



Part-time work can lead to a full-time career



The job market is changing
...make it work for **you**



If you want part-time employment...

Part-time work provides the flexibility many people need to balance their work and family commitments or to allow them to pursue study, sporting activities or other interests.

It ensures they stay connected to the world of work and keeps their skills up-to-date so they are better placed to move back into full-time employment if they want or need to.

For employers, part-time work offers greater flexibility in adjusting working hours to business and customer requirements, supporting higher productivity.

So both parties can win.

If you want to ease into retirement...

As we grow older, many of us want to change the way we work.

This may mean reducing our hours of work. It may mean continuing to work after conventional retirement age. It may mean changing occupations or industries or working in different jobs in the same organisation.

Another option is to ease into retirement through casual, part-time, or even portfolio employment. This provides people with the opportunity to get used to having more time to themselves and adjust to lower income after giving up their full-time job. It is important, however, that financial advice, particularly with regard to superannuation, is obtained by those considering this work option.

For further information

Attend a workshop to find out more about how you might take advantage of opportunities in the part-time and casual workforce in your area. You will hear from a range of employment specialists from eminent organisations experienced in assisting mature age people in the workforce. You will also have an opportunity for open discussion about the issues that you believe are important in the job market of the 21st century.

Workshops are free of charge.

Where and when:

Adelaide	4 June 2002
Bundaberg	12 June 2002
Brisbane	13 June 2002
Melbourne	18 June 2002

Registration

In order to register to attend a workshop and to receive information call 1800 882 348 or Email: workshop@cota.org.au or Visit: www.cota.org.au

An initiative of the Commonwealth Government in partnership with the Council on the Ageing

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The job market is changing ...make it work for you

The job market is changing

Over the past few decades not only has the way we work changed, but the environment in which we work has changed dramatically too.

We have gone from typewriters to computers, from sending our mail by ship or air in the space of weeks or days, to sending it over the Internet in seconds.

The job market has changed just as dramatically.

In the past, many people decided on a trade or profession, achieved the necessary qualifications and then moved to a full-time job until retirement.

As we know, this is not the way the job market works now.

Both employers and employees want greater flexibility.

Employers are now being driven by increased competition, coupled with changes in technology. They now look at bringing in or buying the skills they want, when they want them, rather than relying solely on employing staff full-time.

From an employee's perspective the way we look upon our working lives has changed too. Today, men and women view their roles very differently to the way they did two decades ago and their work preferences and lifestyle choices have also changed.

The result has been a significant transformation of the structure of the labour market. Over the last 20 years,

for instance, part-time employment has grown by 146 per cent, compared with around 19 per cent growth in full-time employment.

In 1981, around 5 per cent of mature age males worked part-time. A generation later, well over 12 per cent of mature age males were employed on a part-time basis. Indeed, part-time workers now comprise over 27 per cent of total employment compared with just 16 per cent 20 years ago.

Make it work for you...

Because the traditional expectations that they grew up with focussed on full-time, permanent employment, many mature age workers are cautious about casual or part-time work. However, this type of employment can potentially provide real benefits both directly and as a stepping-stone to a better quality job.

If you want full-time employment... think about portfolio employment

One of the greatest problems facing people of any age who have lost their full-time job is loss of self-confidence.

This can be particularly so for mature age people who grew up expecting that once they were trained and got a job they would keep it for life.

Sometimes mature age men can carry an added expectation—that of being the family's breadwinner. This can create uncertainty about whether casual or part-time work is worth pursuing.

Experience has shown, however, that casual and part-time work can be used effectively to help people get back into the workforce.

This type of work keeps people in touch with the job market—which is vital. Evidence shows that the longer a person has no contact with the work environment, the more difficult it will be for them to get a job of any kind.

Through part-time or casual work a person looking for work can upgrade their skills or even acquire new skills and a change in career direction.

A new concept worth thinking about in the job market is portfolio employment.

What is portfolio employment?

This is about holding a number of part-time, casual or contract jobs at the same time, similar to a freelance worker. This concept offers the prospect of achieving the equivalent of a full-time income through a variety of jobs.

Professional workers of all types, such as lawyers, journalists and health specialists are all candidates for portfolio employment. So too are those with trades such as carpenters, builders and chefs or even child or house minders.

So casual and part-time work can offer a viable route either back into the full-time workforce or to earning the equivalent of a full-time income.