



Annual Report 2014

January - December



Fostering positive workplaces
and active ageing for seniors



Contents

3	About Centre For Seniors
4	Chairman's Message
5	Board Of Directors
6	What CFS Does
8	Public Seminar Report
12	Training Courses Report



About Centre For Seniors

Founded in 2006, the Centre For Seniors (CFS) is a non-profit, Voluntary Welfare Organisation (VWO) that is committed to promoting the total well-being of older persons in Singapore, specifically their vocational, financial and psycho-social health.

Vision

To foster a positive active ageing mind-set in our seniors.

Mission

To encourage seniors to be gainfully and meaningfully employed for as long as possible, and to remain actively and purposefully engaged in the everyday community.

The Centre For Seniors manages programmes, activities, and projects that help promote an active ageing culture in Singapore. A key aspect of the current services offered includes the various training programmes to encourage and prepare older persons to remain employable for as long as possible. CFS also focuses strongly on research and advocacy regarding seniors, including the areas of physical and mental needs, and workplace issues.



Chairman's Message

Centre For Seniors was set up in 2006 with the primary aim of fostering a positive active ageing mind-set in our seniors. We do this through a variety of training programmes and activities, which cover the **workplace**, the **home and community**, and also general **health and wellness** aspects. Over the last 8 years, CFS has reached out to more than 5000 Singaporeans workers, and helped them navigate the transition into their senior years.

2014 has been a transformational year for CFS. We have reviewed our core focus, and identified three key areas to pursue - **Research**, **Training**, and **Advocacy**. These goals will help us remain purposeful and true to our mission of better serving seniors in Singapore while contributing to the national active ageing effort. We are proud to have kick-started out Advocacy initiatives, such as our first public seminar last November on "Getting back to the Workforce". A survey was also conducted among the participants to support our Research efforts.

We will continue to develop and implement these plans through 2015. We will organise more public seminars to engage seniors on active ageing topics. We also plan to work closely with our government, union, and fellow community partners to explore fruitful collaborations, especially in areas such as Health and Financial Literacy and Retirement Planning.

Allow me to express my deepest thanks to Mr Lim Boon Heng for his unwavering support and his many contributions to CFS. As a founding member, Mr Lim has been actively involved in shaping CFS in various capacities, and continues to contribute as our Advisor. My gratitude also goes out to former Board Members Patricia Ng, Daniel Tseng, Sivakami GK, and Peter Fong, who have nurtured and allowed CFS to grow in its capabilities and profile, so as to play a more meaningful role in our society. Not least, I would also like to show my appreciation to our partner organisations such as Touch, Thye Hua Kwan, NUS, Lien Foundation, ACES, and C3A.

I am privileged and humbled to be appointed as the new Chairman of CFS. I relish the challenge and opportunity, and promise to do my utmost to further the work accomplished by our predecessors. With the continued support of our new leadership team and partnering stakeholders, I am confident that CFS will continue moving forward and making a difference to the lives of seniors in Singapore.

Tan Kian Chew
Chairman, Centre For Seniors



Board of Directors

CFS is governed by a Board of Directors that provides strong corporate governance and oversight. The current Board was appointed in June 2014.

Advisors

Mr Lim Boon Heng
Mr Kevin Kwok
Dr Carol Tan



Board Members

Chairman	– Mr Tan Kian Chew
Vice-Chairman	– Mr Laurence Wee
Secretary	– Dr Mary Ann Tsao
Treasurer	– Ms Ivy Tai
Director (alternate)	– Ms Susana Harding
Director	– Dr Thang Leng Leng
Director	– Mr Mohd Idris
Executive Director	– Ms Lim Sia Hoe



Institutional Members

NTUC Health Co-operative Ltd
NTUC Income Insurance Co-operative Ltd
NTUC LearningHub Pte Ltd
Gerontological Society of Singapore
Seacare Co-operative Ltd
Tsao Foundation

