

Support for Your Job Search

Develop skills, explore job opportunities and the range of support available.



Retrenchment Benefits & Measures

Know your benefits, understand fair practices, and what to do in a dispute.

What To Do When You're Jobless or Retrenched

Description

You've planned to be financially free by age X. But what happens if your income takes a sudden hit and derails your financial plans?


With more people having lost their jobs or facing retrenchment (due to the pandemic dragging on for far longer than expected), you'll need a plan on what to do if your employment situation changes as well. And lest you think that retrenchments only happen to people in their 40s or 50s, think again. [Many young professionals in their 20s were retrenched last year](#), and it even happened to a colleague of mine, who is in his early 30s.

I feel really upset each time readers message me for help on what they can do when they've been laid off. This is why I've stressed time and time again that it is crucial for one to build additional income sources on the side, such as through a [side hustle](#) or [investments](#).

If you're among those who have been retrenched, here's what you can do:



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Retrenchment Measures
Know your benefits, practices, and options.

1. Learn about retrenchment measures (and benefits)

Is it a retrenchment?

According to the Employment Act, retrenchment is the termination of employees due to redundancy or reorganisation of the employer's profession, business, trade or work. This includes situations where companies undergo liquidation, receivership or judicial management.

If your employer is undergoing a cost-saving exercise such as salary or work adjustments to tide over the period of business uncertainty, this should be properly communicated to you and your colleagues. If there are changes to the terms and conditions of your employment, consent must be sought. If there is no agreement, either party can terminate the employment and it is not considered as a retrenchment.

If you have questions on your salary and leave arrangements, you should first clarify with your supervisor or HR representative. If you need to seek further advice on cost savings measures by your employer, you can check out [the LifeSG app for some guidelines](#), or contact MOM or the Tripartite Alliance for Dispute Management (TADM).

Under the Employment Act, your employer is not allowed to terminate you immediately – there is a

minimum notice period that they have to give you, even for retrenchments.

Otherwise, they will need to pay you salary in lieu of notice, the amount equivalent to your pay for the notice period. When my company retrenched my ex-colleague and sent him packing on the day itself, he received 2 months of his pay as notice-in-lieu.

Check the guidelines to potential retrenchment benefit.

If you've worked for your employer for 2 years or longer, you may be eligible for retrenchment benefit. The retrenchment benefit depends on what is provided for in your employment contract (or collective agreement for unionised companies). If there is no provision, you should check with your HR or employer.

For the ladies, if you've worked for your employer for at least 3 months before you were retrenched (or dismissed) while pregnant, your employer must still pay your maternity benefits.

Depending on your case details, you can either file a claim at TADM or report to MOM for assistance. [Understand more about this process via the guide on your LifeSG app.](#)

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Support for your job search

Explore jobs that would suit you, meet a career coach, search for job positions, and get information on available government support.

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Discover your interests >

Get career advice and coaching >

Find job opportunities >

Make a career switch >

Upgrade your skills >

Apply for training funds and grants >

2. Start looking for new job opportunities

For most of us, going for an extended period of time without income can take a toll on our finances. It not only depletes our [emergency funds](#), but also leaves us vulnerable to many decisions or choices that could otherwise be solved if we had money. The emotional impact can also be draining – many retrenched individuals tend to feel like the setback means they’ll be judged by future employers for it for the rest of their career and life.

The first step is to recognize that it isn’t about you, this decision was about your employer. While companies are encouraged to retain their workers and consider alternatives to retrenchment, such as redeployment, shorter work weeks or asking employees to take up to 50% of their earned annual leave (as a temporary layoff, and no more than 1 month), some companies may have no choice to cut costs further, and unfortunately, you don’t get a say in whether to keep your job since such company-level decisions are out of your control. But take heart: one career setback doesn’t mean it’s the end.

