

A vertical decorative border on the left side of the page, composed of a repeating pattern of overlapping triangles in various shades of blue and red. The triangles are arranged in a way that creates a sense of movement and depth.

# **DIGNITY AND HOPE THROUGH EMPLOYMENT**



Homeless individuals



Women facing challenges



Persons with mental health conditions



Unemployed parents of at-risk children

There are many challenges that stand in the way of a vulnerable person gaining permanent employment. Most are unable to remain in a job for more than six months due to the unfortunate circumstances they find themselves in. Obstacles include social, emotional and systemic barriers.

I do not have the qualifications

I do not have enough caregiving support

I do not know where to look for a job

I face stigma/ prejudice from colleagues or clients

My health/ disability prevents me from finding a job

My working hours are not flexible

I do not have the confidence that I can do well

I do not have enough for food and public transport as the salary is paid on a monthly basis

*Based on interviews in 2021 with 37 vulnerable individuals who received support from social service agencies*

Yet, these individuals are eager to be gainfully employed. On the employer front, there are many ways to nurture an inclusive employment culture. These include having supportive work environments with empathetic and encouraging colleagues; providing sufficient training and guidance; as well as allowing flexible work arrangements.

When these marginalised members of our community gain employment, they enjoy the financial fruit of their labour than depend on welfare support. More importantly, it gives them dignity and hope for a better life.



# ENHANCE EMPLOYABILITY

## Workplace Diversity and Inclusion



A partnership to engage and enable the business community to uplift the lives of vulnerable individuals and their families through differentiated employability and employment opportunities that maximise their potential and contributions to society.

*An initiative by:*



*Supported by:*



*Strategic partners:*



## SBF Foundation

Rally SBF members to participate and contribute collectively towards the **Employability Fund** and **Empower Circles**. Donations will fund employability programmes. This supports vulnerable individuals to enter and re-enter the workforce.

The SBF Foundation is an Institution of Public Character (IPC) established by the Singapore Business Federation in 2013. The SBF Foundation aims to amplify the individual efforts of the business community in corporate social responsibility and corporate giving to benefit the workforce and community.

Apart from rallying the Singapore business community to support employees in need and enabling equal access to employment, the SBF Foundation bridges businesses to their charities of choice to champion causes close to their hearts such as in the areas of Arts, Sports, Health, Social and Education etc.

For more information, please visit:  
<https://www.sbffoundation.org.sg/>



## Tote Board

Explore the possibility of cross-sector partnerships in support of vulnerable individuals.

Established in 1988, the Tote Board (Singapore Totalisator Board) is a statutory board of the Ministry of Finance. As a broad-based grant-making organisation, the Tote Board works closely with stakeholders and partners to support broad and diverse worthy projects in the sectors of Arts, Community Development, Education, Health, Social Service and Sports. Through these projects, the Tote Board helps to uplift the community by giving hope to vulnerable groups and improving the lives of all in Singapore.

The Tote Board's goal is to help build a flourishing society in Singapore. We want to inspire positive change and contribute towards building an inclusive, resilient and vibrant community, while fostering a caring and compassionate nation.

For more information, please visit:  
<https://www.toteboard.gov.sg/>



## Employment and Employability Institute (e2i)

Extend the coaching framework and training roadmap to job coaches from programme partners and organise Community of Practice sessions to facilitate cross-learning.

Extend existing job fairs or hiring platforms to programme partners and explore the feasibility of dedicated platforms or services in the long run.

NTUC's e2i is the empowering network for workers and employers seeking employment and employability solutions. e2i serves as a bridge between workers and employers, connecting with workers to offer job security through job-matching, career guidance and skills upgrading services, and partnering employers to address their manpower needs through recruitment, training and job redesign solutions.

e2i is a tripartite initiative of the National Trades Union Congress set up to support nation-wide manpower and skills upgrading initiatives.

For more information, please visit  
<https://www.e2i.com.sg/>



## Singapore Human Resources Institute (SHRI)

Encourage HR professionals to play a proactive and positive role in enabling employment through conversations and e-stories.

Take steps to evolve Empower Circles into an interest group of like-minded, passionate HR professionals to nurture an interest in the cause, initiate conversations, consult one another and seek improvements.

