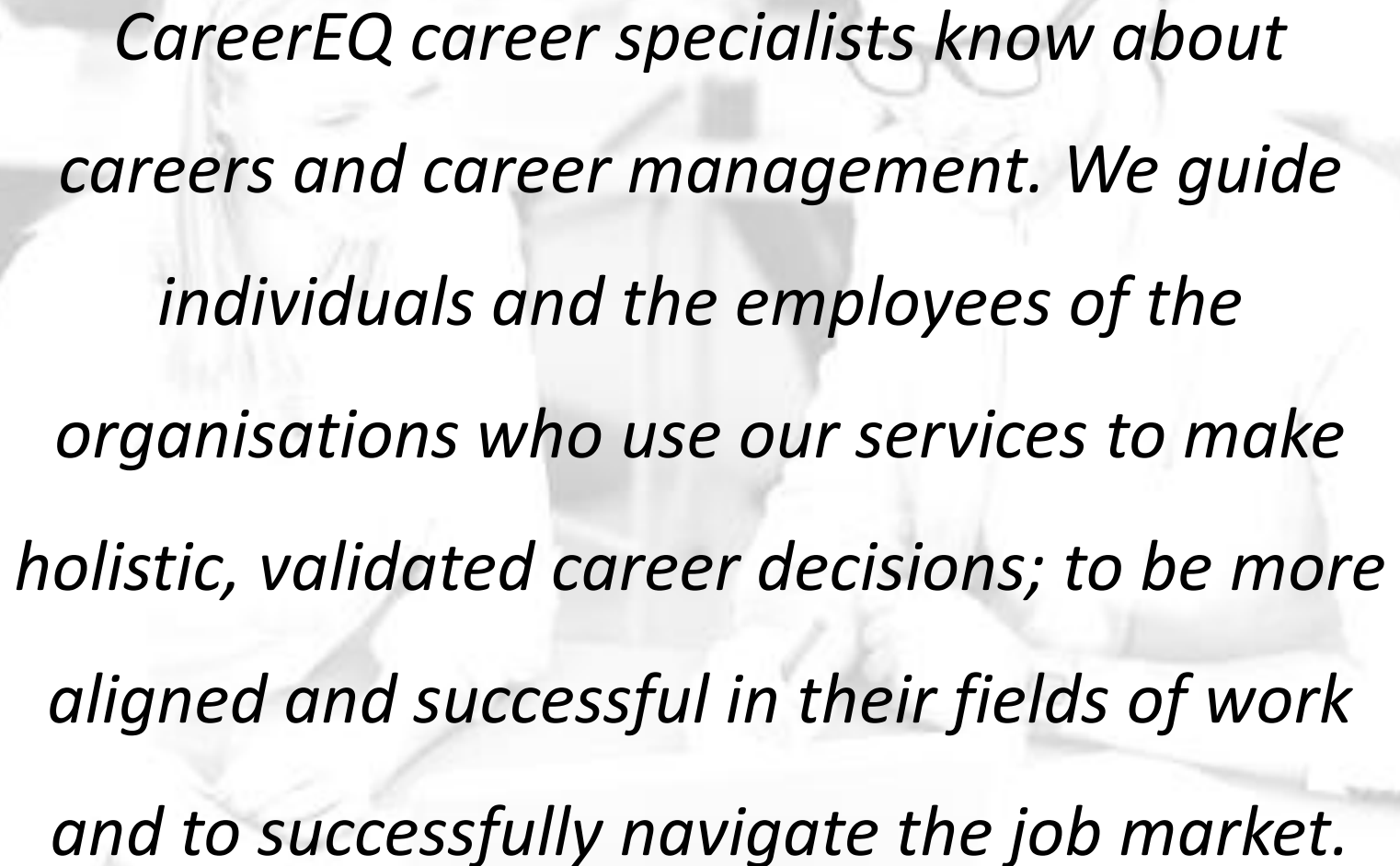




A differentiated provider...

Outplacement



CareerEQ career specialists know about careers and career management. We guide individuals and the employees of the organisations who use our services to make holistic, validated career decisions; to be more aligned and successful in their fields of work and to successfully navigate the job market.

