

ESF IMPACT

newsletter

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Well Beyond Flourish in Retirement



ESF has worked with the WorkSafe funded Learning Network to develop a program of work called *Well Beyond* which aims to help people flourish in retirement.

A key component of the program is a peer coaching pilot to equip retired emergency service workers to coach older workers from their former agency to think and plan for the next stage of life. It provides the opportunity for one-on-one conversations with someone with lived experience and is genuinely interested in how coachees feel as they approach retirement.

Six former Victoria Police and Ambulance Victoria employees have been trained in the GOAL model of coaching by experts with a deep understanding of the sector. Coaches are not topic experts or therapists. They create a safe space to prompt and encourage the coachee to consider and explore key areas of concern and help them plan accordingly. The pilot which is underway will see the coaches meet with their coachee a minimum of four times for a structured conversation about retirement. While these conversations are guided by the coachee, conversations will be offered around four topics: finances, cumulative trauma, social connection and meaning and purposefulness.

Research studies, including five that have been sponsored or commissioned by ESF, tell us that when thinking about retirement, most people focus on their finances whereas to flourish in retirement requires broader planning. Research also tells us that emergency service workers often suffer from a loss of identity, of collegiality and unresolved trauma when they leave their agency.

The Well Beyond coaching pilot leverages the power of peer support across the retirement divide and takes a unique and holistic approach to wellbeing. It is a small sample, but from little things big things grow. The signs of success are already evident but the pilot will be formally evaluated by Swinburne University.



better together

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REACTIONS

It's important for members to know they are not on their own as they enter retirement, and this will be a great program to assist them.

Cleve Salmon
Former VicPol

People who have served our community for decades deserve to spend their retirement decades flourishing and with our thanks. It is so great to be part of this unique program.

Shannon Hood
Facilitator

The training for this pilot has been interesting and informative. I now feel equipped to assist a member think and plan for the retirement process and I'm looking forward to being of service

Warren Ladgrove
Former VicPol

It is great to recognise the shared wisdom and hear their heart for serving others as they think and plan for retirement and their desire to enable people to have a good experience as they transition to retirement.

Jo Hood
Facilitator

More information about ESFs Well Beyond Program is available [here](#).

