

On with the job

**Career development does not
stop for mature-age workers,
Ben Pike discovers**

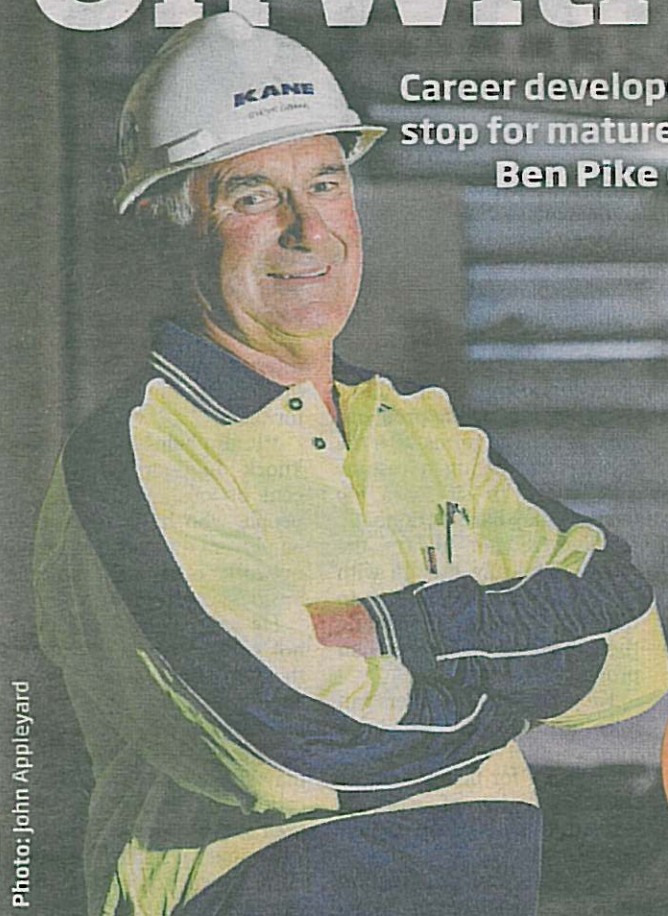


Photo: John Appleyard

63
YEARS IS THE
AVERAGE
RETIREMENT
AGE

39%
OF WORKERS ARE
AGED 45 YEARS
AND OVER

83%
OF WORKERS
WANT THEIR
BOSS TO RETAIN
OLDER STAFF

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**NUMBER OF WORKERS
AGED 45 YEARS
AND OVER**



Short work route

Workers do not have to spend heaps of
time studying a qualification in order to
become job ready.
Inside



Job-ready resumes

Find out how best to write a resume that
meets modern style and ensures you get
the attention of the employer.
Inside

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JOBS ALERTS

HAYS Recruiting experts
in Property

SENIOR PLANT & EQUIPMENT VALUER APPLY YOUR EXPERTISE

This organisation has a strong established background in asset valuation and disposals. They have a growing reputation and an excellent network of existing clients across major insolvency practices such as banking and financial institutions, government departments and semi-government agencies.

Due to growth they are seeking an additional Senior Plant & Equipment Valuer to join their busy Brisbane CBD team.

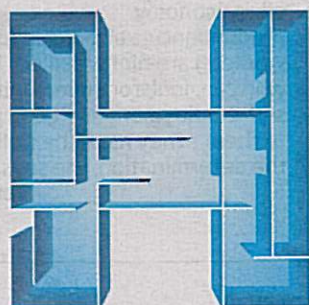
You will be responsible for all types of plant and equipment valuations, assessing and calculating values for the purposes as specified by the clients, researching sales of assets within different market places, networking and attending valuation meetings, and generating future valuation business.

You will be ASA, API or RICS qualified with considerable plant and machinery valuations experience. Excellent communication skills are essential as you will be networking, as well as an ability to work effectively under pressure with minimal supervision.

On offer is a competitive base salary in addition to a bonus and benefits.