We all know

- That looking after employees affected by redundancy by providing effective and supportive outplacement support
 - Helps disestablished employees retain self confidence and find new work more quickly
 - avoids and/or minimises legal risk
 - helps maintain a positive employer brand for the company
 - ensures that remaining employees get a sense that the employer cares about their colleagues which enhances retention, productivity and morale.

Trends in Outplacement

- For individuals with increasing levels of financial commitment this highly changeable, less secure job market and demanding work environments means that people;
 - are more anxious and need to find work that is well-suited, quickly
 - have to pitch themselves confidently in a competitive/sophisticated job market
 - and many quickly access on line resources before seeing a coach
- Multinational outplacement firms offer less face to face support – having invested in on-line systems and tools.
- However a well thought out strategy and the identification of “best fit” requires some thought – support and guidance
- Also the deeper aspects of change (loss, identity, confidence, trust etc) need to be addressed before going to market

US Centre for Org Research found that:-

- 66% HR Managers said outplacement reduces stress on managers
- Among companies using outplacement services, only 15% had personal grievances (PG's) filed against them compared to 26% in companies providing no support
- found businesses offering outplacement services to employees experienced a 78% improvement in their external public image.

Wall Street Journal found that:-

- 40% of employees who receive outplacement as part of their severance agreement never show up to partake of the services;

Westerby, Mar 2004 :-

- Longer outplacement programs best - recommendation is at least 5 sessions

Whiston, (Journal Employment Psychology Mar 2017), found that:-

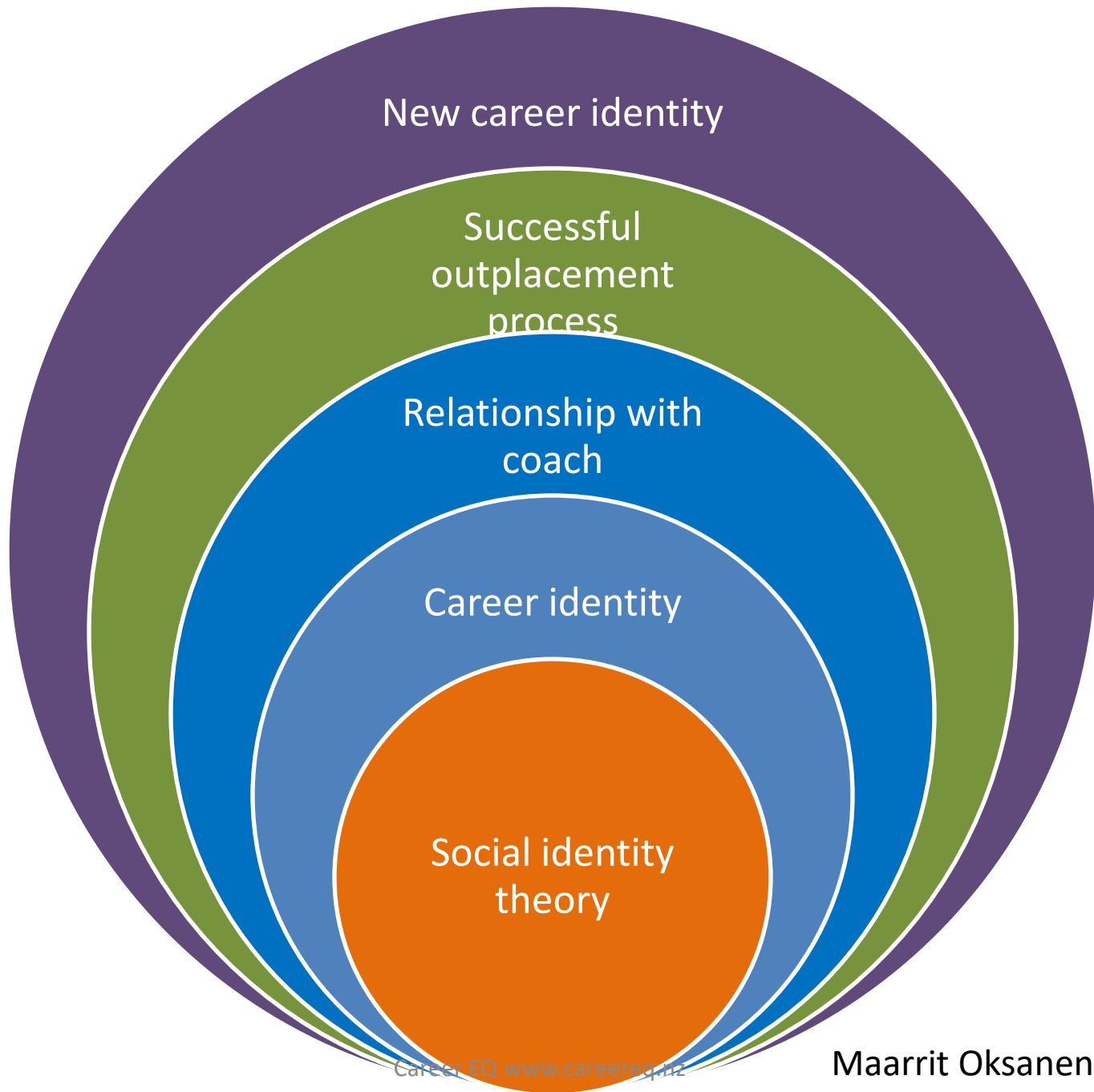
- face to face counsellor support was associated with the largest positive effect
- that values clarifications and psychoeducation concerning the process of choice goals attainment (e.g., teaching clients a method of career decision-making) helped most.

