

Project Summary for IAL Website

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Project Title:	Understanding the experience of low-wage workers: Challenges in lifelong learning participation
Project Number:	GA23-01
Year of Approval:	2024
Funding Source:	WDARF
Objectives and intended outcomes of the project:	This project aims to understand the impact of psychosocial and institutional factors on the pursuit of lifelong learning among low-wage workers. Furthermore, our aim is to investigate the challenges low-wage workers face in developing and applying transferrable skills in both work and life. The results can be used to refine and develop policy, scheme, or pedagogy that caters to the needs of the low-wage working population and helps them engage better in learning, particularly the transferable skills.
Project Team	
Principal Investigator:	Assoc Prof. HO Moon-ho, School of Social Sciences, Nanyang Technological University
Summary of Project (up to 300 words)	
<p>Public policy on lifelong learning is founded on the core assumption that by learning new skills, individuals can obtain higher paying jobs and, as a result, diminish inequality. As suggested by research, the opportunity and participation in learning may be influenced by a range of psychosocial and institutional factors. This project focuses on the low-wage workers, a critical yet under-studied learner group. Our study aims to explore the obstacles and enablers affecting their involvement in lifelong learning. We also aim to identify demographics, psychological variables, and other markers that characterise the different archetypes of low-wage workers in relation to these factors. Additionally, we will investigate the opportunities and challenges they face in acquiring transferable skills deemed as crucial for job market adaptability. Furthermore, we will examine whether and how these skills are applied in both their work and daily life. We will employ both qualitative and quantitative methods in cross-sectional and longitudinal design to address these research questions. This project can improve our understanding of how low-wage workers engage in lifelong learning, the opportunities that they have, and the challenges that they face. Findings can potentially be used for enhancing existing labour policies for low-wage workers, and designing effective intervention to support their learning needs.</p>	