TAFEP
Tripartite Alliance for Fair & Progressive Employment Practices

Building Employability In Today's Workplace

Practical tips to help mature job seekers stay competitive and adaptable in a rapidly evolving workforce.

Singapore Raises Retirement and Re-Employment Ages. What Does This Mean For You?

From 1 July 2026:

Retirement age:
63 → 64

Re-employment age:
68 → 69

National Goal in 2030:
65 & 70

This is part of the national goal to raise these ages to 65 and 70, respectively, by 2030.[1]

If you have experienced discrimination at the workplace relating to age, you may report it to TAFEP.

Building Your Employability

As people live and work longer, job seekers must stay adaptable and proactive to keep your skills relevant amid evolving job demands.
Here are tips to navigate this changing landscape effectively.

Identify skill gaps

Take some time to reflect on your current skills and experience.

- Consider how they align with the requirements of today's job market.
- Identify gaps, especially in digital and technical skills, which are increasingly in demand.

Take relevant training

Choose courses that offer practical, industry-relevant skills aligned with your career goals. The right certification can help open up new opportunities.

Explore these local upskilling options designed to support lifelong learning for mature job seekers:

- SkillsFuture Mid-Career Enhanced Subsidy:
  Offers additional subsidies for Singapore citizens aged 40+ to upskill and reskill.
- SkillsFuture Series:
  Curates short, industry-focused courses on emerging skills in key growth sectors.

As workplace technologies evolve, staying familiar with the latest new tools helps you remain competitive.

- Build working knowledge of tools relevant to your target roles, such as project management and collaboration platforms.
- Understand how digital tools, including AI, are applied in the workplace to improve productivity and support routine tasks.

Be open to change

- Be open to evolving roles and changing demands, and remember that not all your existing skills may carry forward.
- Consider flexible work arrangements to better support your lifestyle and commitments, and raise this during interviews when appropriate.
- Part-time, freelance, or project-based work can offer the support you may need to manage personal and professional goals.

Acing Your Interviews

Optimise your resume

97.8% of Fortune 500 companies use Applicant Tracking Systems (ATS) to filter resumes, making it a standard hiring practice today.[2]
If your resume isn't properly formatted, it may not reach a hiring manager.

For an ATS-friendly resume, consider:

- Using a clean, single-column layout without images
- Sticking to standard fonts (e.g., Arial, Calibri) in 10–12 pt
- Using bullet points to list your experience and achievements
- Highlighting relevant skills, certifications, and keywords from the job description
- Saving your resume as a .docx

Practice for interviews

- Sharpen your skills with these 10 tips and a refresher guide to help you ask the right questions and present yourself confidently.
- Need more help? Speak to an e2i Employability Coach for personalised support.

Preparing For Your New Role

Manage Transitions Realistically

Starting a new role often comes with a learning curve.
Allow yourself time to adjust, and share concerns constructively during check-ins or when the time feels right.

Working in Multi-Generational Teams

In your new role, you may work with colleagues and supervisors from younger generations.
Here are some tips to build strong, respectful relationships:

- Keep an open mind and take time to understand your younger teammates.
- Share your experience while learning from their strengths, especially in digital and technical areas.
- If your supervisor is younger, approach the relationship with empathy, as they may also be learning how to manage someone with more experience.

[1] MOM. (2025). Responsible Re-Employment. Ministry of Manpower. https://www.mom.gov.sg/employment-practices/re-employment

[2] Jobscan. (2025). 2025 Applicant Tracking System (ATS) Usage Report: Key Shifts and Strategies for Job Seekers. Jobscan. https://www.jobscan.co/blog/fortune-500-use-applicant-tracking-systems/