John Meyers, Kensington says:-

- *Fees for programs that are described as “Full Service” have dropped to 30% of what they were 10 years ago.*
- *The only way to significantly reduce cost is by removing labour; in this case, that is the coach.*
- *This explains the increased reliance on 0800 support systems, webinar-based delivery, and a delivery system where profitability often requires coaches to provide services to over 100 people simultaneously.*
- *Coachless” outplacement is neither efficient nor effective and why employees don’t engage fully in their outplacement programs.*

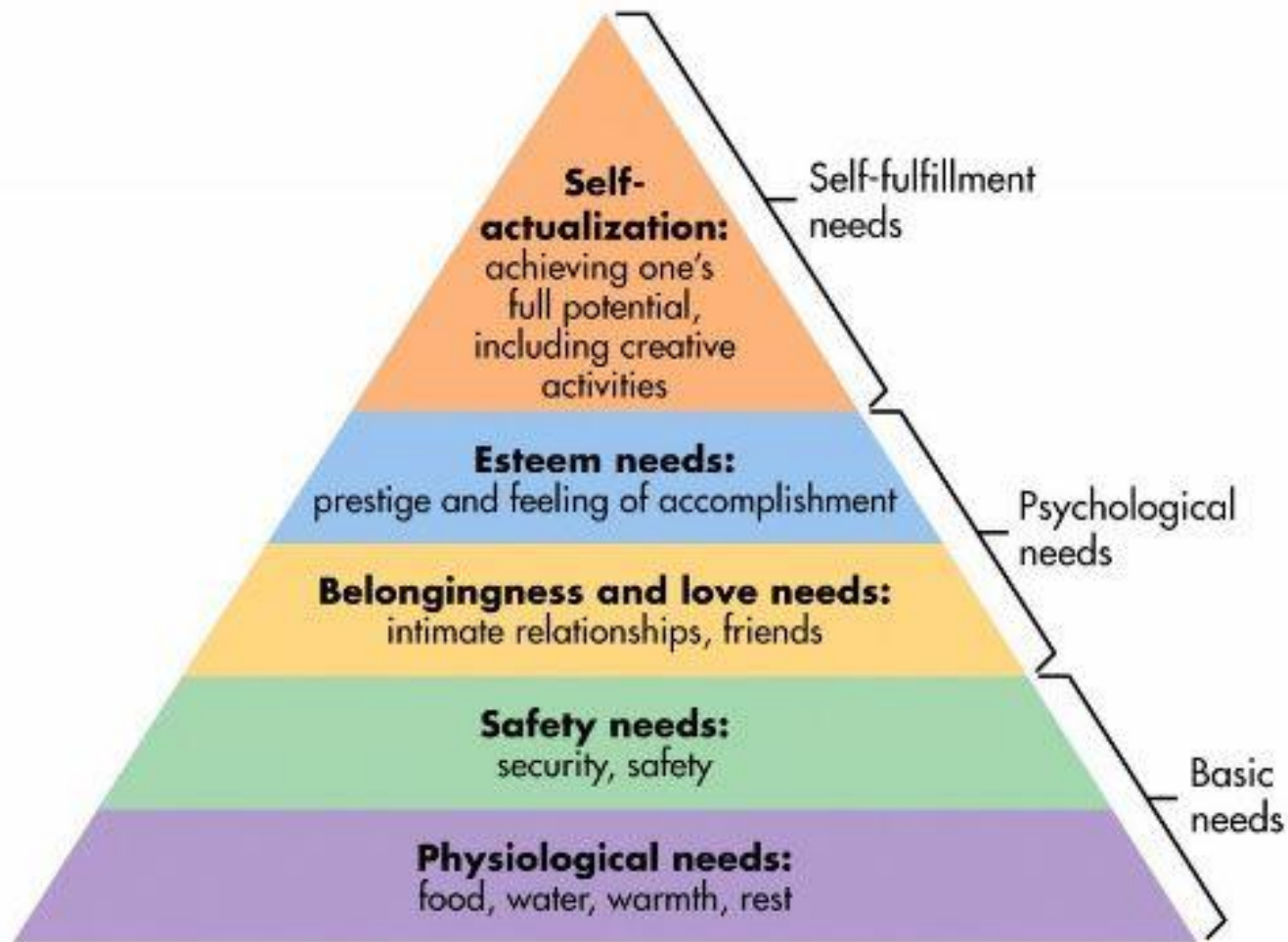
Steve Spires, BPI Group says :-

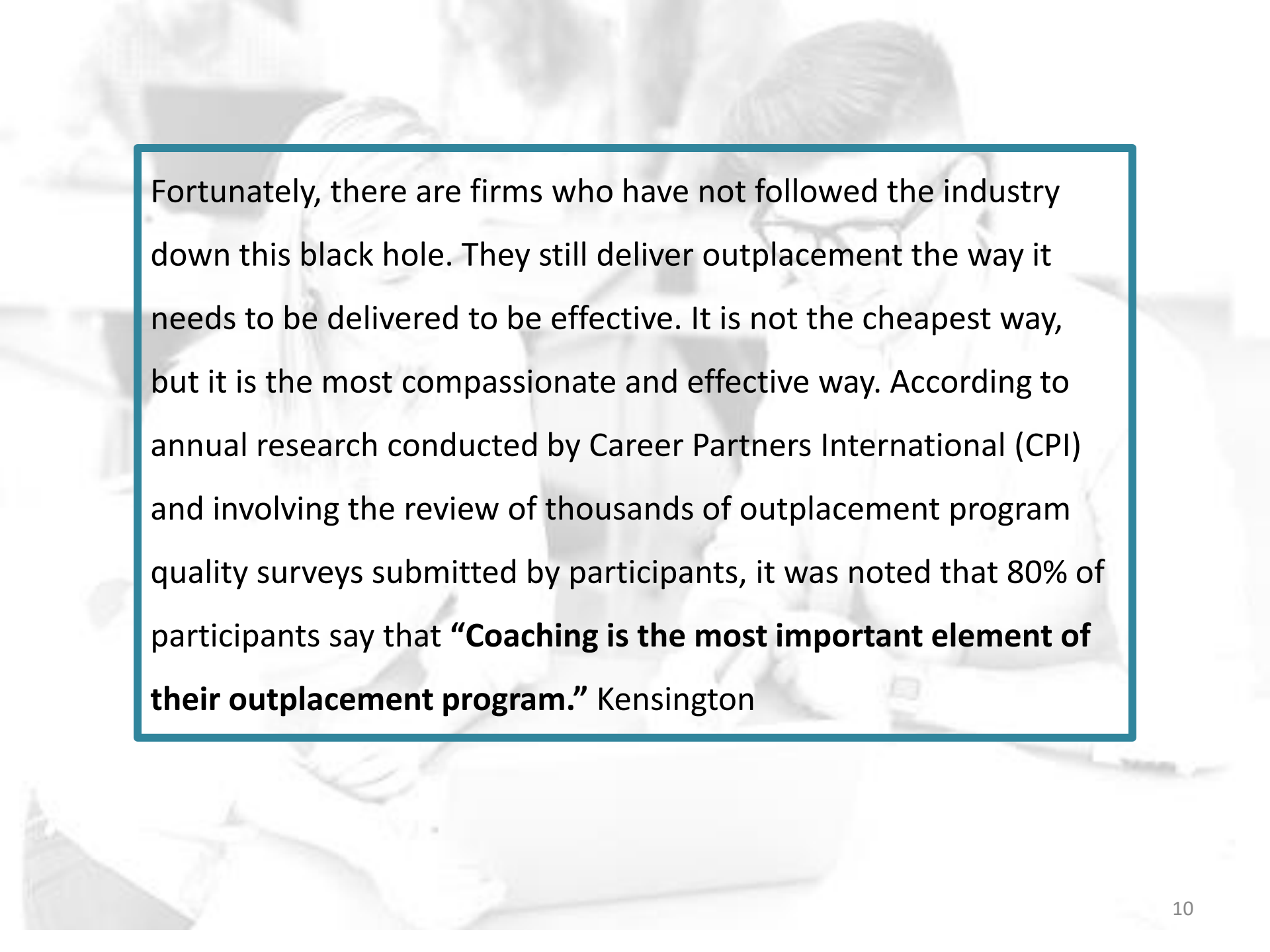
- *The outplacement industry has been disrupted as much as any other industry by technology, but not all of it is up to date or effective, nor can it take the place of human interaction with a job-search coach.*