The good news is, because of the pandemic, society and many employers are more welcoming towards the retrenched, given that even the younger workers and highly-qualified (even [Masters degree-holders](#)) are becoming victims of global cost-cutting and retrenchment exercises. The stigma that often comes with being retrenched is no longer something for you to be ashamed of.

The second step is to think about how and where you can contribute value to your next job. Your portfolio, experience and strengths are not taken away from you. You can bring this, together with fortitude and resilience (that only a retrenched person can show), into your next role or job application.

[The LifeSG app comes in handy](#) for this – you can look for job opportunities, view salary information for the role on **MyCareersFuture** before you apply, and even apply for **SGUnited Mid-Career Pathways** (a company attachment to gain industry-relevant skills while you receive a training allowance).

Almost half of the roles are government-funded or heavily subsidised attachment opportunities, or even hiring that are being brought forward by public sector agencies. It’ll also connect you to the network of [over 20 SGUnited Jobs and Skills Centres](#), which can be found in most community clubs.

MCI CAREER SERVICES PTE. LTD.
Warehouse Manager (Healthcare / West) - NJ
📍 West 🕒 Permanent 🏢 Manager 🏭 General Management ...
★ 3 Years Exp

0% skills matched

23 ap
Posted .



ACCOUNTING AND CORPORATE REGULATORY AUTHORITY

Executive / Associate (Trainee)

📍 Central ⌚ Internship/Traineeship 🧑 Fresh/Entry Level

🔗 Accounting / Auditing / Taxation

0% skills matched

7 ap
Posted

Recommended based on your skills & job applications



AUROMA ELECTRONICS & COMPUTERS PTE. LTD.

ACCOUNTANT (GENERAL)

📍 Central ⌚ Full Time 🧑 Professional 🔗 Accounting / Auditing / Tax

☆ 3 Years Exp

0% skills matched

210 ap
Posted 26

The Singapore government has been doing a lot to help the unemployed and retrenched during these times, and before you dismiss these entirely, you may want to note that the initiatives were so successful that [it helped over 25,000 jobseekers find new jobs, of which 6 in 10 were PMETs.](#)

So, do yourself a favour and try it too.

3. Consider upskilling yourself.

If even the employed are voluntarily going for courses to upskill themselves, then what is stopping you?

We should never rest on our laurels – the workers who will continue to be highly valued by employers in these disruptive times are those who continuously upgrade and upskill themselves to ensure they remain relevant even with all the technological changes happening.

If you no longer have to report for a 9-5 job, then why not take advantage of this extra time you now have to transform yourself into a more attractive candidate for prospective employers?

You'd want to stand out from other candidates – *both fresh graduates and newly-retrenched* – who are

