



## RESEARCHER PROFILE

# Assoc Prof Libby Brooke

2007–11

“This research addresses the workforce demographic challenge of reintegrating older workers in areas of skills shortages, to match the labour supply needs of an ageing population”

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**Associate Professor Libby Brooke is based in the Business Work and Ageing Centre at Swinburne University, where she is developing a holistic and integrated approach to increasing the employability of older workers.**

Libby is currently directing a five-year project applying the Finnish Institute of Occupational Health's 'Workability' framework to retain aged-care workers in employment. Workability is an interactive concept which refers to the balance between an individual's resources – including health, skills and experience – and organisational demands. The Workability approach is a multidimensional approach to workforce retention, including health and functional capacities, skills and competence, motivation, values and attitudes (including age awareness) and workplace factors (including leadership, work community and work structures).

The Matching Employees and Training to Employers for Ongoing Recruitment and Retention project (METEOR) has applied the Workability workforce development planning framework as a quality assurance tool that links training, research measures, interventions and post-intervention measures in aged-care employment. The multidimensional Workability concept is used to measure organisational strategies to build workforce capability and sustainability.

The METEOR framework has been applied with home and community care managers and in residential care employment. A statistically significant evidence base has been built, based on workability measures which have tested the effectiveness of interventions in residential care facilities. The evidence base for the project is currently being disseminated to sustain the workability workforce planning framework. The project has also been applied to training and measuring the workability of older jobseekers in aged-care employment.

Libby sees VicHealth as an innovative, change-driving institution that creates unique opportunities for developing new systemic capacity. Confirmed by rigorous research evidence, its work enhances the health and wellbeing of populations.