

The benefits of Outplacement

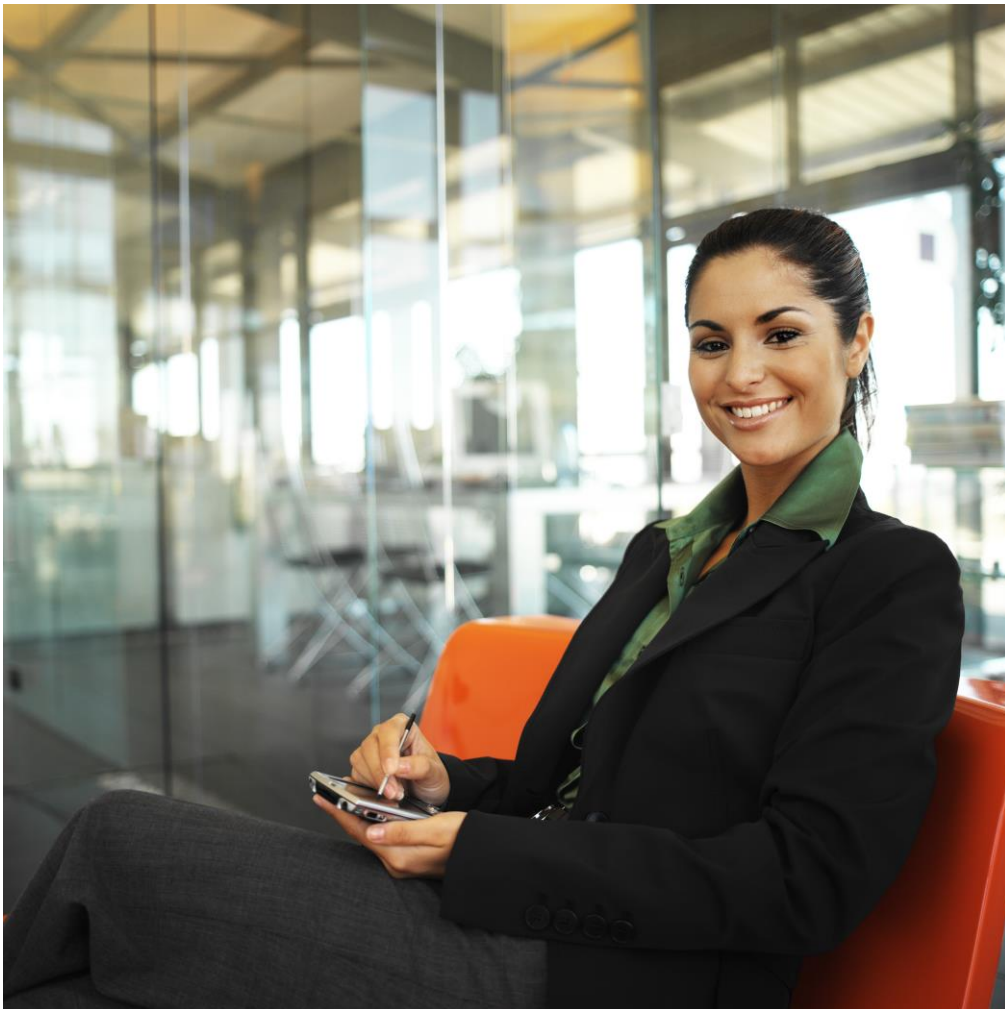


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What is Outplacement?

Position yourself as an employer of choice



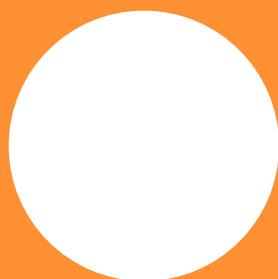
From the employer perspective, Outplacement provides structure and process to the termination plan and helps to position your company in the community as an “employer of choice.” It is a strategically gracious way of removing a terminated employee and ensuring they manage their new-found freedom in a positive manner. From the employee perspective, Outplacement is a strategic and systematic approach to their job search which will generally yield a more satisfying job than the one they left.

CHAPTER TWO

Who receives
Outplacement
support?



**Everyone involved in a job transition
needs Outplacement support.**



No matter what level of employment, all people can benefit from our job search services, which are an important part of Outplacement. There is no distinction between “good” and “bad” employees when it comes to who receives Outplacement services, and the employer truly benefits when every type of employee uses Outplacement services.

CHAPTER THREE

Why use Outplacement?

Job loss can be holistically detrimental and potentially have a lifelong negative impact.