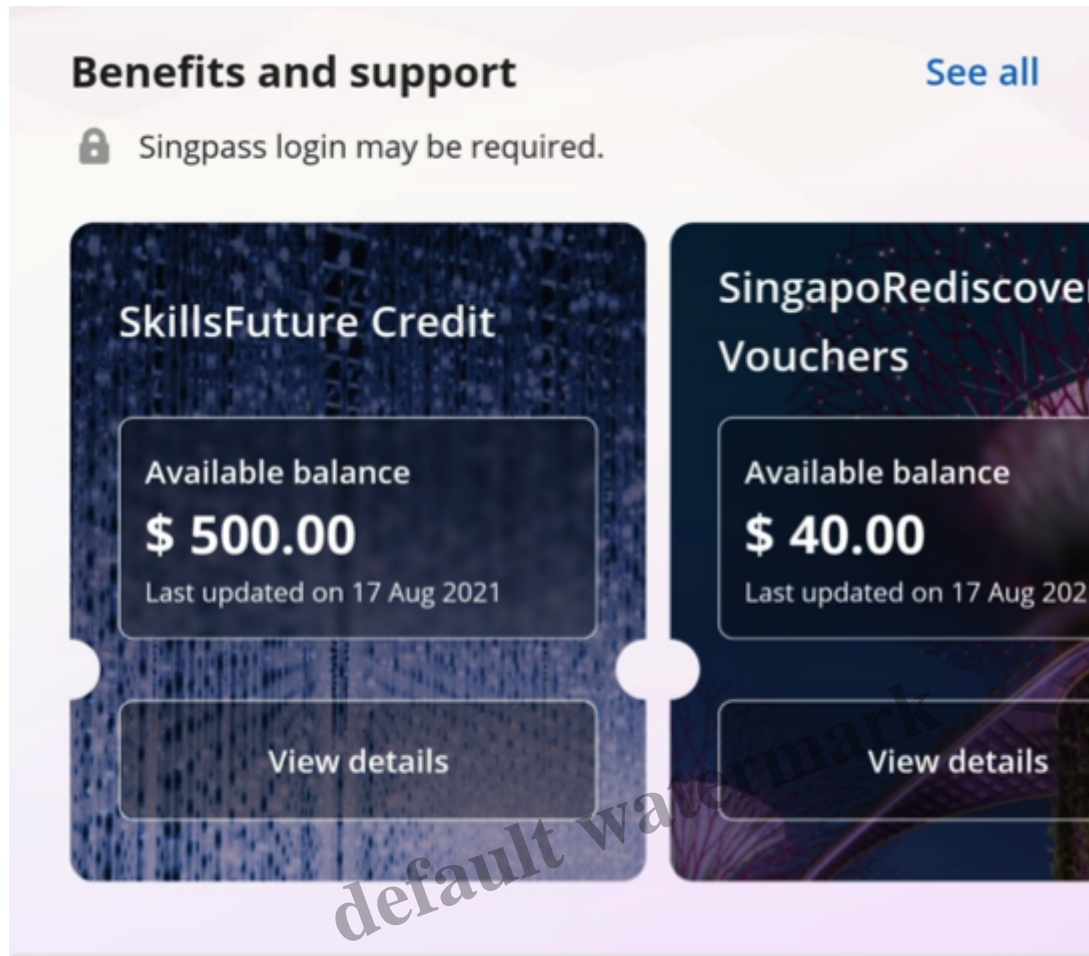
likely also applying for the same roles that you are.

If you had been thinking that you'll find a replacement job quickly... think again. In this economic climate, even [those with a masters degree are struggling despite 300+ job applications and over a decade of experience.](#)

CET Partners	Contact Details	
<p>Asian Culinary Institute (ACI)</p>	<p>Asian Culinary Institute (ACI) Tel: 6417 3318 Email: info@aci.edu.sg</p>	<p>Suitable for: Individuals with... level and familiarise with the... Hospitality industry.</p> <p>Highlights:</p> <p>Participants will learn about</p> <ul style="list-style-type: none"> • Current and emerging... industry (e.g. kitchen... data analytics) • The latest cyber security... such threats • Practical hands on... experiential and inter... <p>Languages available: English</p>

One resource you can check out is the **SkillsFuture for Digital Workplace** initiative [via the LifeSG app](#) – a 2-day programme that helps you to become digital-ready for the future work environment. Alternatively, if you prefer to get a monthly training allowance while upskilling yourself, check out the **SGUnited Skills** page instead. There are also dedicated courses for you to pick up more specialist skills such as data analytics, cyber security and more under the **SkillsFuture Series**.

P.S. You can check how much SkillsFuture credits are available on your LifeSG app!



4. How about making a career switch?

If you were in a sunset industry, now may be a good time to switch to a growth industry instead that will secure your employment prospects for the future.

Companies that are growing continue to hire more workers, while declining industries are conducting more layoffs over the years.

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Start for your job search > Make a career switch



Make a career switch

Explore different industries to find the next step in your career.

You can consider making a career switch and get support in:

- finding opportunities to move into new jobs or sectors
- skills training and work attachments

Professional Conversion Programme (PCP)

The Professional Conversion Programme (PCP) helps mid-career workers to get skills training and work attachments before moving into new jobs or sectors.

