

Managing the Generational Workforce: Transition to Retirement

The ageing of populations and workforces is a megatrend. The retirement age is increasing and mature age employees are staying at work longer. These shifts are unprecedented and pose challenges for employers who are generally not prepared—or equipped—to deal with these emerging trends.

Career Life Transitions works with employers to clarify issues/priorities relating to their ageing workforce challenges. This involves high level interviews and scenario planning with senior management. It may also require policy review, workforce analysis, and the presentation of a mature age business case to executive teams. For many employers, this is a knowledge/capability risk mitigation strategy.

The Career Life Transitions **Changing Gears™** program is an integral element in this process as it provides mature age employees with an opportunity to review and discuss life stage issues (often for the first time) in a trusted, “safe” environment.

The program also provides the employer with valuable data on the attitudes and expectations of their mature age cohort towards work, transitions and retirement.

For both employers and employees, the context provided by Changing Gears™ is unprecedented. The financial issues are an essential element in the process, however, this differs from traditional super fund member education programs (e.g. readiness for retirement) as it provides a business context for interventions.

Our Strength

The strength of the Career Life Transitions Changing Gears™ program is the positioning of a ‘holistic’ planning model, or framework, delivered by experienced mature age coaches/consultants.

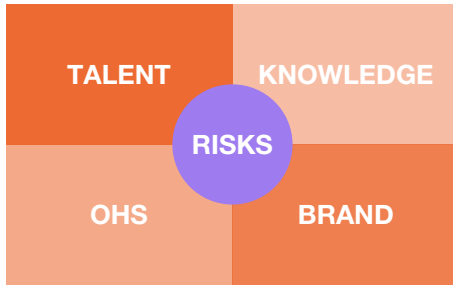
The **workshop/coaching model** has shown to create a “mind shift” with participants. It leads to participants contemplating their life stage and working towards transitions with the guidance of experienced, empathetic coaches. The value of human interaction and guidance that occurs during this process cannot be understated.

The financial component of this process is pivotal. It is integrated into a holistic framework that leads to informed decision-making that creates a win/win for employers and employees. That’s our core strength!

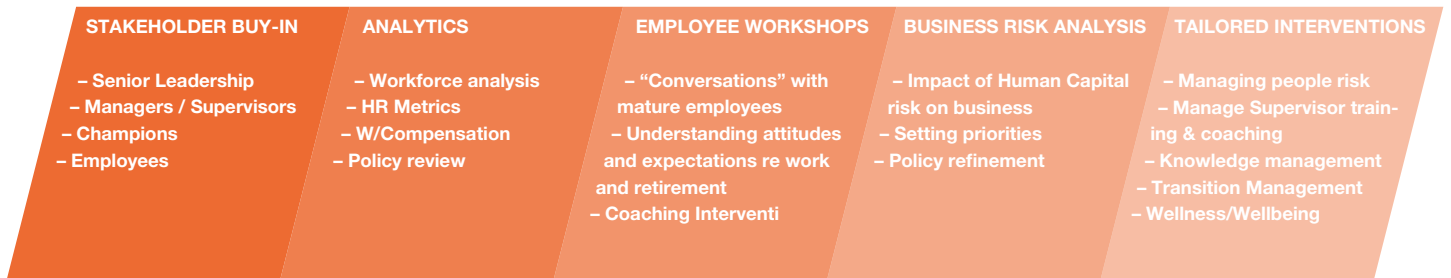
Career Life Transitions coaches/consultants are mature age. They have been through the life and work issues that mature age employees will need to address in developing their plans for transitions from work to retirement and life beyond work. Discreet discussions often lead to questions or themes that include:

- Interim or part time employment
- Physical and mental health
- Housing
- Estate planning
- Community involvement
- Lifelong learning—and with an ageing population, elder care.

These themes are not usually developed in-depth by career or financial education programs conducted at the worksite – yet they are pivotal in employees making decisions around work/transitions.



Our Approach



Considerations

- Your Company Transition to Retirement Policy
- Attitudes towards employment and retirement
- Factors impacting on career/retirement decisions
- Phased retirement options
- Finances, superannuation and entitlements
- Health & Lifestyle considerations
- Active planning for transition to retirement

Changing Gears™ Clients