What CFS does

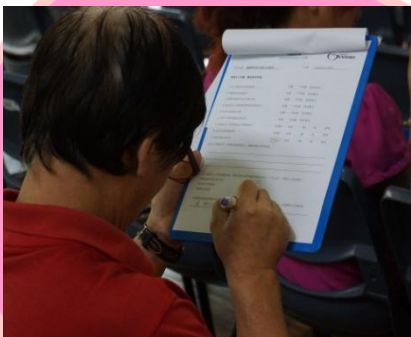
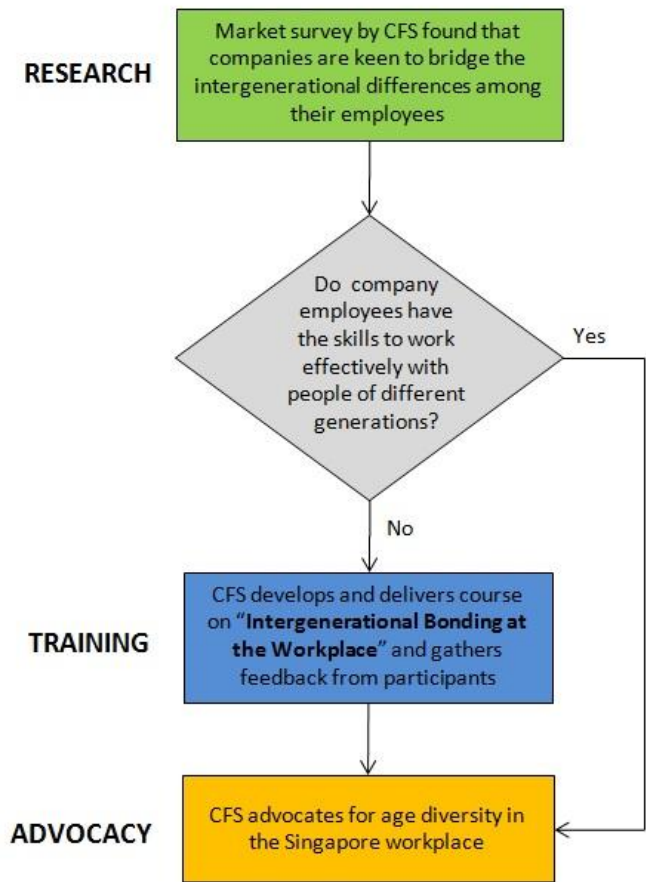
The Centre For Seniors manages training programmes, activities, and projects that help promote an active ageing culture in Singapore. The main goals are to advocate ageing with dignity, and fostering a society which enables seniors to continue to be gainfully employed.

The 3 perspectives of our goals can be represented by the following pillars:



1. **Workplace** – Promote age friendly workplaces
 - Employment Issues (re-employment, remuneration, benefits)
 - Job Re- design
 - Work Life Balance and Flexi-Work Arrangement
 - Financial Planning (retirement adequacy, CPF, taxation, insurance)
 - Workplace Health and Safety Regulations
 - Cultural Changes and Diverse Workplace (inter-gen issues and mentoring)
2. **Health** – Advocate affordable and accessible healthcare for older workers
 - Medical Insurance
 - Health Management
 - Wellness / Nutrition Programs
 - Rehabilitative Services
3. **Home and Community** – To promote ageing-in-place
 - Age-friendly Housing and Common Spaces
 - Community Care Support Services (daycare, homecare, etc)
 - Caregivers Training and Support
 - Life Enrichment (community activities and volunteerism)

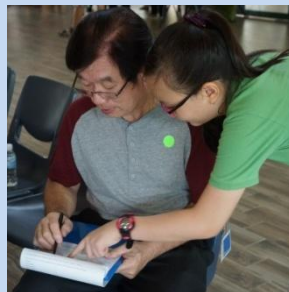
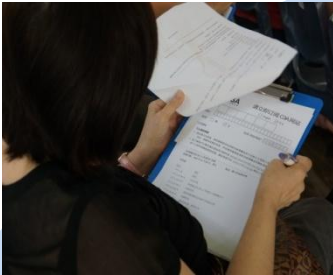
CFS conducts market-directed research either by ourselves or with the help of our partners that identify evidence-based practices, share knowledge and create and elevate public awareness of issues through talks, seminars and media publicity.



