

# MWM Project: Workforce Planning Project

## This project involves:

Gathering data from employees age 45 and above about their future career/retirement preferences

## Rationale:

There is no analysis of mature worker numbers or exiting plans. The continuity of our service is likely to be badly affected if workers retire around the same time as each other.



## The impact of the project will be:

- A better understanding of our workforce planning data story
- To improve our understanding of why mature workers might stay or go
- Engaging mature workers to start thinking about their future and hopefully to influence them to work longer
- The completion of the first stage in developing a Mature Workers Matter strategy
- A greater focus on career path planning and job flexibility
- To establish a Mature Workers Matter Focus Group

## Success will be measured by:

A pre and post project participation survey to identify participants' preparedness for and reasons for retirement decisions; probability of retirement in the coming 7 years; willingness to be involved in a Mature Workers Matter Focus Group.