

AGEING WORKFORCE READY

NEWSLETTER #5
NOVEMBER 2021

PROJECT ACHIEVEMENTS

WE HAVE BEEN DEEP IN DELIVERY-MODE FOR THE PAST FEW MONTHS. SINCE APRIL WE HAVE:

- Delivered manager training with our pilot organisations;
- Published a bunch of resources on our website.
- Celebrated 'The Day of the Older Person' with our 'Meet Dave and Carlos' video.
- Launched the Maturity of Practice Quiz.
- Published our 'Unretirement' white paper.
- Exhibited at AHRI's D&I conference.
- Recorded two podcasts.
- Continued to be active at various conferences and in social media.

After submitting our report to WorkSafe at the start of October, we all took a breather from AWR before gearing up for the evaluation phase.

It's made us proud to reflect on everything we've achieved over the past 2.5 years and somehow we squeezed a summary of everything into a 1-minute video: [take a look](#) and see what you think.



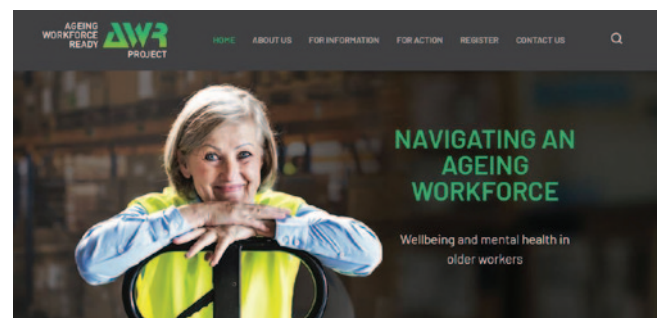
NEXT STEPS

- **Evaluation** – repeat the Maturity of Practice (MPI) & Workplace Wellbeing Insights (WWI) assessments with our pilot organisations; interviews and project review conducted by Pracademia.
- **Comms** – continue to publish our findings online and present them via events, conferences and webinars.
- **Website** – improve the functionality of the resource hub to ensure that the 83 freely available resources on our website from videos to white papers to links to worksheets can be easily found!

WHERE YOU CAN FIND US

WEBSITE

The AWR project website is live and is a great centralised resource to find information on the ageing workforce, retirement and the AWR project. You can access the website at www.awrproject.com.au



LINKEDIN

The AWR project is now on LinkedIn. Follow us for regular updates and notifications as we release resources and thought pieces: www.linkedin.com/showcase/awr-project

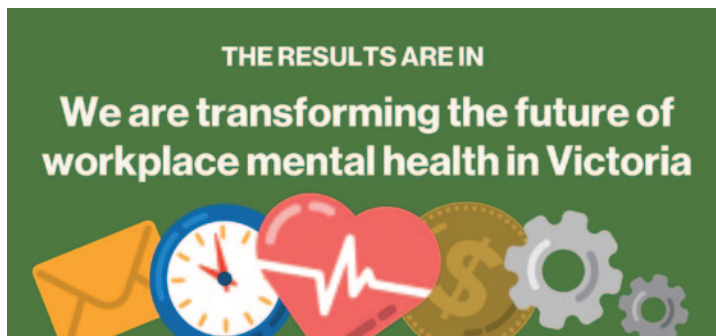
FACEBOOK

If your interest in ageing workforce is more personal than job-related, then you may prefer to follow our 'Late career and retirement wellbeing': www.facebook.com/latecareer



WORKWELL PROGRAM NEWS

Evaluation of the WorkWell Program has produced early insights for creating mentally healthy workplaces, including a groundbreaking discovery for predicting psychological safety—thanks to the evidence generated by AWR and the other WorkWell projects. See the summary and full report below for more information.



The confidence and capacity of managers and employers to identify, address and respond to mental hazards has increased across the entire spectrum.

This is meaningful insight that shows that the WorkWell interventions have been successful at not only improving the confidence and capacity of managers and employers who were already skilled, but even those that weren't. Meaning, the interventions are working at every level of the spectrum.

WorkWell has achieved extensive reach, engagement and uptake of the program.



52,656
participants



10,534
workplaces



1,982,690
potential workers

Participating workplaces showing
favourable outcomes



Reduced
absenteeism



Increased
likelihood of
staff retention



Improved
job performance

Emerging innovative research for predicting psychological safety and in turn quality of working-life.

Where workplaces have OHS policies and procedures and where there is a climate of psychosocial safety (where workers perceive managers to care about their mental health and believe them to be empowered to act on this), WorkWell can confidently predict that these workplaces are likely to achieve the tipping point for psychological safety. In turn, WorkWell can then also confidently predict that there will also be positive wellbeing and reduced stress for workers and managers.



This is **ground breaking research**

Being able to predict workplace psychological safety is an incredibly exciting prospect that will likely lead to fewer mental injuries, higher productivity and reduced costs for business. This new evidence will hone development of tangible and practical information for Victorian workplaces.

Summary Report:

www.worksafe.vic.gov.au/resources/workwell-program-emerging-outcomes-summary-report

Full Report:

www.worksafe.vic.gov.au/resources/workwell-program-emerging-outcomes-report

TAKE THE WHEEL: LEADING MENTAL HEALTH IN TRANSPORT, POSTAL AND LOGISTICS

AWR Project is on the panel at this free webinar presented by WorkSafe Victoria's WorkWell Program.

23rd November, 10-11am

Register here: www.worksafe.vic.gov.au/events

D&I EXHIBITION

Just before the last round of lockdowns, we were lucky enough to be in Sydney for AHRI's D&I conference.

It was a great opportunity to raise awareness about older workers and put the issue of ageing workforce on the radar of nearly 500 D&I practitioners.

ONLINE MANAGER TRAINING

In August the realisation came that we were not going to be delivering any more face-to-face training before the end of the delivery phase.

With a 5-week turnaround we created a suite of e-learning modules, shortened the content to work for online workshops, and worked out a delivery format that worked for each of our partners.

The exciting thing was that manager feedback about these modules was just as positive as it had been for face-to-face training.

Not surprisingly, participants preferred being together in a classroom (let's face it, the facilitators do too), but managers told us that learning online is just as effective in raising awareness and motivating them to implement changes in their teams.

Here's an example of the **simulations** participants have access to after the training, and a link to the **resource hub** with guides and worksheets that complement what's covered.



KEY STAKEHOLDERS

Program funding: WorkSafe Victoria

AWR Project oversight: AustralianSuper

AWR Project delivery: Transitioning Well

Industry Partners: BusVic, Transdev, Yarra Trams

Stakeholders: Superfriend, RTBU, TWU

In addition, we are finding that many organisations are interested in what we are doing for a whole variety of reasons.

➤ **PLEASE FEEL FREE TO SHARE
THIS NEWSLETTER WITH THOSE
IN YOUR NETWORK.**

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WORKFORCE
READY **AWR**
PROJECT

Supported by

WorkSafe
VICTORIA
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