Public Seminar Report

CFS held its first ever public seminar on 28 November. The theme of the free talk was “Getting back into the Workforce” and was conducted in Mandarin. The aim of the seminar was to help seniors understand re-employment, and to encourage them to continue working for the benefit of their financial, mental, and physical health. It was held at Bishan Community Club with the support of Council for Third Age. A total of 90 members of the public attended and the session lasted about 3 hours.

A written survey was conducted during the seminar, of which the research results can be found on the next few pages.



Our Publications

Centre For Seniors' Brief Survey about Difficulties Encountered in Job Seeking

In November 2014, the Centre For Seniors conducted a brief written survey among 79 respondents (74% of whom were female and 26% were male) who were recruited using convenience sampling. The average age of the respondent was 60 years old. The oldest respondent was 75 years old and the youngest respondent was 40 years old. The demographics of the respondents are shown in Figures 1 to 3:

Figure 1: Breakdown by Age ($n=74$)

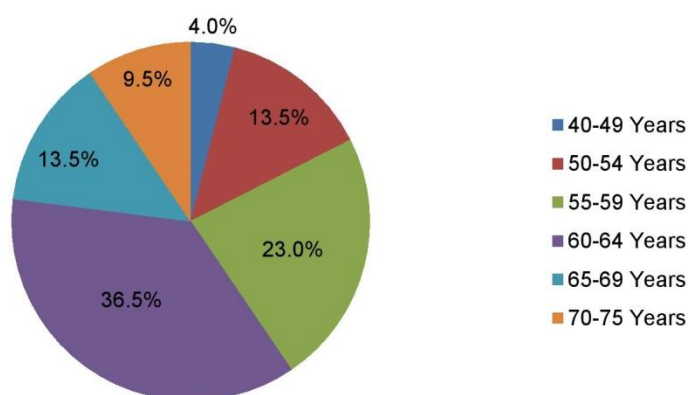


Figure 2: Education Background ($n=72$)

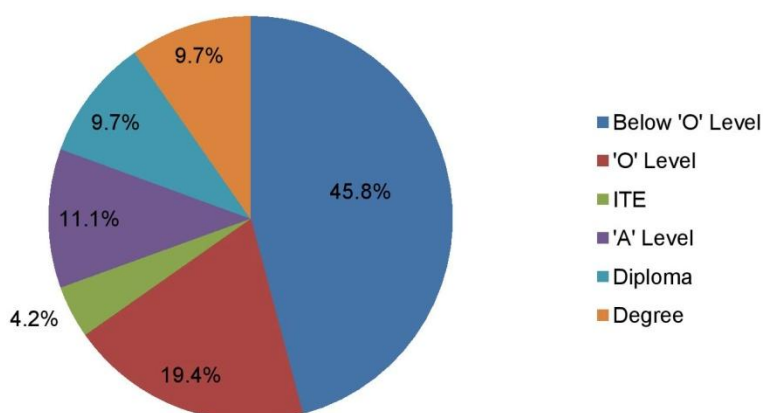
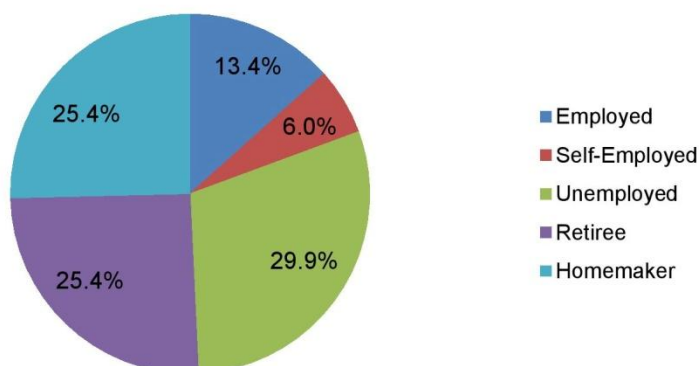


Figure 3: Employment Status ($n=67$)



The Centre For Seniors' survey found that 58 per cent of the respondents were actively looking for work while 42 per cent were not. All the survey respondents were presented with a list of difficulties and asked which of them applied to their recent and present job-seeking experience. More than half indicated that their age was an obstacle (see Table 1).

