

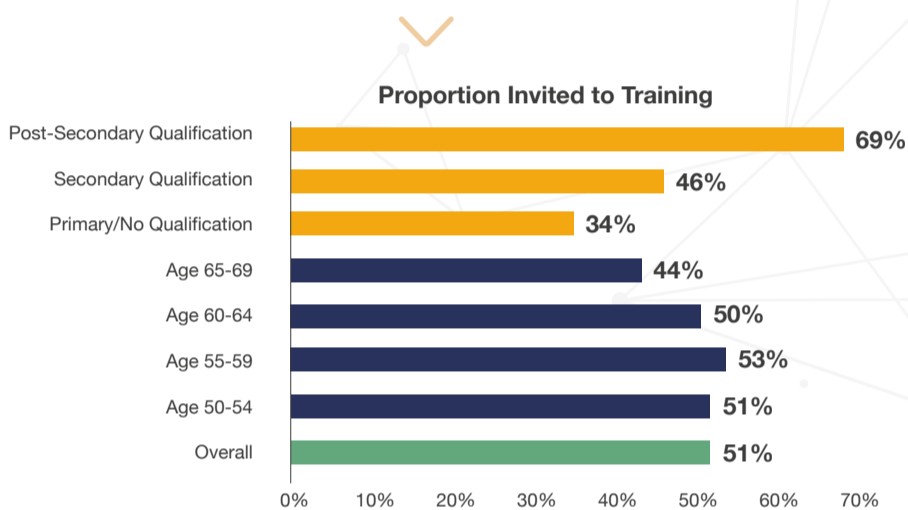
UPSKILLING OF MATURE WORKERS

KEY FINDINGS

1 MATURE WORKERS RECEIVING TRAINING OPPORTUNITIES

51% invited to participate in training in the past five years.

69% with **post-secondary education** are more than twice as likely as those with primary or no formal education (34%) to have been invited to training.



2 MATURE WORKERS ACCEPTING TRAINING OPPORTUNITIES

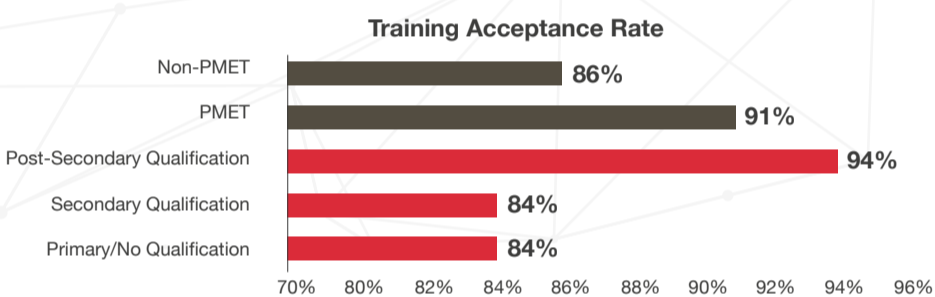
Mature workers in Singapore appear **highly motivated** to receive training; nearly

9 in 10 have accepted the opportunity to participate.



Acceptance rates remain high among older workers, with higher acceptance rates among those with **post-secondary education**.

PMETs (91%) accepts training at a higher rate than non-PMETs (86%).



3 TOP 3 MOTIVATIONS FOR TRAINING



Keep up-to-date with technology practices



Required by employer



Improve job performance

*Close alignment between mature workers' motivation for participating in training and actual outcomes they experienced after training.

4 TOP 3 BARRIERS TO TRAINING

High cost of training



Difficulty finding relevant courses



Conflict with current work commitment



5 EMPLOYERS SUPPORT FOR TRAINING

71% of respondents indicated that their training was fully or partially funded by employers.

65% of respondents indicated that their training was completed during office hours.

6 TRAINING GAPS

• **Mature workers demonstrated a strong desire for more training**, with 51% of mature workers indicating that they had not received enough training.

• **Desire for more training** was higher among mature workers with **primary or no formal education (55%)** compared to those with tertiary education (42%).

• **Homemakers** have a strong desire for more training: 65% wanted more training.

HOW UNION CAN HELP, TOGETHER WITH TRIPARTITE PARTNERS

- 1 Encourage employers to train and retain mature workers.
- 2 More training opportunities to be given to **mature workers in non-PMET roles with less education**.
- 3 Equip mature workers with **relevant technological skills**.
- 4 Develop **customised training programmes**.
- 5 **Curate relevant training courses** to improve the matching between the training provided to workers in different occupations.



TO VIEW THE FULL REPORT, SCAN CODE TO VISIT
http://bit.ly/OTCi_LRC_Upskilling_of_Mature_Workers