

Project Summary for IAL Website

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Project Title:	Battling Ageism, Myths, Misperceptions of Mature and Older Workers and Learners: Breaking Barriers, Mitigating Precarity, and Finding Fulfilment in Late Adulthood
Project Number:	GA21-05
Year of Approval:	2022
Funding Source:	WDARF
Objectives and intended outcomes of the project:	To understand the (1) outcomes of lifelong learning (LLL), (2) participation and engagement in LLL and work, and (3) improving the ecosystem of LLL and work for mature and older workers
Project Team	
Principal Investigator (PI), Co-PIs, and Collaborators	Mr Poon King Wang, Dr Thijs Willems, Ms Susana Concorde Harding, Dr Su Aw, Ms Jocelin Lam Ying Feng, Dr Norazrina Muhammad Mustafa, Ms Lim Sia Hoe, Dr Cynthia Chen
Summary of Project (up to 300 words)	
<p>Mirroring that of global trends, mature and older workers in Singapore are being displaced or pushed out of employment. Perennial ageist perception has been cited as a factor attributing to mature and older workers being considered less favourably for employment despite evidence that they are as effective at work as their younger counterparts. With an ageing workforce and longer life expectancy and need to stay employed as workers aged, it is imperative to uncover ageist beliefs. While lifelong learning (LLL) is necessary for lifelong employability, societal and self-inflicted ageist beliefs can have an influence on participation, engagement, and outcomes of LLL for mature mid-career and older workers/learners.</p> <p>Recognising this, our research study adopts an ecosystem/whole of society lens to understand ageist beliefs and proposes ways to breakdown these perceptions. Additional aims are to understand how mature/older workers plan for and transit into different phases of learning, work, and retirement as they experience change in priorities, health conditions, financial circumstances, and life aspirations, and how LLL enriches them so that they continue contributing to the economy and positively influence society.</p> <p>Using a mixed methods design, we will recruit mature (aged 40-54) and older workers (aged 55 and above) for comparative understanding to assess (1) the extent to which LLL and experiences of ageism and perceptions of ageing impact employment outcomes and understand (2) mature and older workers' motivation and expectation as they participate and engage in LLL and work. Lastly, we will engage and conduct a landscape analysis of how key employers, trade unions, LLL providers, state agencies such as Skills Future Singapore can better work together (3) to strengthen the ecosystem for work and LLL for mature and older workers. Findings from this research seek to work towards a more inclusive society in the area of work and learning.</p>	