



careersage

Outplacement Services

Flexible Career Management and Outplacement Solutions for the Public Sector

Delivering outplacement and career
management services in house

Do your **staff need support** when “at risk”, leaving or changing roles?
Short of money and need to **reduce support costs**?
Want to practice what you preach and **deploy staff flexibly**?

Train your staff

to deliver outplacement and career management support.

Use your staff and our specialist tools to provide expert outplacement and career management support in house.

We can provide you with:

- High quality career materials for group and 1-2-1 sessions.
- A comprehensive online outplacement service which will enhance your assistance. It supports employees for up to 12 months after exiting the organisation.

Use **your staff** and our **specialist tools** to provide expert outplacement and career management support **in house**

Flexible outplacement

Flexible outplacement and career management services meet a diverse range of requirements.

This includes:

- Compulsory Redundancy;
- Voluntary Redundancy and Enhanced Packages;
- “Traditional” Redeployment;
- Talent Management; and
- Blended/Eclectic approaches.

Ideally support should commence when an individual is placed “at risk”. Providing career management services here can reduce the necessity for compulsory redundancies.

Our Career Sage online programme can initially support compliance in communications. It then provides individuals with ongoing support, guidance and specific tools for a period of 12 months.



Cascade based approach



Outplacement can be delivered directly by our trained career coaches. However, we can also cascade our skills, materials and online resources so services can be provided by your internal resources.

This may take the forms of:

- Line managers or HR providing access to Career Sage to compliment their support.
- HR and training professionals undertaking cascade guidance programmes or own direct support.
- Displaced staff being redeployed as specialist career advisors.

“Tools in the toolkit”

Specialist training for your deliverers

Experience shows that a programme can model redeployment by using HR, training or redeployed staff to be key providers of either 1-2-1 or group support for their colleagues.

This model of delivery includes access to our expertise and intellectual property (such as course materials and advice sheets).

Specialist materials

Programmes of delivery, whether in groups or individually, massively benefit from specialist materials. Whilst these are available through our Career Sage service we can also provide hard copy programmes, slides and handouts for your staff to use in face to face delivery.

Planning and project management

We can also help you with overall project planning, management and evaluation. As experts we can ensure that your organisational needs are met and all your staff are supported. We can assist with ensuring best practice and compliance.

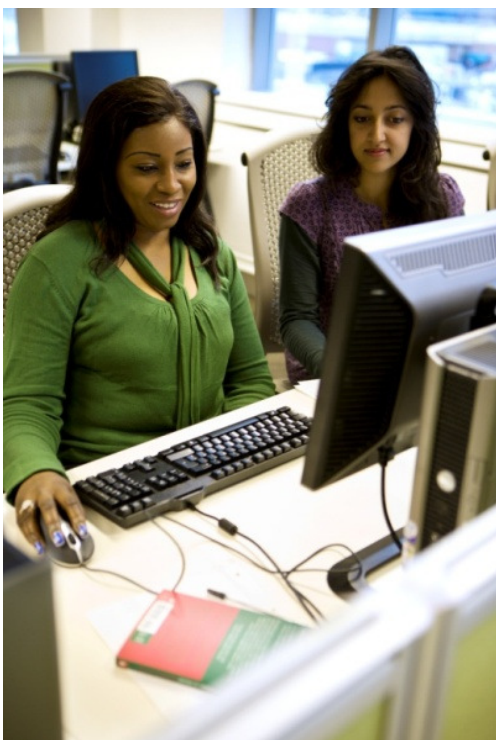


Online Service

Part of our flexible approach is an online service which supports the affected employees and underpins face to face delivery.

Career Sage includes support on the following subjects plus many more:

- At Risk Consultation
- Redeployment
- Redundancy
- Personal Stocktaking
- Personal Assessment
- CV Writing and Review
- Job Search Management
- Professional Networking
- Interview Preparation
- Setting up a Business
- Retirement Planning
- Financial Planning
- Voluntary Work/Support
- Semi-retirement Planning
- Relocation Planning
- Career Break
- Career Change and Support
- Retraining





Our outplacement service, Career Sage, is the product of a partnership which is committed to supplying strategic and tactical HR advice to the private sector.

Using web-enabled technology solutions and trusted consultancy services we bring best practice and leading thinking to our private sector client relationships.



Ways HR Consulting delivers a broad range of HR projects across **reward**, **development** and **performance** to public and private sector clients within the UK.

Ways HR Consulting was formed in April 2007 to continue the services previously provided as a specialist business unit within Hays plc, the FTSE-250 recruitment specialist.



JGP Is one of the UK's leading providers of talent management software and was established in 1999. We currently work with over 100 public and not-for-profit sector clients - core products and services include;

Skills Portal - A tailored product aimed at gathering robust, up to the minute data on your employees skills and capacity.

Talent Pools - The JGP Talent Pool allows unsuccessful talent from recruitment campaigns to be nurtured and if needed called on in the future.

RecruitR - This service addresses the challenges of attracting, selecting and hiring talent in the most effective and cost efficient way for organisations irrespective of size and sector.

Jobsgopublic.com - This is the leading not-for-profit and public sector job board in the UK, attracting over 750,000 unique visitors a month.

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