

# careers

The Advertiser  
SATURDAY, JANUARY 12, 2019

WITH  seek



## STAYING POWER

WHY EMPLOYERS WANT MORE WORKERS TO PUT OFF RETIREMENT

**STAY TRUE TO YOURSELF**  
P3

**TIPS FOR A 2019 JOB SEARCH**  
P2



**A SHORT STEP TO THE LONG GAME**  
LEARNING



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**STUDY IN 2019**  
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THE TOP

5

**JOBS FOR WORKERS AGED 65 AND OVER**

**FARMING**

**1** About one in 12 Aussie workers over the age of 65 works as a farmer or farm manager, equating to about 50,600 people. There are more farmers and farm managers aged 65-plus than all of those under the age of 45. Just 4000 are under the age of 25.

**BUSINESS, HR, MARKETING**

**2** About 36,800 Aussies aged 65 and older are business, HR or marketing professionals. It is up from 19,300 five years earlier, and 12,500 a decade earlier.

**HEALTH**

**3** Of Australia's 625,500 health professionals, 29,600 are aged 65 or older. Although it is the third-largest occupational group for the demographic, there are still more health professionals aged 15 to 24 (41,600).

**HOSPITALITY & RETAIL MANAGEMENT**

**4** There are about 29,600 hospitality, retail and service managers aged over 65. It represents an increase of about 50 per cent in five years (19,600 in November, 2013).

**ROAD AND RAIL**

**5** There are about 385,300 road and rail drivers in Australia and about 28,500 are aged 65 or older, compared to 20,100 workers under 25.

WORKFORCE ISSUES



VALUED: Linda Lewis, 62, left, Sue Meyer, 66, and Kerry Corsalini, 61, have all recently landed new jobs working for aged care organisation ACH Group. Picture: PHOTOJO

**PRIME TIME HEALTHY OUTLOOK FOR JOBSEEKERS**

LINDA Lewis, Kerry Corsalini and Sue Meyer are all aged in their 60s and all have recently landed new jobs.

They are now working for aged care organisation ACH Group in health and safety, internal auditing, and administration, respectively.

Lewis, 62, began her career as a nurse at the age of 17 and, after leaving her previous role, applied for six positions before being offered her current job.

"Experience, maturity and supporting others in the workplace is very rewarding," she says.

Corsalini, 61, applied for many jobs after her previous role was made redundant before coming across her position at ACH Group.

"I think that working is good for your self-esteem," she says. "(It's good) to know that you are still valued, that you can teach others, and continue to contribute."

Meyer, 66, retired from full-time work three years ago and now works casual hours. She says work keeps her mind stimulated and she enjoys meeting new people.

**WORK STILL REWARDING**

Retirement is the last thing on the minds of many older workers, writes Melanie Burgess

**W**ORKERS are working for longer, with many ignoring "retirement age" and reaping the emotional and social rewards of employment.

Although the age pension becomes available at 65, when typically many workers retire from the workforce, the Australian Bureau of Statistics reveals there are about 566,000 people aged 65 and older in work, up from 393,000 five years earlier.

Social analyst David Chalke says that Australians are remaining healthier for longer so many do not want to retire as soon as they reach retirement age.

"You are still healthy and fit and probably still enjoy work," he says. "You might transition out of what you were doing before but look for more casual work."

He gives the examples of a former tradesperson now working at Bunnings, or a former businessperson turning their hobby into a start up.

"We seem to forget that people enjoy work as they get socialisation and emotional rewards," he says.

"They get the companionship and fellowship with their co-workers."

Chalke says employers are increasingly recognising the value older workers bring to a business, particularly when it comes to soft skills.

"The old-fashioned courtesies which the Millennials tend not to have are quite appreciated in front-of-house areas," he says.

"(The advertising sector) is full of all these bright young things but when you are fronting up to meet the managing director of Telstra (for example) you need someone who is not in tight black jeans and with excessive body piercings."

"(Older workers) have some skills that have been lost but are quite useful, especially in the blue collar areas.

"They have a levelling effect in an organisation and bring a bit of balance." More than half of aged care provider ACH Group's workforce is more than 45 years of age and 22 workers are older than 70.

People and culture general manager Nichole Tierney says older workers have an important contribution to make to the workforce.

"Older workers bring a wealth of experience and knowledge," she says.

"Working can provide financial security that is sorely needed, especially for older women who have taken time out from the workforce to raise a family. Being part of a workforce contributes to overall health, wellbeing and gives us a sense of purpose and belonging."



**WHAT'S YOUR TOP ADVICE FOR SECURING A NEW JOB THIS NEW YEAR?**

**YOUR QUESTIONS ANSWERED**

email questions to [careers\\_qs@news.com.au](mailto:careers_qs@news.com.au)



**LISA MORRIS**  
DIRECTOR, HAYS

You'll need to provide hiring managers with evidence you performed previous jobs well. It is your achievements and results that count, so add success metrics and examples to your CV and online professional profile as proof. By proving your strengths, rather than simply listing them one by one, you'll bring your successes front and centre. By providing explicit examples of successes, you prove to a potential employer that you have the ability to succeed in a new role.



**JUSTIN HINORA**  
EXECUTIVE CONSULTANT,  
HENDER CONSULTING

Ensure your CV, contact details, LinkedIn profile and social media footprint are up to date and appropriate. Having self-awareness is really important. There's nothing wrong with aiming high but be realistic and take feedback on board. Reflect on where your strengths and gaps are for each role, and be prepared to explain how you propose to address any such gaps. Treat each application as if you want this job, not simply any job.



**DR NERIDA HILLBERG**  
DIRECTOR OF PSYCHOLOGY,  
FERRIS MANAGEMENT  
CONSULTANTS

I recommend the 3 P's: perseverance, patience, and positivity. Securing a new role is a stressful and time-consuming process. Keeping an optimistic perspective is key. Use your networks. A referral or recommendation can go a long way in progressing you to a shortlist. Include quantifiable achievements in your CV rather than a list of responsibilities. Proofread all written correspondence carefully.



**ALEXANDRA ROSSER**  
HEAD OF ORGANISATIONAL  
PSYCHOLOGY CONSULTING,  
STILLWELL MANAGEMENT  
CONSULTANTS

Research sectors that are in growth mode and, if possible, speak to relevant contacts who may be able to provide word-of-mouth opportunities. Consider engaging in vocational guidance with psychological assessment included. This will improve your self-awareness about your work and leadership style, what does and does not motivate you, and your ideal job conditions/environment.

**CONTACTS:** Editorial: Cara Jenkin, Melanie Burgess. Sales: Claude Bin. Place an ad: Call 131 841, email [deb.milnesp@news.com.au](mailto:deb.milnesp@news.com.au) or visit [newsjobs.com.au](http://newsjobs.com.au)  
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