

## **Report on the Re-employment Pilot Programme for the Middle-aged**

### **Introduction**

The “Re-employment Pilot Programme for the Middle-aged” (‘the Programme’) was launched by the Labour Department (‘LD’) in February 2001 to help job-seekers aged 40 and above and unemployed for 3 months or more to find jobs. It ended in January 2003.

### **Programme Features**

2. The Programme comprised four core components, namely, employment guidance, pre-employment training, placement with induction training for one month and follow-up counseling service.

3. Under the Programme, employers who employed participants in full-time permanent posts and provided them with induction training for a period of one month were entitled to claim a one-off training subsidy of \$2,800. The induction training was intended to help participants familiarize with the job and their workplace. Besides, an employer had to appoint an experienced staff as the mentor for the participant concerned.

### **Profile of Participants**

4. Over a two-year period, a total of 13 581 job-seekers participated in the Programme, among whom 60.8% were female job-seekers and 69.1% were aged between 40 and 50. As for their educational attainment, 63.2% had a level of Form 3 or below.

### **Placement secured under the Programme**

5. We secured 5 072 placements, representing 37.3% of the total number of participants. Of these, 38.5% were employed in elementary occupation (such as cleaners, labourers and messengers), 8.8% in property management, 4.9% in clerical work, 3.9% in driving posts and the rest in other jobs. As regards their wages, 10.1% were paid \$9,000 or above, 18.5% between \$7,000 and \$8,999, 44.7% between \$5,000 and \$6,999 and the remaining 26.7% below \$5,000. About 60% of those who earned less than \$5,000 were part-time workers.

6. We have followed up on all the placements. According to our record, about 40% of those placed have remained in the same job for three months or more.

### **Feedback from Employers and Participants**

7. Both employers and participants considered the Programme effective but indicated that the one-month training period too short for the latter to acquire the essential job-specific skills and integrate into the new job.

### **Way forward**

8. Drawing on the experience of the Programme, we have launched the new “Re-employment Training Programme for the Middle-aged”, under which participants will be provided with on-the-job training for not less than three months and employers will be paid a training allowance of \$1,500 per month for a maximum of three months.

Labour Department  
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