Place-and-train Programme at e2i

Place-and-train at e2i helps job seekers to get skills training and opportunities with employers from various industries.

Company-led training (CLT) programme

Gain employment and receive on-the-job training for roles in emerging tech areas like 5G, Internet of Things, cloud computing, cybersecurity, software engineering and more.

TeSA Mid-Career Advance

Singaporeans aged 40 and above can hold a tech-related job, and reskill or upskill for in-demand areas such as data analytics, project management, software development and more.

Tech Immersion and Placement Programme

Make a career switch to join the tech industry by applying for immersive training programmes in AI, data science, software development, UX design, digital marketing and more.

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Thinking of joining the tech industry? Check out the **Tech Immersion and Placement Programme**, which helps you apply for immersive training programmes in artificial intelligence, data science, UX design, digital marketing and more. Otherwise, you can also apply for the **TeSA Mid-Career Advance** for Singaporeans aged 40 and above to reskill or upskill for in-demand areas such as data analytics, project management, software development and more.

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Tech Immersion and Placement Programme (TIPP) Partners	Eligible Courses
Institute of Data ↗	Immersive training <ul style="list-style-type: none">• Data Science
General Assembly ↗	Immersive training <ul style="list-style-type: none">• Data Science• Digital Marketing• User Experience• Software Engineering
Kaplan Higher Education Academy Pte Ltd ↗	Immersive training <ul style="list-style-type: none">• Metis Data
Le Wagon (SEA Coding Academy) ↗	Immersive training <ul style="list-style-type: none">• Web Development• Web Development• Data Science• Data Science

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If you're not keen on tech, there are also other growth industries such as pharmaceuticals or healthcare, and you can apply for these via the [Professional Conversion Programme](#), which helps mid-career workers to get skills training and work attachments before you move into new jobs or sectors. My relative (a former pilates instructor), for instance, made use of this programme to switch to becoming a physiotherapist and is currently undergoing training for it right now.



WSG's Career Conversion Programmes seek to reskill Singaporeans to allow them to develop new capabilities to take on jobs in growth areas or redesigned job roles.

Our Career Conversion Programmes comprise of:

1) **Professional Conversion Programmes (PCPs)** are career conversion programmes targeted at Professionals, Managers, Executives and Technicians (PMETs), including mid-career switchers, to undergo industry-recognised reskilling to take on new job roles in growth areas. For more information on PCPs, click [here](#).

2) **Rank-and-File (RnF) Programmes**, which provide training and salary support to help individuals in RnF roles to undergo reskilling to take on new or enhanced jobs roles. For more information on RnF programmes, click [here](#).

If you'll like to find more resources like these, be sure to open your LifeSG app to learn about the various resources available that you can tap on for your job search, employment benefits and more.

I've been using the app a lot ever since it was launched last year ([see my previous post here](#)), and in recent months, I noticed that GovTech has been hard at work improving and adding more features to

the app.


For instance, I can now track how much SingapoRediscover's Vouchers I have left on the app, and found out that I can now top up baby #2's CDA later this year to \$6,000 as the government has doubled their co-matching for the second child born after 1 January 2021!

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View benefits and support

[See all](#)

 Singpass login may be required.

SingapoRediscoverers Vouchers

Available balance

\$ 40.00

Last updated on 28 Mar 2021

[View details](#)

Discover your next career steps and find support



Financial Support for Workers & the Self-Employed

Ok, I digressed.

Thanks to the new employment support modules that have been launched on the LifeSG app, retrenched workers or jobseekers can now quickly know what help is available for them, and get directed to job opportunities.

There's no reason why you shouldn't tap on all these government programmes and more in your job search; it might even help you get employed faster.

[Download the LifeSG app today.](#)

You can also do a lot more on the LifeSG app, which is a one-stop portal to (almost) all the government services that you need. [So if you've yet to download it, be sure to do so today.](#)

This post is written in collaboration with Workforce Singapore. All opinions are that of my own.

Category

1. Family

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