This is an alternative text version of *Helping older displaced workers find a new job: infographic*. It is designed to be read via a screen reader and consequently has had all visual elements removed. Please see the original version available at <https://www.ncver.edu.au/publications/publications/all-publications/assessing-the-impact-of-research-infographic> if you wish to view the full version.

# Helping older displaced workers find a new job

## 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

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

## Stage 2 – 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, resumé writing, networking and interviewing.

## Stage 3 – post-training

* Assist with job searching via the internet, networks and cold-calling, and encourage volunteering.
* Help prepare a resumé and job cover letters that highlight relevant transferable skills.
* Coach workers in job interview techniques and self-marketing.
* Monitor progress and share success stories to motivate others.
* Support workers and families to relocate, if necessary.
* Provide continual career advice and training.
* Undertake job-creation initiatives to expand local job opportunities.

**© Commonwealth of Australia, 2015**

Produced by the National Centre for Vocational Education Research on behalf of the Australian and state and territory governments, with funding provided by the Australian Department of Education and Training. For further information, see <http://www.ncver.edu.au>.