Singapore's leading professional HR body, dedicated to powering human capital in tandem with nation-building efforts since Singapore's independence in 1965. SHRI commits to advocate HR best practices, connect a community of HR professionals and enhance the HR profession.

For more information, please visit:  
<https://shri.org.sg/>



# UPLIFT LIVES

Empower Individuals and  
their Family



Organisations that provide holistic support to individuals and their families through case management, job coaching and employment support and building linkages with employers to encourage hiring and lower job entry barriers.

*Programme Partners:*



*Empowering  
Women*



*Dignifying  
Lives*



*Mental Wellness  
for All*



*Uplifting  
Families*



## Skool4Kidz Preschool

The family was combating a few challenges including financial difficulties, children's poor school attendance and behavioural issues. This prompted an intervention by the social worker to reach out to Mdm Mary who was a stay-home mother. While the social worker attended to the childcare needs of her children, Mdm Mary was referred to a career coach from e2i.

The career coach guided her on her resume and referred her to take up Workplace Literacy Test to validate her English Literacy skills. Mdm Mary was recommended to the Career Conversion programme for Trainee Educators to learn new job-related skills. Under the programme, Skool4Kidz Preschool, one of e2i's partners, hired Mdm Mary as a Trainee Educator late last year and she has since completed 8 months of training.

With the joint efforts, the children are now attending school regularly and there is supplementary income despite Mdm Mary's initial lack of academic qualifications and limited work experience. With income from both parents, the family was able to apply for a HDB flat and now has a stable housing environment.

## H.A.M. Creations Pte Ltd

Jeffri and his elderly parents reside in a transitional shelter. He was of employable age but was unable to find a job due to his limited qualifications and work experience.

A case manager worked with him to seek long-term housing, while a job coach supported him on employment and employability matters, such as preparing his resume, building his confidence and honing his interview skills and work etiquette.

Jeffri was eventually hired by H.A.M Creations, which was willing to develop and train employees for the long-term. He received staff orientation, support, and coaching from his co-workers, enabling him to learn new skills and earn a stable income. These allow him to be financially independent, support his elderly parents and seek permanent housing.



## Sankyu (Singapore) Pte Ltd

Mr Ong's daughter is his motivator to find work to provide her with better education. Unfortunately, he faced challenges securing a job when he revealed to prospective employers that he has to go for medical appointments to treat his mental health condition.

He eventually found an understanding employer who was able to accommodate flexible working hours and with HR's support, Mr Ong and his supervisor gained mutual trust and understanding.

Mr Ong felt HR's openness in discussing areas of support is crucial to helping him do his work well and keep the job, while also managing his mental health and seeing to his family's needs.

## The Body Shop

Mdm Mastura had a tough time finding a job due to the lack of opportunities to upskill herself and childcare commitments. But after she was connected to The Body Shop, her life changed.

The company allows its part-timers to choose working hours that fit their schedules, before full-timers cover the remaining shifts. This is unlike the conventional rostering where shift hours are fixed, and part-timers could only fill in the gaps. Supportive HR personnel and store managers make this possible and it has been welcomed by all its employees, especially the women with multiple family commitments.

Everyone is more committed when they can juggle different responsibilities. To the company, it reduces turnover and efforts to hire and train staff. Mdm Mastura enjoys her work and is glad that she can take care of her young children, earn an income and upgrade herself.



# COLLECTIVE GIVING

A collective effort by business community



## How Businesses Can Support

Businesses can donate any amount to the **Employability Fund**. The collective effort matters as it develops a compassionate business community that cares for those within and those trying to enter or re-enter the workforce. \*Donations of any amount to the SBF Foundation are eligible for tax deduction of 250%.

Businesses looking to hire can participate in **Empower Circles**, a best practice-sharing platform on progressive hiring practices to fulfil manpower needs and support the employability of vulnerable individuals.





MoU signing ceremony on 18 May 2022 with partners e2i, Tote Board, SHRI and SBF Foundation, graced by Mr Chee Hong Tat, NTUC Deputy Secretary-General, at the Devan Nair Institute for Employment and Employability. In partnership with programme partners New Hope Community Services for homeless individuals; SHINE Children and Youth Services for unemployed parents of at-risk children; Daughters of Tomorrow for women facing challenges; and Singapore Association for Mental Health for persons with mental health conditions.