

THE NEXT CHAPTER

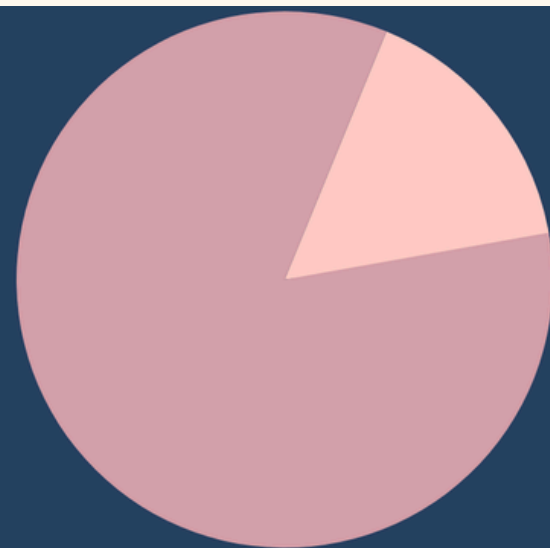


THE NEXT CHAPTER FOR YOUR ORGANISATION

About you

Do you

- want to foster a workplace that not only values but champions the unique strengths and experiences of older workers?
- create an atmosphere that celebrates their wisdom, respects their contributions and provides the resources they need to thrive?
- promote inclusivity and offer meaningful support so you can build a space where older employees feel empowered valued and motivated to succeed?
- understand that retaining & benefiting from ALL of your people requires some specific approaches?
- partner with your older workers to transition to something new using practical future focused tools?



ONLY 14-18% OF EMPLOYERS ARE ACTIVELY PLANNING FOR AN AGEING WORKFORCE

SOURCE: CFFC AGEING WORKFORCE SURVEY 2018

The Ageing Workforce

More people are staying in employment beyond traditional retirement ages. Driven by increased life expectancy, financial necessity, and a desire to remain active and engaged.

In New Zealand, older workers (aged 50+) now make up a significant portion of the labor force, with projections showing continued growth in this demographic.

This presents opportunities—such as retaining experienced talent and fostering intergenerational knowledge transfer—it also brings challenges, including the need for workplace adaptations, age-related health considerations, and potential skill gaps as industries evolve.

As the workforce continues to age, fostering an inclusive and adaptable work environment will be crucial in ensuring that businesses and economies thrive while supporting employees at all stages of their careers.



Key Features

1

Transition Planning Workshops - facilitated group or 1:1 sessions are designed to support employees in preparing for the next career or life chapter. They provide information, strategic frameworks and actionable insights to ensure a smooth transition.

2

Strategic Workforce Transition Design - collaborative development of an organisational strategy for integrating and supporting older workers.

3

Employee Engagement & Knowledge Sessions -structured team meetings and presentations introducing the concept of workforce transitions. These session explore key themes including the **7 F's framework** to drive awareness and empower employees with practical tools for navigating change

4

Workforce Planning - how to attract, retain and engage the older worker

5

Outplacement- how to plan your next chapter after an unexpected employment change

The structure of the programmes can be tailored to suit specific organisational requirements and can be run as a ½ day or 4-8 week programme

The Next Chapter

TNC is a system that revolutionises how organisations navigate an ageing workforce with confidence.

1

Allow older workers to gracefully move beyond full time employment

2

Maximise the benefits that older workers and long serving employees can bring to your organisation

3

Provide a work environment that respects and supports older workers

Stay Connected

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