Contact Caroline Sanders at
caroline.sanders@hays.com.au
or 07 3231 2605.

hays.com.au



HAYS Recruiting experts
in Accountancy & Finance

SENIOR MANAGEMENT ACCOUNTANT DELIVER KEY PROJECTS

Considered amongst the top ten in their industry, this services based company is looking for a Senior Management Accountant to join their expanding finance team.

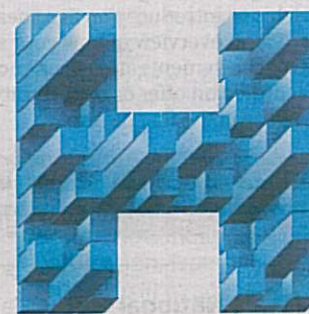
Working both independently and as part of numerous teams, you will provide strategic advice and management accounting services to various parts of the business. Reporting directly to the Finance Manager, you will be responsible for supervising a small accounting team, as well as the financial management of key projects including budgeting, forecasting, analysis and cash flow management. With advanced knowledge of financial modelling, you will ensure cost saving measures are in place and provide support at all stages of tasked projects.

You will have previous experience in a process improvement environment with the ability to maintain key financial reporting relationships. You will have exceptional communication skills with the ability to build a positive and productive work culture. Previous experience working within the services industry is highly regarded, along with exposure to Peoplesoft or Oracle.

In return you will be rewarded with a generous remuneration package including a significant super contribution year on year. With career growth potential and staff mentoring, this is an opportunity not to be missed.

Contact Heidi Crick at
heidi.crick@hays.com.au
or 07 3219 2199.

hays.com.au





17 per cent of baby boomers want to be in work because they gain job satisfaction

43 per cent of employed men over 55 years are managers or professionals

13 per cent of workers 45 years and over say they never want to retire

EDUCATION A MUST FOR ALL

KANE Construction site supervisor Stephen Swane is a Vietnam veteran who completed his carpentry apprenticeship more than 35 years ago.

The 67-year-old, who jokingly refers to himself as "the last of the dinosaurs", trained as a site supervisor for a career boost.

He is one of only 18 per cent of employed men aged 55 and over who are technicians and trade workers, ABS figures show.

He says the transition from carpenter to site supervisor is a well-worn path for carpenters because, unlike other trades, they are more exposed to all aspects of a building project.

"Being a site supervisor is better money than swinging a hammer," he says. "It's a lot more responsibility."

Since completing his Clerk of Works at TAFE (now known as the Certificate IV - Builders) Swane has studied occupational health and safety courses through the Master Builders Association as well as attaining various fire and evacuation certificates to ensure workers on his sites are safe.

He says he has since learned how to work with computers, something he thought he would never have to do.

"It's a challenging and rewarding industry," he says.

"Try and improve yourself with education. Everything is done on computers. If there is a course around that is relevant to your work, do it."

"You can never be too educated, especially in building."

UP TO DATE: Apprentice Ema Blakeney-Manson looks over plans with site supervisor Stephen Swane. **Picture:** John Appleyard

HELP FOR MATURE-AGE PEOPLE TO SECURE EMPLOYMENT

Federal government programs aimed at helping older workers:

» Experience+ Work Ready
Intensive job preparation assistance including refresher or basic training in IT, undertaking job-specific training and paid work placements.

For more information on all programs, visit www.deewr.gov.au or call 13 17 64

» Experience+ Career Advice

Free professional career adviser available on the telephone for workers, jobseekers or people returning to work who are 45 years or older.



» Experience+ Jobs Bonus
Jobs Bonus of \$1000 is available for up to 2500 employers each financial year who hire an eligible mature-age jobseeker.



» Experience+ Corporate Champions

Employers who make a public commitment to employing mature age people receive a package of tailored support. The government hosts a nationwide series of business functions encouraging local employers to recruit mature-age people.

» Investing in Experience (Skills Recognition and Training)

Program assists workers aged 50 and older to gain formal recognition of their current competencies and receive training to fill any knowledge or skills gaps. This helps them obtain a nationally-recognised qualification, from the certificate III to advanced diploma level.