



# 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.

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

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<b>Access</b>	<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><a href="https://www.workforceaustralia.gov.au/businesses/about/how-to/user-guides/register">https://www.workforceaustralia.gov.au/businesses/about/how-to/user-guides/register</a></p> <p>Employers may be required to provide documentation to verify their identity. For more information, please visit <a href="#">How to set up   myGovID</a></p>
<b>Contact</b>	<p>Employer Hotline <b>13 17 15</b></p> <p>National Customer Service Line <b>1800 805 260</b></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 <a href="http://www.workforceaustralia.gov.au/businesses/help/hire/providers/">www.workforceaustralia.gov.au/businesses/help/hire/providers/</a></p>
<b>Links</b>	<p>For more information, please visit <a href="http://www.workforceaustralia.gov.au/businesses/help/financial-support/wage-subsidies">www.workforceaustralia.gov.au/businesses/help/financial-support/wage-subsidies</a></p> <p><a href="#">Manage wage subsidies (workforceaustralia.gov.au)</a></p>



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## Other support and assistance

<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> <p><a href="#">Redundance Information Statement   Department of Employment and Workplace Relations</a></p>
<b>Fair Work Ombudsman resources</b>	<ul style="list-style-type: none"><li>• Website covering workplace entitlements and obligations</li></ul> <p><a href="http://www.fairwork.gov.au">www.fairwork.gov.au</a></p>

FOR INDIVIDUALS AND EMPLOYERS

## Mature Age Hub

Information for mature age workers and employers

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

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



FOR INDIVIDUALS

## Your Career Tool

Online support for workers transitioning into roles in growth industries.

<b>Service</b>	<ul style="list-style-type: none"><li>• 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</li><li>• The tool provides insight into the required skills and potential training options to address skill gaps</li><li>• It also shows the predicted growth of matched occupations</li></ul>
<b>Availability</b>	Via the Australian Government's Your Career website
<b>Contact</b>	<a href="http://www.yourcareer.gov.au/contact-us">www.yourcareer.gov.au/contact-us</a>
<b>Link</b>	<a href="http://www.yourcareer.gov.au/">www.yourcareer.gov.au/</a>



FOR INDIVIDUALS

## Other mature age employment programs and resources

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**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](http://www.dewr.gov.au/help-workers-who-have-recently-lost-their-job)

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**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/](http://www.workforceaustralia.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.

[www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services](http://www.dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services)

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**What's Next** – This website provides information for retrenched workers and their employers. [whatsnext.dewr.gov.au/help-employers/retrenchment-done-right](http://whatsnext.dewr.gov.au/help-employers/retrenchment-done-right)

[whatsnext.dewr.gov.au/](http://whatsnext.dewr.gov.au/)

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**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>

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**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](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

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### **NSW TAFE Scholarships for mature age workers**

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

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### **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>

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### **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>

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# 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](https://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](https://www.dewr.gov.au/mature-age-hub/resources/mature-age-information-employers-investing-experience-tool-kit)

