

Older Workers Employment Action Plan

He Mahere Mahi Whakawhiwhi Mahi mō te Hunga Pakeke

Purpose: To ensure that older New Zealanders who want or need to work can find sustainable employment that fulfils their needs and aspirations and contributes to their overall wellbeing.

This action plan's focus is on older people at risk of poor labour market outcomes. Many of the actions will support older workers who face compounding barriers in the labour market, including Māori, women, Pacific people, disabled people, former refugees, recent migrants and ethnic communities.



Te Tari Kaumātua
Office for Seniors

Training, upskilling and educating

Action 1 ●●●

Research and assess the needs of older workers for training, upskilling and vocational education, and the barriers to access (including appropriateness and availability).

Based on the outcomes of this work, provide advice on how to increase older workers' uptake of training, upskilling and vocational education.

Action 2 ●

Report annually how many older workers have enrolled in and completed courses with government-funded vocational education providers and what they trained in (in 5-year age brackets for those over age 45), and by gender and ethnicity).

Preparing for, finding, and staying in work

Action 3 ●●●

Actively engage with older workers and make sure they can access information that will help them identify training options, prepare for work, find work and stay in work.

Make sure that this work is promoted widely.

Action 4 ●●

Review relevant career products to make sure that older workers are visible and their context reflects the diversity of older workers, is useful and relevant to them and raises awareness of study and training options.

Action 5 ●●●

Make sure that the needs of older workers and the barriers they face to finding work and staying employed are fully considered and addressed in:

- ▶ the ongoing development of employment services
- ▶ the design of the proposed New Zealand Income Insurance Scheme
- ▶ the review of active labour market programmes

Make sure that the final products resulting from this work are accessible and well promoted, potentially through a targeted awareness campaign.

Action 6 ●

Report on how many older workers engaged with government-funded employment services and programmes. Where possible report this by age (in 5-year age brackets from the age of 45), and by gender and ethnicity.

Supporting employers

Action 7 ●●

Review the **Mature workers toolkit** to ensure that it continues to provide employers with practical support to hire, develop and retain older workers.

Make sure that the toolkit is promoted widely.

Action 8 ●

Research incentives and barriers for employers in providing more opportunities for older workers to benefit from flexible work arrangements.

Prioritise groups (in alignment with other employment action plans): Māori, women, Pacific people, disabled people, former refugees, recent migrants and ethnic communities.

Action 9 ●

Research opportunities and incentives for employers to provide greater opportunities for older workers to participate in training in the workplace.

Prioritise groups (in alignment with other employment action plans): Māori, women, Pacific people, disabled people, former refugees, recent migrants and ethnic communities.

Planning for older workers' role in the economy and the future of work

Action 10 ●●●

Improve understanding across industry groupings and sectors of the effects and opportunities of an ageing workforce.

Do this in collaboration with relevant key stakeholders (such as Iwi/hapū and Māori organisations, Regional Skills Leadership Groups, Workforce Development Councils, employers and unions).

Action 11 ●●

Refer the issue of the ageing workforce to the Future of Work Forum to include as a specific discussion topic on its agenda.

Who's Responsible Key:

● Tertiary Education Commission ● Ministry of Business, Innovation & Employment ● Office for Seniors ● Ministry of Social Development ● Ministry of Education