

## IAL and e2i Join Forces to Empower Mature Workers

- *IAL partners SBS Transit and Singapore Business Advisors & Consultant Council to drive workplace learning enhancement in transport and consultancy*
- *Learning Enterprise Alliance welcomes 32 new members to the network*

**SINGAPORE, 29 AUGUST 2024** —The Institute for Adult Learning (IAL) signed a Memorandum of Understanding (MOU) with NTUC's Employment and Employability Institute (e2i) to create a more inclusive work environment for mature workers, which will benefit both employees and enterprises.

The signing ceremony was held in conjunction with IAL's Learning Enterprise Alliance (LEA) Awards Ceremony 2024 at Marina Bay Sands, where Guest-of-Honour, Senior Minister of State, Prime Minister's Office, and Deputy Secretary-General, National Trades Union Congress (NTUC), Mr Desmond Tan, addressed the assembly.

As of 2020, around one in four Singapore resident workers is aged 55 and older<sup>1</sup>. A more recent study in 2023 also showed an increase in the median age of the local labour force, with this age group making up a greater proportion of the workforce<sup>2</sup>. As Singapore's population ages, this trend is expected to continue. Companies and individuals need to adapt to the changing employment landscape.

Proactively addressing this challenge, IAL and e2i have partnered under this MOU to co-develop a hiring readiness tool for enterprises to assess their readiness to embrace a mature workforce. This tool will offer insights into areas of strength and improvement opportunities, helping businesses foster a more age-inclusive environment. This collaboration marks a significant step forward in addressing a critical need within the workforce landscape – integrating mature workers into enterprises. It underscores IAL's vital role as the National Centre of Excellence for Adult Learning to drive workforce and workplace transformation for enhanced business performance and aligns with e2i's broader strategy to support mature PMETs (Professionals, Managers, Executives, and Technicians).

The tool's assessment will guide follow-up actions, drawing on IAL's expertise in designing bespoke workplace learning solutions for enterprises, and e2i's capability to connect mature PMETS with suitable job opportunities. Companies using the tool can develop targeted strategies to attract, retain, and support mature talent, with recommendations on available assistance from IAL and e2i.

For example, companies can engage in IAL's bespoke workplace learning consultancy, which offers up to 200 hours of support, including tailored solutions to better prepare companies for employing older

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<sup>1</sup> [https://stats.mom.gov.sg/Pages/Growing\\_Alongside\\_Our\\_Ageing\\_Workforce.aspx](https://stats.mom.gov.sg/Pages/Growing_Alongside_Our_Ageing_Workforce.aspx)

<sup>2</sup> [Labour Force in Singapore, 2023](#)

workers and implementation assistance. Additionally, IAL offers short courses on relevant topics, such as Geragogy, to engage mature learners and foster a more inclusive work environment.

Companies can partner with the NTUC Training & Transformation team to co-create their Operation & Technology Roadmap to visualise how their businesses can transform and how workers can support the business by leveraging key factors that drive business change. They may also choose to apply for the Company Training Committee grant administered by e2i to defray job redesign costs and strengthen both business and worker outcomes or join e2i's extensive network of community events to better connect with mature PMETs.

**Associate Professor (Practice) Yeo Li Pheow, Executive Director of IAL**, said: "Mature PMETs in Singapore have valuable experience and skills that can benefit many enterprises. However, they also face some barriers, such as age-related biases and limited access to specialised training. By partnering with e2i, IAL will address this critical need in our workforce to ensure that mature workers can continue to hone their skills and are empowered to thrive in an age-inclusive work environment. These will allow them to continue making significant contributions to our economy."

**Ms Caryn Lim, Chief Executive Officer, e2i**, added: "Our collaboration with IAL enables us to further strengthen our mission of enhancing employability for workers of all age groups. Through this partnership, we remain committed to supporting businesses with practical solutions and resources to create more inclusive work environments, ultimately benefitting both employers and mature PMET workers."

### **Workplace learning in transport and consultancy**

In addition to the partnership with e2i, the IAL has also forged partnerships with SBS Transit and the Singapore Business Advisors & Consultant Council (SBACC).

