type: none"><li>- jobactive</li><li>- New Employment Services Trial (NEST)</li><li>- Online Employment Services (OES)</li><li>- Volunteer Online Employment Services Trial (VOEST)</li></ul></li><li>• This program is available in all jobactive Employment Regions</li></ul>
<b>How to apply</b>	Contact your local jobactive provider or Digital Services Contact Centre on <b>1800 314 677</b> or email <a href="mailto:digitalservices@dese.gov.au">digitalservices@dese.gov.au</a> for participants in online employment services
<b>Contact</b>	Employment Services Information Line 13 62 68 (Call charges apply for calls to '13' and '1800' numbers from mobile phones) Contact details of jobactive providers are available via <a href="https://jobsearch.gov.au/service-providers">https://jobsearch.gov.au/service-providers</a>
<b>Links</b>	<a href="https://jobsearch.gov.au/career-transition-assistance">https://jobsearch.gov.au/career-transition-assistance</a> Expanded support for mature aged job seekers media release <a href="https://ministers.dese.gov.au/cash/expanded-support-mature-aged-job-seekers">https://ministers.dese.gov.au/cash/expanded-support-mature-aged-job-seekers</a>

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## Entrepreneurship Facilitators

Mentoring and support for mature age individuals interested in starting their own business.

<b>Service</b>	<ul style="list-style-type: none"><li>• Information and advice about entrepreneurship and starting and running a business to clients, community organisations and other relevant stakeholders</li><li>• Tailored mentoring advice and assistance to individuals</li><li>• Workshops and networking events</li><li>• Referrals to appropriate services that will help individuals start and run their own business</li></ul>
<b>Eligible age ranges</b>	<b>All ages, with a particular focus on 45 years of age and over</b>
<b>Eligible individuals</b>	<ul style="list-style-type: none"><li>• Anyone willing to start their own business</li></ul>
<b>Contact</b>	Contact details for Entrepreneurship Facilitators are available via the Department of Education Skills and Employment website
<b>Link</b>	<a href="https://www.dese.gov.au/entrepreneurship-facilitators">https://www.dese.gov.au/entrepreneurship-facilitators</a>

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## JobTrainer

Free or low cost training places for job seekers & young people.

<b>Service</b>	<ul style="list-style-type: none"><li>• The JobTrainer Fund provides training places for job seekers and young people that are free or low fee in areas of identified skills need such as health, aged and disability care, IT and trades.</li><li>• Can study for an accredited diploma, certificate or short course for jobs in demand.</li><li>• Support is available for businesses to retain their apprentices and trainees in areas of identified need</li></ul>
<b>Eligibility age</b>	<ul style="list-style-type: none"><li>• All ages of people whether they are looking for work or unemployed</li></ul>
<b>Eligibility criteria</b>	<ul style="list-style-type: none"><li>• An Australian citizen or permanent resident</li><li>• Currently employed OR unemployed</li><li>• Anyone seeking work in areas of identified skills</li></ul>
<b>Links</b>	My Career website: <a href="https://www.yourcareer.gov.au/jobtrainer">https://www.yourcareer.gov.au/jobtrainer</a> My Skills website: <a href="https://www.myskills.gov.au/jobtrainer">https://www.myskills.gov.au/jobtrainer</a>

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## Skills Match Tool

Online support for mature age workers transitioning into roles in growth industries.

<b>Service</b>	<ul style="list-style-type: none"><li>• The Skills Match Tool assists job seekers identify related jobs and careers that match their current skills and work experience</li><li>• The tool provides a measure of whether the job seekers' skills are well matched and assists to identify any skill gaps</li><li>• It also shows the predicted growth of matched occupations</li></ul>
<b>Availability</b>	Via the Australian Government's Job Outlook website
<b>Contact</b>	Email queries to: <a href="mailto:joboutlook@dese.gov.au">joboutlook@dese.gov.au</a>
<b>Link</b>	<a href="https://joboutlook.gov.au">https://joboutlook.gov.au</a>





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## Other mature age employment programs

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**Job Change - Early access to employment services** - If you have been recently retrenched, you and your partner will get immediate access to jobactive without serving waiting periods and without being on income support.

<https://www.jobsearch.gov.au>

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**Redundancy Information Statement** - A new voluntary statement that provides workers with information on entitlements, financial support and employment assistance.

<https://whatsnext.dese.gov.au/help-employers/retrenchment-done-right#toc-redundancy-information-statement>

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**jobactive** - jobactive 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.

<https://jobsearch.gov.au>

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**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.

<https://www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services>

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**Life Checks** - Life Checks is targeted at people aged 45–64 years and people aged 65 years and over. It focuses on health, finances, work and social life, including having the skills to be able to work as long as we need or want to.

<https://www.lifechecks.gov.au>

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**What's Next** - This website provides information for retrenched workers and their employers.

<https://whatsnext.dese.gov.au/help-employers/retrenchment-done-right>

<https://whatsnext.dese>

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# Advantages of employing mature aged workers

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

Mature aged 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:

- look at your business operations from a different perspective
- 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

There is evidence that mature aged workers can:

- save you money due to lower rates of absenteeism
- make your business more productive
- 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 aged workers, you'll be seen as a more attractive employer to a growing proportion of the workforce.

## More information

<https://www.business.gov.au/people/hiring/equal-opportunity-and-diversity/mature-aged-people>

## Investing in Experience Tool Kit

<https://www.dese.gov.au/uncategorised/resources/mature-age-information-employers-investing-experience-tool-kit>



