



Local Government Association of South Australia



Local Government Association
of South Australia



The voice of local government.

Ageing at work

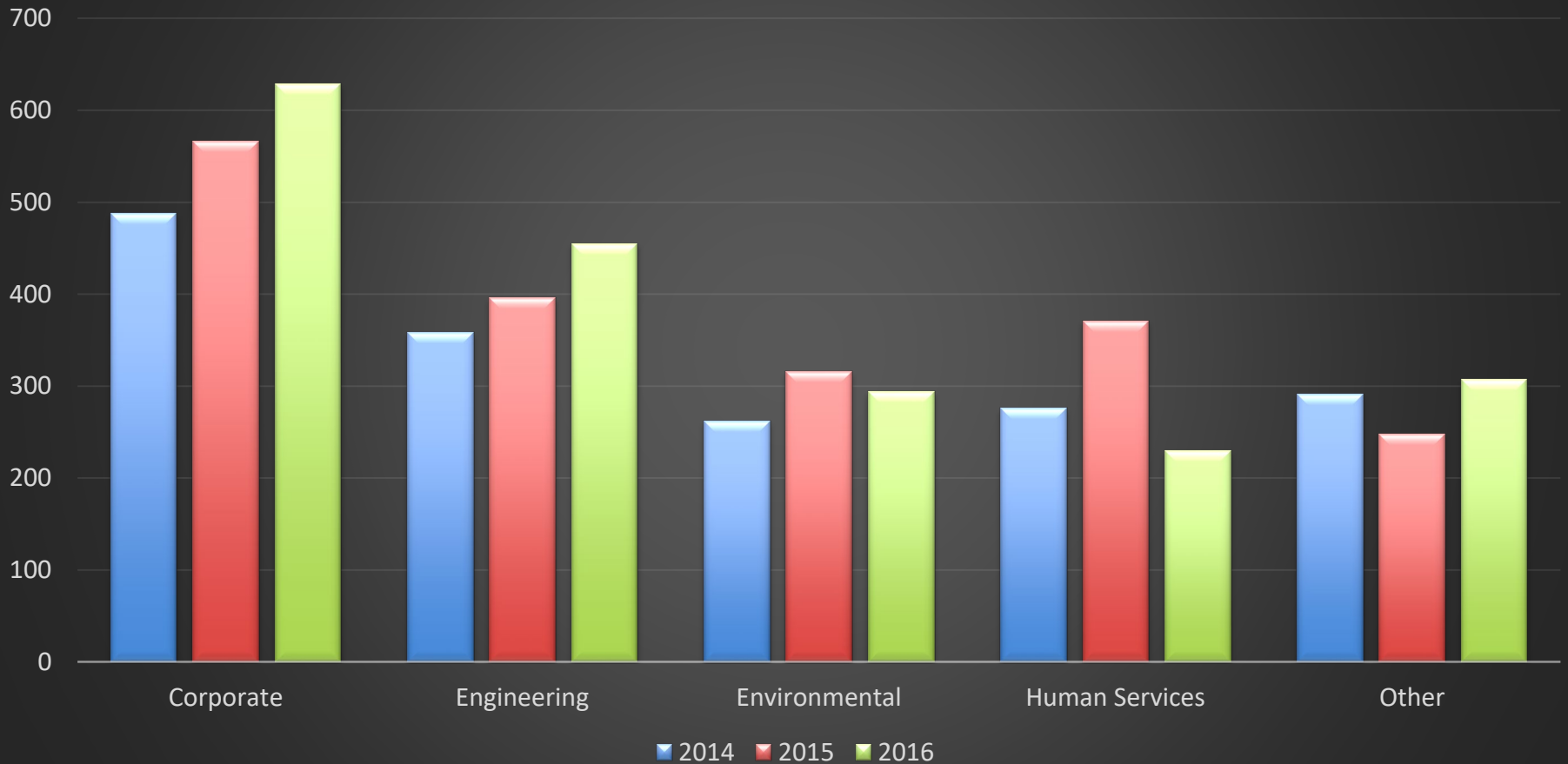
Today's work force is getting older and employees in blue collar roles are no different, or are they?