The MOU with SBS Transit focuses on enhancing SBS Transit's CARES Leadership Pathway, which is designed to support the training and development of supervisors and managers. In addition to soft skills training, the leadership pathway provides process-driven training in essential areas such as human resources and finance. Through this collaboration, targeted, process-driven training programmes will be developed through workplace learning consultancy projects. The goal is to enrich leadership competencies with practical, workplace-based learning solutions, ensuring managers are well-equipped to navigate their roles and contribute to a dynamic and capable workforce.

**Mr Jeffrey Sim, Group CEO, SBS Transit**, said: "This collaboration with the Institute for Adult Learning supports our commitment to developing strong and capable leaders in our organisation. Through co-developing the training programmes and courses that are tailored to our needs, we are able to equip our supervisors and managers with essential knowledge and skills to fulfil their responsibilities well and perform their roles with greater confidence. This, in turn, will help contribute to us becoming a more effective organisation."

The partnership with SBACC will focus on cross-sharing of relevant courses to the Training and Adult Education (TAE) and business consulting communities. To facilitate career and professional development pathways, the IAL and SBACC will also jointly develop assessments and recognise standardised credentials, such as roles and skills badges.

**Mr Saw Ken Wye, Chairman, SBACC Board, said:** “Continuous learning and upgrading is the bedrock of a great business consultant. Working closely with IAL, we will have the opportunity to develop new programmes, establish new or raise current standards for the community and improve the customer experience for all.”

All agreements signed today will be for three years.

### **32 new enterprises join alliance to promote workplace learning**

Themed “Ascent”, the Learning Enterprise Alliance (LEA) Awards Ceremony also celebrated enterprises that have demonstrated excellence in workplace learning and innovation. This year, the LEA network welcomed 32 new enterprises, bringing the total number of members to nearly 160. [*See [Annex](#) for the list of new members.*]

**Associate Professor Yeo added:** “The work we do at the LEA not only strengthens individual enterprises but also boosts the resilience and competitiveness of our workforce. Our platform for discussing challenges, sharing insights, and exploring innovative solutions has proven valuable to each member. We remain confident that our collective efforts will shape the future of workplace learning, fostering a more skilled, adaptable, and resilient workforce.”

### **About the Institute for Adult Learning**

The Institute for Adult Learning (IAL) is the National Centre of Excellence for Adult Learning (NCAL) and an autonomous institute of the Singapore University of Social Sciences. As NCAL, IAL closely collaborates with and supports Adult Education professionals, enterprises, human resource developers, and policymakers through its comprehensive suite of programmes and services aimed at enhancing capabilities and catalysing innovations in Continuing Education and Training (CET). IAL also champions research to sustain economic performance through skills development, shapes employment and CET policies, and fosters innovations through learning technology and pedagogy to enhance adult learning experiences. For more information, please visit [www.ial.edu.sg](http://www.ial.edu.sg).

**ANNEX: LIST OF NEW LEA MEMBERS**

No.	Name of Enterprise
1	Annabella Patisserie Trading Pte. Ltd.
2	Bunabuna Pte. Ltd.
3	Children-At-Risk Empowerment Association
4	Epworth Community Services
5	FasRaP Pte. Ltd.
6	Fei Siong Institute Pte Ltd
7	Filos Community Services Ltd
8	Franklin Covey Singapore Pte. Ltd.
9	HY M&E Consultancy Services Pte. Ltd.
10	Integrated Training Consultants Pte. Ltd.
11	Japan Home (Retail) Pte. Ltd.
12	KTC Civil Engineering & Construction Pte Ltd
13	'M' Aesthetic Institute Pte. Ltd.
14	Masjid Assyafaah
15	Metropolitan Young Men's Christian Association of Singapore
16	Nanyang Academy of Fine Arts
17	Prince's Landscape Pte. Ltd.
18	QE Elemech Engineering Pte. Ltd.
19	Ren Ci Hospital
20	Sanz Pte Ltd
21	SBS Transit Ltd
22	Secretlab Sg Pte. Ltd.
23	Secur Solutions Group Pte. Ltd.

24	Singapore Heart Foundation
25	Singapore Recreation Club
26	Sypex Technologies Pte. Ltd.
27	The Institution of Engineers, Singapore
28	The Orthodontic Clinic Pte. Ltd.
29	The School of Positive Psychology Pte. Ltd.
30	The Write Connection Pte Ltd
31	TMGPLC Asia Pte. Ltd.
32	Yue Hwa Chinese Products Pte Ltd