



Older workers employment action plan

The overall outcome of the action plan is to:

Ensure that all older workers, both those aged 50 – 64 and those aged 65+, are able to access work that meets their needs so that:

- they are valued and thrive in the workplace, and can transition away from paid employment when they are ready; and
- they can contribute fully to the economy.



Employment-related services are effective, accessible, and meet the needs of older workers

Effective and accessible employment-related services mean older workers:

- can access information and guidance to enable them to make decisions about their future employment
- who are disrupted from employment and at risk of long-term poor outcomes can access services to return to employment.

Older workers can access information and guidance to enable them to make decisions about their future work

We could...

- develop **online tools** that better enable access to all available government employment and training supports for older workers and employers wanting to hire older jobseekers
- hold in-person **expos for older workers** through Connected Centres – one-stop-shops in regional centres - to refer people to employment-related government services
- target older workers in **awareness campaigns** about MSD employment services.

Older workers disrupted from employment can access services to return to employment

We could...

- undertake research to find out **what older MSD Jobseeker recipients need** as they age in relation to paid work, including as they age into receipt of NZ Superannuation
- consider developing MSD **employment services to specifically target newly unemployed** older workers
- provide initial advice on **eligibility for MSD employment services** for disadvantaged workers **over the age of 65**
- ensure the needs of older workers are factored in to the design of **social unemployment insurance**.

The labour market supports the needs of older workers

A labour market to support the needs of older workers is one:

- that does not discriminate against older workers
- where jobs are flexible and responsive to the needs of older workers
- in which older workers in employment can continue to upskill or retrain and are supported to change career.

The labour market does not discriminate against older workers

We could...

- commission **research into age discrimination** among decisionmakers such as employers and recruiters
- provide **information and advice to Human Resources professionals** on addressing unconscious bias in employment practices as it affects older workers
- address employment discrimination as part of a **wider campaign against ageism**.

Jobs are flexible and responsive to the needs of older workers

We could...

- role model good practice in the employment of **older workers in the Public Service**
- assess the use of **MSD work brokerage services** for long-term unemployed older workers, including to encourage flexibility in job scoping.

Older workers in employment can continue to upskill or retrain and are supported to change careers

We could...

- pilot initiatives to encourage older workers to **establish sustainable businesses**
- pilot a **mid-career intensive** intervention for older workers, designed for workers at risk of job loss or recently displaced
- investigate **barriers to training** for older workers and consider ways to address these barriers.

Labour market actors involved in different sectors and regions are collaborating to maximise the opportunities of their ageing workforces

Sectors and regions are preparing for the changing nature of work by:

- understanding the ageing dynamics of their workforces
- proactively planning to meet the needs of their ageing workforces

Sectors and regions understand the dynamics of their ageing workforces

We could...

- gather information about ageing NZ workforces, including with respect to ethnicity, gender and disability status, **in collaboration with employers and unions and undertake research** to identify what affected sectors can do to retain and attract older workers
- ensure that agencies involved in education and training and Regional Skills Leadership Groups **share data and insights** that inform the development of regional workforce development plans
- improve the **collection and reporting of age-disaggregated data** by government agencies delivering employment-related services.

Sectors and regions are proactively responding to their ageing workforces

We could...

- ensure that all government agencies involved in education, training and employment services **support older workers who need retraining and reasonable accommodations** in their planning process
- work with representatives of employers (such as the Employers and Manufacturers' Association) to **assist businesses with tools to help them to assess the age structures of employees** in their businesses and to consider what they can do to retain and attract older workers
- consider the issue of an ageing population as part of the **forward agenda for the Future of Work Forum**
- **showcase examples of employers** who have successfully developed diverse multi-generational workforces, for example by changing the way their work is structured or utilising older workers for mentoring.

The needs of older workers who experience multiple disadvantages are addressed in the Government's response to labour market disadvantage