- *This research has proved that despite confidence and an enjoyable new job, a successful outplacement process often brings other positive effects in the participants lives, due to the positive way the individuals look at themselves and the competencies.*
- *Well-being comes from inside. When an individual has a good self-esteem and has recognised the achieved competencies he or she brings an enhanced welfare to their work and their lives.*
- *Being sure of oneself is positive but it should be based on sincerity, not on false beliefs. True confidence shows in job interviews and gets the recruiters interested in the persons competencies and the possibilities the recruitment might bring along. This research showed that outplacement trainers are career resilient, they're curious and they have a positive attitude toward change. It is a message that we should remember. A change is always a chance towards a better future.*

Self esteem is essential in order to reach our potential





Fortunately, there are firms who have not followed the industry down this black hole. They still deliver outplacement the way it needs to be delivered to be effective. It is not the cheapest way, but it is the most compassionate and effective way. According to annual research conducted by Career Partners International (CPI) and involving the review of thousands of outplacement program quality surveys submitted by participants, it was noted that 80% of participants say that **“Coaching is the most important element of their outplacement program.”** Kensington

Our approach

We believe that:

- Face to face support is best for the impacted employees
- building rapport and having a trusting relationship with individuals is critical. (Modelling care, resilience and optimism)
- coaching needs to be safe, evaluative and transformational rather than merely providing resources.

We offer:

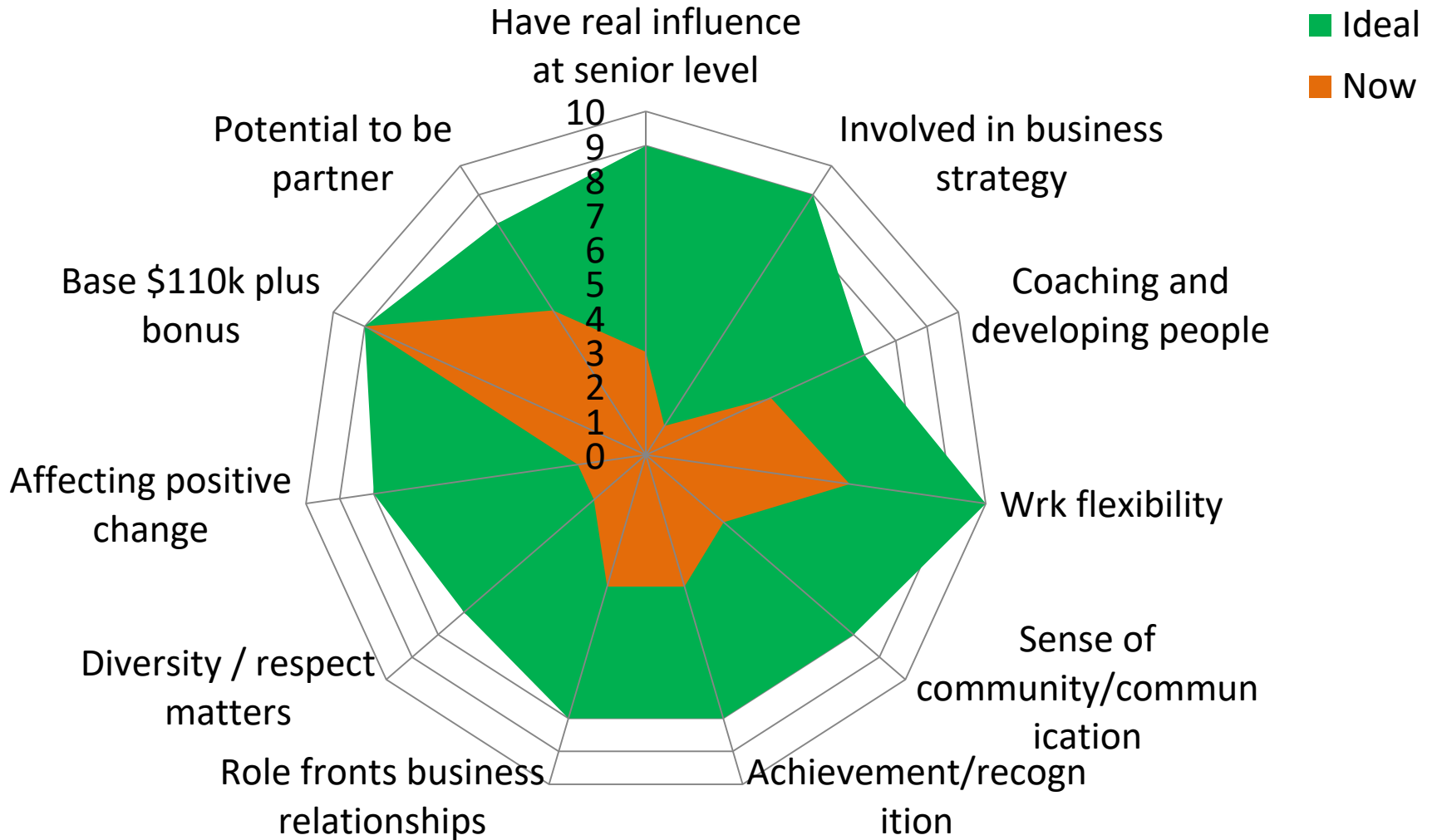
- a personalised, client centric approach tailored to suit the employee
 - The structure of the support is flexible and adjusted according to their needs
- 1 month, 2 month and 3 month programs offering a wrap around service
- Or 3 sessions as required (not wrap around)
- A strong commitment to partnering with you, our HR partner
- A business model that has low costs enabling better rates for good consultants = more quality time with your employees.