Ageing at work



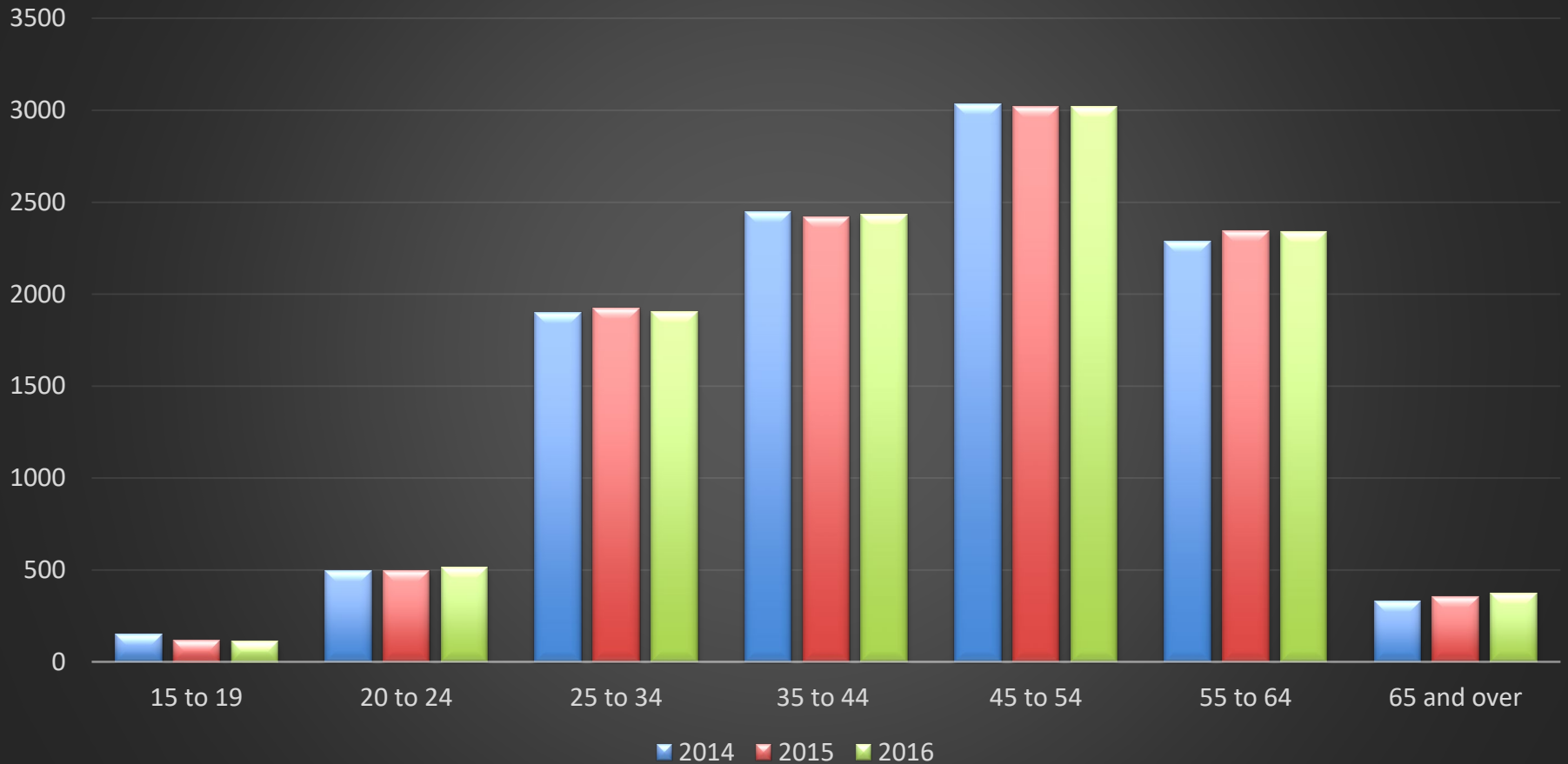
By Occupation

Chart Title



Council Stats

Chart Title



Meet Frank



Ageing at work

- Consequences
 - Not digital natives
 - Under qualified
 - Low literacy
 - Low tolerance of learning new skills
 - Wont ask for help
 - Wont admit they cant do something
 - Reluctant to change

What does this mean ?

- What does the ageing population mean for councils?
 - **Multi-generational workforce**
 - **A range of differing workplace needs**
 - **Increase in age-based discrimination and unconscious bias**
 - **Increase in workers who get ‘stuck’**

What we know

- Most employees have a basic level of digital literacy
- Lessons for life not just for work
- Greater flexibility and less down time
- More employable, agile and adaptable
- Performance Management *&^%&\$

What can we do

- Create opportunities to become digitally aware
 - Pay slips, Online portals, smart devices.
- Encourage the contemplation of life after council
- Speak to a Skills Checkpoint provider
- Consultation, support, access
- Hang in there – there is always retirement

Deirdre Albrighton

Director of Human Resources and
Commercial Business Services LGA

0422 123 774