



Employer advice to workers facing retrenchment

The transition to another job can be difficult and uncertain for many retrenched workers. To help those preparing to make this transition, the Department of Employment asked employers¹ what advice they would give to workers facing retrenchment. While aimed at workers in the automotive sector, the suggestions below are likely to be valuable to anyone who is facing losing their job.

1. Consider a wide range of job opportunities

There may be limited opportunities to find a job that is identical to the one you are currently doing. If you are facing retrenchment you should therefore be receptive to a broad range of employment opportunities and be prepared to 'try something different'. Roles that increase your exposure to potential employers or develop new skills could be a stepping stone to other opportunities.



2. Re-training could be required

Consider broadening your skill set. In addition to providing additional skills and qualifications, training demonstrates your commitment to a particular career direction. A number of employers specifically suggested:



- training courses in the responsible service of alcohol and gaming to access jobs in hospitality.
- obtaining a heavy vehicle licence to access jobs in the transport sector.

3. Promote your adaptability



Having résumés that are up-to-date, comprehensive and which highlight transferable skills are essential to properly 'sell yourself' to employers.

4. Act quickly

Most employers understand that sometimes good workers lose their jobs and that retrenchment is not a reflection of the worker's performance. It might be tempting to take some time off or wait to see if the perfect job comes up after receiving a payout, but the longer you are without work, the more outdated your skills become.

5. Be positive and enthusiastic

A positive attitude can ease any concerns an employer might have about your willingness to adapt to conditions in another industry. You should also speak with employers about potential job opportunities.



¹ As part of the *Survey of Employers' Recruitment Experiences*, employers in regions with announced automotive retrenchments were asked what they thought the best thing automotive workers could do to improve their employment prospects.