

WHAT ISSUES FACE OLDER WORKERS?

Extensive workplace changes have taken place in the last 10–15 years. Many of these changes, such as increasing technology and computer use, revised work processes and evolving safety regulations, require continuous training and upgrading.

By virtue of their more recent entry into the workforce, younger workers have often had opportunities to learn new procedures and information.

Older workers, on the other hand, often express concerns that they will be replaced by recently trained younger workers or that they will not be offered the opportunity to retrain and upgrade their skills.

WHY ARE OLDER WORKERS IMPORTANT?

Older workers:

- are excellent leaders and mentors for their younger counterparts in the workforce
- demonstrate exemplary safety practices and work ethic
- have experience and knowledge about workplace operations and procedures
- take pride in their work and do not take shortcuts
- know their organization's history and understand how their workplace fits into the broader community
- may have dedicated up to 45 years to the workplace

HOW CAN EMPLOYERS AND UNIONS SUPPORT OLDER WORKERS?

- Discover the key skills and knowledge of their older workers.
- Help employees manage workplace change to reduce stress and increase job satisfaction.
- Be open to new roles for older workers such as mentors or coaches.
- Offer opportunities for computer training and upgrading.
- Find out about programs and services that may be of benefit to older employees.
- Work with government to attract and retain older workers. This will help avoid looming skills and labour shortages.



WHAT IS THE TARGETED INITIATIVE FOR OLDER WORKERS?

The Department of Labour and Workforce Development and Human Resources and Social Development Canada are working together on an initiative that targets workers 55 years or older.

The Targeted Initiative for Older Workers is designed to help older workers re-enter the workforce and maintain employment.



Labour and
Workforce Development

Canada

FOR MORE INFORMATION

If you are an older worker, employer, union representative, or service provider and would like to have more information on older workers and the programs and services that may be of benefit to you, please contact:

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OLDER WORKERS

An Asset to the Workplace