By using Outplacement you can:

- Minimize the chance of litigation and other negative actions
 - Provide a structured and personal approach to the separation event, reducing job search duration
 - Help employees get back to work, successfully
 - Reduce HR time investment in planning, actual separation, and post-separation follow-up
 - Reduce the stress of managers involved in the separation event
 - Preserve your company's reputation by fulfilling social responsibility and moral obligation
 - Improve productivity from maintaining the good will of remaining staff and the separated employees who may return as a consultant, contractor, or customer
 - Strengthen your company's brand and positive perception for consumers and investors, impacting employee retention and future hiring
 - Maintain the morale and productivity of remaining employees including top performers
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CHAPTER FOUR

Justifying the expense of Outplacement

- A. Outplacement nurtures goodwill for remaining employees to maintain productivity and morale. Outplacement helps reduce the possibility of retaliation litigation. Even if a law suit is completely unfounded, it could cost a company \$100,000-plus to defend itself.
- B. Outplacement, when done properly, keeps people forward-focused, processing positive thoughts, and occupies their time resulting in less likelihood to sue. Outplacement shortens the length of a job search reducing Unemployment Compensation liability, and reduces the possibility of workplace violence.
- C. Used to its fullest potential, Outplacement reduces HR time investment in the planning stage, the actual termination process, and potentially messy follow-up.

**Outplacement
creates goodwill in
the community and
protects the
company's
reputation,
especially in social
media.**

CHAPTER FIVE

How Outplacement works

It's best to begin the Outplacement process immediately upon separation of an employee

1. Outplacement works most effectively when: The employer contacts the Outplacement consultant in the termination planning stage, and Outplacement begins immediately at the time of termination. The Outplacement consultant is onsite and meets the separated employee right after the termination meeting. The employee can be taken immediately to the Outplacement office.
2. Not only will the candidate have a safer drive home, they will already know what to tell their significant other when they get home. They also know what they are going to be doing the next day and will have assignments to keep them busy until then. The candidate will have already somewhat “bonded” with the Outplacement consultant and will be more likely to use our services.
3. The employer will receive a communication and an invoice from the Outplacement consultant when the person officially begins the program. The sponsoring employer can request regular updates, generally limited to candidate status. And, when the candidate is placed with a new company, the employer will be notified.

Choosing an Outplacement firm



The Choice is Yours – Choose Smartly

- Outplacement is offered by different types of firms – those with a regional presence, international providers, and virtual delivery only providers. Regional firms offer the same curriculum as international chains, but they provide more personalized, “high-touch” attention generally delivered by an experienced business professional. Most candidates do not wish to relocate and regional firms offer specific knowledge of local businesses and contacts that non-local firms cannot offer.
- Regional firms provide easy access for the candidate and additional services for the employer as well as flexibility and entrepreneurial approaches to service. This **makes regional firms the ideal option** for most Outplacement candidates. International firms typically have offices located in large metropolitan areas, which complicates access to employers as well as for the Outplacement candidates. Service delivery to locations outside the metropolitan area is occasionally sub-contracted to regional firms. With large chain and virtual firms, service is usually provided via web-based portals by junior professionals.

CHAPTER SEVEN

A smarter approach to Outplacement

The Career Transitions Outplacement approach is both high touch and high tech.



Smarter process

Our smarter approach to outplacement means we have an understanding of today's employees, Human Resources, and job searching today. We help employers develop and execute a smooth transition event, and our team is onsite to offer guidance, expert advice, and best practices.

Dedicated client services manager

At Career Transitions, we look to build long-term partnerships while providing insights and information you need, and your Outplacement program can be customized just for you.

On notification day

We work with you to create onsite support for affected employees. An Outplacement team member is onsite before, during and after notification, providing workshops, orientations, one-on-one interaction with impacted employees, and support for managers and HR professionals.

Post notification day

After the notification event, our team meets with employees about Career Transitions Outplacement Services. We also provide career coaching and workshops to help employees market themselves, network effectively, interview successfully, and manage the impact of their situation.

Smartly successful

Each employee is partnered with and supported by a career coach to ensure success. One-on-one coaching and **CareerSmart**, our virtual Outplacement workspace, delivers the perfect blend of people and technology. **CareerSmart** provides employees single source research tools, personalized job search capabilities, resume building/tracking, communication, and planning systems all integrated into a personal workspace.

Real-time metrics

Our **CareerSmart** employer portal gives you total access to the displaced employee's transition program, enabling real-time, on-demand data review and metrics for ROI analysis. Easily track participant engagement, placement rates, and placement quality.

**SIGN UP FOR A FREE DEMO TODAY
AND LET US SHOW YOU A SMARTER
OUTPLACEMENT PROCESS!**



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