

Your Questions Answered

How will Outplacement help you now?

CAREER MANAGEMENT

Outplacement is skilled career guidance designed to give you fresh thinking, insight and support when you are facing a major change. People who take up Outplacement services typically find work or their new career opportunity up to twice as fast as those who have no such guidance. It provides an understanding of the choices you have, whether a new job, starting a business, retirement or retraining/education.

We live in a rapidly changing world, brought about by things such as our use of technology, individual choice and a mismatch of talent. Whether or not you have had outplacement in the past, it is our role now to help you define what you want and accelerate you towards achieving your goals.

Did you know?

More than 40% of people are likely to find their next job through networking and 30% will take this opportunity to change career.

Over 75% of employers and recruiters use social media and 40% of recruiters predict they will use video interviews for screening applicants.

Our professional team of experts will work with you to:

- Create a CV that makes employers take notice.
 - Gain a clear sense of the skills and experience you have to offer, whether you are looking to move to a similar role or if you are thinking of a different sector or having a complete career change such as starting a business, interim, consultancy, further education or a creative retirement.
- Focus on your options and vision for the future, including exploring multiple pathways (short and long term) and help you get an accurate assessment of employment opportunities in your chosen markets.
 - Develop the skills and opportunities to build contacts and make connections from the start.
 - Enhance your personal brand, using social media effectively, creating a great profile and compelling messages that get noticed.
 - Enhance your interview techniques, including video interviews when this is part of the screening process, to help you get to the decision maker.
 - Harness job leads specific to your skills and goals and provide expert knowledge about the marketplace allowing you to demonstrate your fit and approach head-hunters/search companies and agencies.
 - Secure a position that meets your goals.

How does the service work?

At the outset we will discuss with you the most relevant services to meet your specific needs, how you can start your support and who to contact if you need help at any time.

The service is really flexible. You can choose from a combination of:

- Career coaching: Available 7-days a week providing individual approaches to job search strategies through coaching and access to our Job Search Career Coaching Helpdesk when needed. We will work with you to develop a programme that really suits your needs and aspirations.
- Practical Development Sessions: Immediate access to expert advice through a host of seminars led by expert consultants such as career assessment insights for your job search campaign, develop a winning CV, effective strategies to approach the market, interview and negotiation techniques and a lot more...



- **Technology:** 24/7 with access to RightEverywhere®, our career management website providing robust, powerful tools and resources such as a CV builder, video learning library, self-awareness assessments and marketplace links. iView® will help you prepare for interviews and networking with customised interview practice relevant to your level and role. Right job opportunities database, with a mobile application, will provide job leads for you and enable your profile to be viewed by employers and recruiters.
- **Marketplace connections:** we understand the marketplace and through our network of consultants and researchers, develop strong local links with recruiters, head-hunters and businesses. This is a vital part of the service to help you navigate different routes to market, providing research across industries and geographies and to really help you with your next move.

Where will the service be delivered?

This is entirely your choice. You can come into one of our regional office facilities, providing you with a base from which to conduct your job search or you may prefer to base yourself at home. Alternatively of course you can have a combination of both.

Whatever you decide you can be assured that our team is here to support your throughout, even if you decided to take your next career step in another part of the country or even overseas.

Here are what some people who recently took up our services thought about their support:

“ I felt like a human being again after spending time there. ”

“ ...support helped me to find clarity by separating the emotion from the job search process. ”

“ The advice you’ve given me has been invaluable in helping me secure two jobs, which I’m thrilled about and enabled me to transition from public sector to private sector. ”

“ I’ve never felt so well prepared for a new job in my life. ”

“ I could not have got my new job without all the support that you provided. I even made a few new friends. ”

“ It was very helpful that I could do some courses via the ‘web’ as I was not always able to travel into the office. ”

“ Your help during the past few weeks has been very important in securing my new position. You arranged for me to see and speak with consultants at very short notice before my interviews, you found consultants to answer my questions at short notice during my job negotiations, you were always there to help. ”

Is the service confidential?

We are committed to providing a trustworthy service and our reputation and our approach are based on a confidential relationship with you. No detailed information will be disclosed to an employer without your prior consent.

About Right Management

Right Management (www.right.com) is the global leader in talent and career management workforce solutions. As the workforce experts within ManpowerGroup, we design and deliver solutions to align talent strategy and business strategy. Our expertise spans Workforce Transition and Outplacement, Talent Assessment, Leader Development, Organisational Effectiveness, Employee Engagement and Wellbeing.

With offices in over 80 countries, Right Management partners with private and public sector organisations of all sizes – to help grow and engage their talent, increase productivity and optimize business performance.

We are here to help you, so please feel free to get in touch with a member of our UK or Ireland team:

Call **0800 111 6382**

Email ResponseCentre@right.com

Call **+3531 8536700**

Email clientservices-ireland@right.com

Web **www.right.com**