The Career Development Process



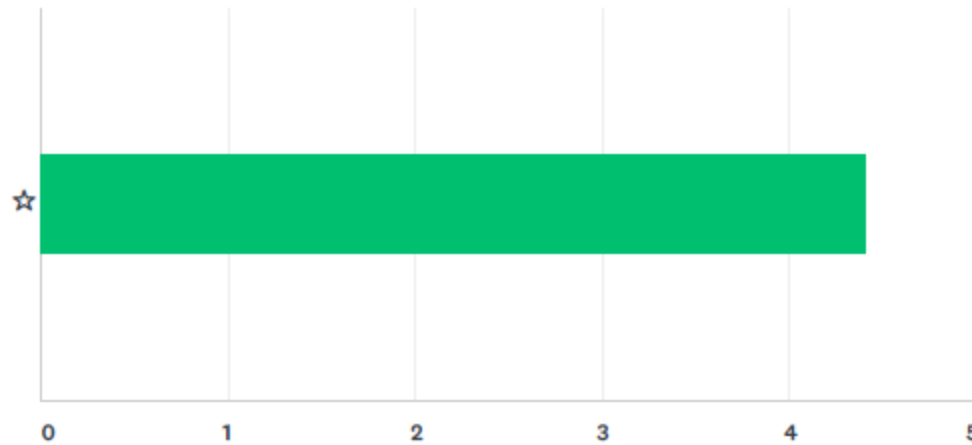
Example – Female Lawyer

Criteria for ideal new role and gap between ideal (Ideal) and current/last experience (Now).



Q2 How well did we meet your expectations? Star rating system - 1 being did not meet expectations and 5 being exceeded expectations.

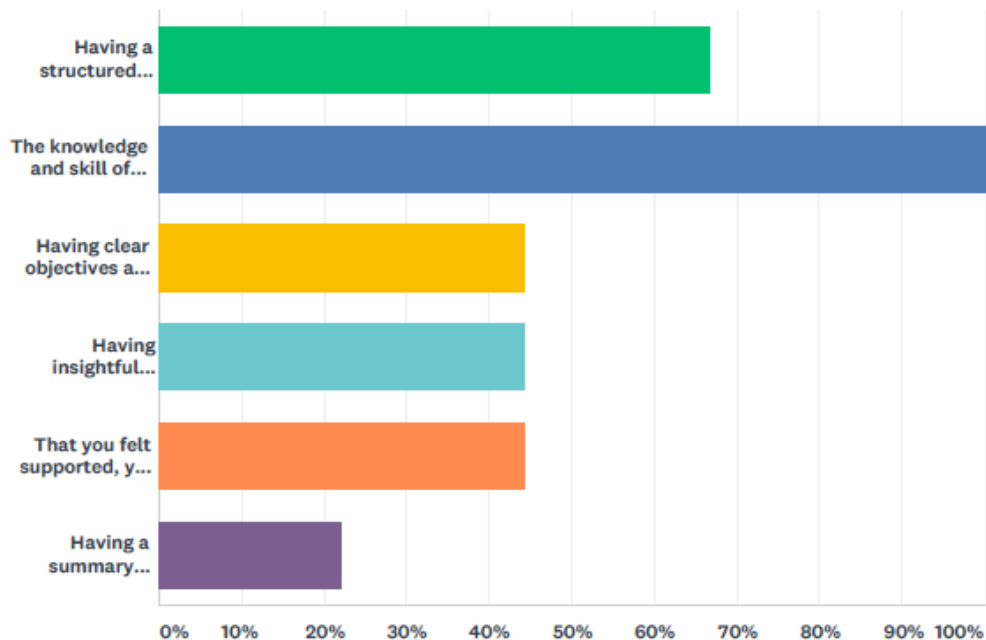
Answered: 10 Skipped: 0



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	10.00% 1	0.00% 0	0.00% 0	20.00% 2	70.00% 7	10	4.40

Q4 What worked for you?

Answered: 9 Skipped: 1



ANSWER CHOICES	RESPONSES	
Having a structured process to evaluate, review and then get clear.	66.67%	6
The knowledge and skill of the coach	100.00%	9
Having clear objectives at the beginning	44.44%	4
Having insightful feedback on your MBTI Report	44.44%	4
That you felt supported, your issues heard and your values and aspirations respected.	44.44%	4
Having a summary (PowerPoint or other) of the process and outcomes at the end to refer back to.	22.22%	2
Total Respondents: 9		

The Process

- HR alerts CareerEQ to background to the restructuring and names of people affected
- Employees are given information flyer and contact details
- They contact administrator (Kaye) who books them in to see their consultant, gives location instructions and emails a coaching engagement form.
- Invoicing happens at the end of the month with terms 20th month following invoice
 - 1st month charged unless the employee is high needs in which case full program will be charged.
 - Only high level reporting on employees to HR



VOCUSGROUP



CITTÀ



Some other clients of CareerEQ

**THANK YOU FOR BEING A CAREEREQ
PARTNER.**