Restructuring in the Australian manufacturing industry has resulted in many Australians being displaced from their jobs, which particularly impacts older workers. Based on the report *Industry restructuring and job loss: helping older workers get back into employment* by Victor J Callan and Kaye Bowman, this infographic highlights the key principles and three crucial stages that employers could use to support their older displaced workers find new employment. The full report is available at <http://www.ncver.edu.au/publications/2839.html>.

**KEY PRINCIPLES**

- Use early intervention and understand that it will take workers time to make future plans and execute them.
- Use age- and experience-appropriate advisors who can connect with and respect older workers.
- Be aware of low levels of literacy – including computer literacy – and numeracy skills.
- Recognise the stress and health risks linked with job displacement.
- Partner with key agencies to provide a holistic approach.

**STAGE 1 PRE-TRAINING**

- Assess workers prior to training to ensure the program is appropriate.
- Provide extra support to workers with low literacy and numeracy skills.
- Customise experiential hands-on training according to each individual's life and work experiences and deliver this in authentic environments.
- Offer age-specific group training, with flexible instruction and ample time to learn.
- Include practical skills on job searching, resume writing, networking and interviewing.

**STAGE 2 TRAINING**

- Set up worker transition teams and advise on available support services and training courses.
- Showcase local job opportunities and growth industries, and run coordinated industry 'taster' programs.
- Use specialist career advisors to assess existing work and life skills.
- Help workers identify transferable skills and complete recognition of prior learning assessments.
- Commence individual transition plans.

**STAGE 3 POST-TRAINING**

- Assess workers prior to training to ensure the program is appropriate.
- Provide extra support to workers with low literacy and numeracy skills.
- Offer age-specific group training, with flexible instruction and ample time to learn.
- Include practical skills on job searching, resume writing, networking and interviewing.

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