

Project Summary for IAL Website

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Project Title:	Purposeful Longevity: Fostering Better Work and Life of Ageing Individuals
Project Number:	GA22-01
Year of Approval:	2023
Funding Source:	WDARF
Objectives and intended outcomes of the project:	<ul style="list-style-type: none"> - To examine ways to improve the employability of older adults and promote purposeful longevity - To evaluate which continuing education and training (CET) can effectively increase their labour market outcomes, given the rapidly-changing labour market
Project Team	
Principal Investigator:	Zeewan Lee
Summary of Project (up to 300 words)	
<p>Population ageing and the shrinking share of younger, working-age generation are threatening the sustainability of the pay-as-you-go pension programs. One way for the rapidly-aging nations, such as Singapore, to relieve the fiscal pressures from their retirement income/pension system is to <i>promote longer working-lives</i> of aging individuals. Working at old age benefits not only the nations but also individuals themselves—by boosting their self-sustainability, financial security, and purposeful longevity. <i>How do we improve the employability of older adults and promote purposeful longevity? Which continuing education and training (CET) can effectively increase their labour market outcomes, given the rapidly-changing labour market?</i></p> <p>To help answer the questions, we will (1) launch a nationally representative, multi-industry survey of employers to examine their concerns/challenges in hiring older employees and their perceptions of older workers’ upskilling needs, (2) examine the value of older workers’ soft skills in multigenerational teams vis-à-vis a field experiment, and (3) evaluate the effect of healthcare assister certification in older workers’ labor market outcomes. The first study will serve as a ‘need-analysis’ to learn about employers’ skill needs and valuation of older workers. The second and third studies will reveal whether soft skills and abilities in healthcare assistance—potential target areas of CET—can improve older workers’ labour market outcomes. Our objectives align with the WDARF’s Research Theme of enhancing employment outcomes by, first, ascertaining older workers’ barriers to labor force participation and, second, identifying skills and work arrangements that can improve their labour market outcomes. Through our studies, we hope to challenge the outdated notion that older individuals are societal burdens, and propose a new narrative that—with <i>effective CET in place</i>—older individuals are productive and invaluable human resources.</p>	