



## **Bridging for a Multigenerational Workforce: Career Adaptive Retirees Re-engaging as Meaningful Mentors**

**Jennifer Luke**, *Australian Collaboratory for Career, Employability and Learning for Living (ACCELL) and The University of Southern Queensland*

The ageing population is a dominant demographic trend with significant implications for the retention of expertise within an expanding multigenerational workforce. The immediate need for an injection of skills from older workers and retirees to strengthen workforce productivity has been promoted by successive Australian Government Intergenerational Reports (2010, 2015) as well as globally via agencies such as the Organisation for Economic Co-operation and Development (OECD) and the United Nations. Following initial research completed into the career adaptabilities and motivations of retirees re-engaging with the workforce (Luke, McIlveen & Perera, 2016), this presentation addresses new research into how to engage retirees with younger workers through mentorship. The presentation provides an overview of a qualitative research study investigating post-retirement age participants' willingness and career adaptability to re-engage as workforce mentors. Highlighting mentorship as a solution for retaining skills and knowledge within the workforce, the presentation will encourage the audience to consider the traits of an ideal retirement age mentor who would be willing and also successful in cultivating effective relationships and skill transfers with younger mentees. Additionally, the presentation outlines how findings from both the initial and current research provide valuable knowledge for future interventions targeting the successful recruitment of retirees who possess the willingness and career adaptability to provide mentorship and, in the process, rediscover meaningful work via relationships.