

# Essentials of Managing Mature Workers



## Introduction

By 2020, 35% of Singapore's population will be 50 years and above. Companies will see a corresponding rise in the number of mature workers. It is imperative for management and human resource personnel to possess the necessary understanding, knowledge and skills to manage, counsel and optimise the strengths and abilities of mature workers, at both individual and company levels.

In addition, the proportion of workers aged 50 and above will rise significantly; making it imperative for employers to recruit and retain more mature employees.

The aim of this programme is to enhance participants' understanding of mature workers, to provide evidence-based strategies in managing them; as well as to equip participants with essential counselling skills.

## Target Audience

Human Resource Personnel

## Objectives

- To enhance participants' understanding of mature workers
- To provide evidence-based strategies in the management of mature workers
- To equip participants with essential counselling skills to manage mature workers

## Brief Course Outline

### A. Understanding Mature Workers Life-stage Issues & Concerns of Mature Workers

- Health / healthcare costs
- Finances
- Relationships
- Empty nests
- Bereavement
- Caring for ageing parents
- Retirement or continue to work ?
- Community and social support services / programmes

### Age-associated Physical & Psychological Changes

- Sensory changes
- Memory
- Intelligence
- Personality
- Attention

### B. Harnessing Silver Talent Evidence-based Strategies & Better Practices

- Motivating and engaging mature workers
- Strategies to optimise an ageing workforce
- HR practices to support employment of mature workers
- Local and international case studies of better practices
- Research findings

### C. Counselling Mature Workers Counselling Purpose, Principles, Process & Skills

- Definition and purpose of counselling
- Principles / process for counselling mature workers
- Attending (non-verbal) skills
- Active listening skills
- Interviewing (verbal) skills

## Methodology

- Lecturettes
- Quiz
- Experiential exercise
- Case studies
- Role-play

## Course Duration

One day

## Course Fees & Registration

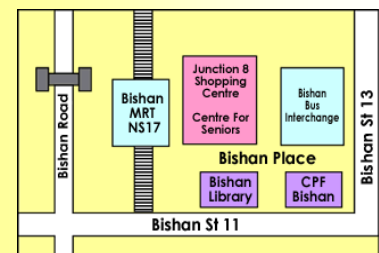
Course fee is \$180 per participant.

For more information :  
[www.centreforseniors.org.sg](http://www.centreforseniors.org.sg)

For registration, please contact :  
**Centre For Seniors**  
Tel : 6478-5010  
E-mail :  
[jim.then@centreforseniors.org.sg](mailto:jim.then@centreforseniors.org.sg)  
or  
[alicia.chua@centreforseniors.org.sg](mailto:alicia.chua@centreforseniors.org.sg)

## Training Venue

**Centre For Seniors**  
9 Bishan Place  
#10-02  
Junction 8 Office Tower  
Singapore 579837



Offered By



Supported By

