Introduction

With better health and education nowadays, many elders are willing to extend their working life, or to find new jobs after retirement. This leads to a need for new employment information on job hunting, employment support, training and other points that warrant attention during job hunting, with a view to helping them find suitable jobs so that they could continue to shine in the workplace.

Labour Department’s Dedicated Workplace for Elderly Job Seekers
Labour Department’s Labour Market Information Service (LMIS)’s website (www.lmis.gov.hk) provides job seekers with the latest vacancy information of various employment sectors, as well as it is available on the 2D App to facilitate the elders to search for suitable vacancies. Job seekers can also use the LMIS to job hunt anytime and anywhere with their mobile communication devices. The application can be downloaded through any mobile application provider.

Other Employment Websites and Mobile Applications
Some non-government organisations have also set up websites targeted at elders. The “Sister-friendly Employment Platform” project, run by the Hong Kong Federation of Women, for instance, has established an employment website (www.notjustwork.com) to provide elders with information on job vacancies as well as various opportunities to understand their potential. A corresponding mobile application “Chinese version only” has been developed for elderly job seekers. The application can be downloaded or accessed through the website.

Quick Access to Information through the Web
In an age of information efficiency, a lot of first-hand information is disseminated through the media, and the pace of the market varies. For job seekers, they can acquire new knowledge and keep pace with the changes over time to remain competitive. They can acquire new knowledge and keep pace with the changes over time to remain competitive.

Employees Retraining Board
The Employees Retraining Board (“ERB”) offers a diverse range of courses and hands-on training opportunities for elders, along with the Employees Retraining Board and “Elder Academy” offer courses suitable for elders. The employees Retraining Board and “Elder Academy” courses are available on the 2D App and can be downloaded at https://www.erb.org.hk. For course details, please visit the ERB website (https://www.erb.org.hk).

Useful Employment Tips for Elderly Job Seekers
This leaflet, “Useful Employment Tips for Elderly Job Seekers” aims to provide elderly job seekers with employment information on different job hunting channels, employment support services, training and other points that warrant attention during job hunting, with a view to helping them find suitable jobs so that they could continue to shine in the workplace.

Keep the Pace and Keep Learning
With the ever-changing technology and market needs, elderly job seekers must pace their life to keep up with the changes over time to remain competitive. They can acquire new knowledge and skills through continuous learning to cope with the market development in order to succeed. The “Elderly Employment Support Programme” run by the Employees Retraining Board and “Elder Academy” offers courses suitable for elders.

Other Means to Collect Employment Information
The Service Centres of the Employees Retraining Board are equipped with multi-media computers, multi-media material and reading rooms. A large variety of workshops, seminars and other events are organized to familiarise job seekers with the latest labour market situation. Some workshops are also set up to provide elderly job seekers with employment support services to cope with the ever-changing technology and market needs.

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Be Careful and Beware of Employment Traps

Employment traps emerge even to those in various careers and age groups, including the elderly. Some older workers might have been lifelong employees in an industry for a continuous period of 60 years or more and are regarded as a Mandatory Provident Fund (MPF) participant. They may experience difficulty in obtaining employment after retirement, and some may have to seek other means to make ends meet or pursue different careers.

Job seekers should not take the trap of their MPF benefits. Some employers may ask for their personal data or any other sensitive details.

Employers should also adhere to the rules of the Employment Ordinance and the Code of Unfair Discrimination. Employees may have to adapt to the changes when it comes to a new post. As freshmen in an industry or organization, employers should be psychologically prepared to start with a clean slate.

Employment traps may exist in the form of unregistered employers, sham employment, or the use of false claims by employers or job hunters. Some elderly may have various questions on job vacancies, “Employment Ordinance”, etc., when looking for jobs. Here are some useful telephone numbers, addresses and website:

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For detailed arrangements of MPF benefits upon change of jobs, please visit the MPF website (http://www.mpf.org.hk/jobs).应聘者应审慎考虑退休后新雇主的工作条件。

Job seekers should not forget to take care of their MPF benefits from their old employers. An employer should inform the MPF trustee about this change. The trustee will then send a MPF Certificate to the new employer.

For employers, it is important to note that it is advisable to provide every employee, including those employed on a day-to-day basis with the opportunity to join an MPF scheme.

Job seekers should also stay alert to job offers that seem too good to be true. They should also look for job offers from reputable organizations or well-known employers. They should also check the legitimacy of job offers from officials of the Labour Department when necessary.

Be Confident and Find the Right Job

In the course of job hunting, some elders are worried that employers would reject them. They may also worry that they will not be able to find work after 60. They may also worry that they will not be able to secure a job in a particular industry or organization. Some elders may have various questions on job vacancies, “Employment Ordinance”, etc., when looking for jobs. Here are some useful telephone numbers, addresses and website:

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If you are thinking of retirement, you may want to read up on the Mandatory Provident Fund (MPF) scheme. The scheme aims to encourage employees to save and provide a source of income after retirement. It is a good idea for employees to start saving early.

For more information on the Elderly Employment Programme, please visit the Labour Department’s website (http://www.labour.gov.hk/epep/). For detailed arrangements of MPF benefits upon change of jobs, please visit the MPF website (http://www.mpf.org.hk/jobs).

Employers should provide a safe and healthy work environment for all employees. They should also provide training and development opportunities for employees. If an employee require any adjustment to accommodate their needs, employers should be willing to make adjustments.

The Labour Department’s Employment Programme for the Elderly and Middle-aged (EPEM) helps to address the needs of job seekers aged 40 or above and with an unemployment period of not less than 1 month within 1 year prior to the commencement date of employment are eligible for EPEM. For enquiries, please contact EPEM Hotline: 2150 6398.

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