Table 1: Centre For Seniors' 2014 Survey on Difficulties Encountered in Job Seeking

Difficulty	As a Percentage of all 79 respondents (%)
My age	50.6
Unsuitable working hours	30.4
Jobs available are too physically tiring	29.1
Jobs available are too far from my home	27.8
Salary is too low	21.5
Underqualified	17.7
Overqualified	5.1

These difficulties in job seeking had earlier been identified by a survey that was commissioned by the then Ministry of Social and Family Development in 2011¹. That survey had reported that senior job seekers (aged 55 or above) faced the following barriers in getting work: their age, jobs that are located too far from their homes, salaries that are too low, undesirable working hours, jobs that are

¹ Kang, S. H., Tan, E. S., & Yap, M. T. (2013). National survey of senior citizens 2011. Singapore: Institute of Policy Studies. Retrieved September 17, 2014 from http://app.msf.gov.sg/Portals/0/National%20Survey%20of%20Senior%20Citizens%202011_Complete_amended_use%20this%20CH.pdf

too physically demanding, job seekers being underqualified or job seekers being overqualified (see Table 2).

Table 2: Findings from the 2011 Survey on Difficulties Encountered in Job Seeking

Difficulty	Overall
Total	100.0
My age	76.1
Over-qualified	1.8
Under-qualified	1.8
Salary is too low	6.2
Jobs available are too physically demanding	2.7
Undesirable working hours	3.5
Jobs available are too far from my home	8.0

N=113

Conclusion

Despite the tight labour market, respondents in the Centre For Seniors' survey were encountering difficulties in finding work, much like their counterparts did in the 2011 survey. If employers are unwilling to tap on this labour market segment, the mature workforce will continue to face a major hurdle in seeking (re)employment. In order to attract the mature workforce, companies may offer more flexible work arrangements such as part-time work, job-sharing or telecommuting. Finally, companies should consider embarking on job redesign as a possible solution in meeting the needs of an older workforce.

Training Courses Report

The statistics of our training programmes for Jan 2014 – Dec 2014 are as follows:

Programme	No of Participants	Programme Objectives
READY Program	382	<p>To inform on Re-employment Legislation.</p> <p>To let participants review their financial circumstances.</p> <p>To emphasize benefits of employment.</p> <p>To highlight the need to maintain good health to remain employable.</p>
Senior Employment Guidance	123	<p>To understand the ageing process.</p> <p>To let participants assess their strengths, abilities and skills.</p> <p>Explore employment and other options.</p>
GLAM (Good Life Ambassador Mentoring) Program	30	<p>To equip the participants with leadership and event management planning skills.</p>
Employability Enhancement Workshop	41	<p>Manage employability issues faced by mature employees.</p> <p>Understand current workplace environment, trends and implications.</p> <p>View issues from different perspectives.</p> <p>Develop practical solutions and steps to move forward</p>

Companies and organisations who have
engaged our programmes

Land Transport Authority

YORK HOTEL
SINGAPORE

FairPrice



gudami™



ntuc
National Trades Union Congress

SingHealth



AUSTON





Corporate Info

ROS Registration Number: 2108/2006

Charity Registration Number: 002065

IPC Registration Number: IPC 000608

Banker: DBS Bank Ltd Singapore

Auditor: KPMG LLP

Founder Member: NTUC Health Co-operative Ltd

Business Address: 9 Bishan Place, #10-02
Junction 8 Office Tower
Singapore 679837

Copyright © Centre For Seniors.
All rights reserved.