

FAQ's

What is "outplacement" anyway?

"Outplacement" refers to those services provided to departing employees to help ensure a smooth and successful career transition. (They're also known as Career Management or Career Transition Programs) Outplacement focuses on effectively facilitating the realization of your career goals and interests, job-search preparation, assessments, resume development, individualized marketing strategy and campaign, interview preparation, and job-offer evaluation and negotiations in a customized program format.

How long will my career transition take?

There can be 3 parts to this answer.

Activity: Effective job search is a function of activity, not time. If an overseas holiday or renovating the home is high on the agenda, then this will extend the time that it is going to take.

Level of Role: In our experience, it generally takes people in higher level roles up to 6 months to find another position, given an absence of distractions. Up to middle management an individual may only take around 3 months, if they are given competent career transition support.

Major changes: A major career change, including a decision to 'go into business for yourself', could take a longer or shorter time, depending upon the speed of your decision making and the preparation/start up time required for a particular business.

Your consultant will work with you specifically to determine what you bring to your search that can shorten the process and what challenges you may face that can increase the duration.

How much will it cost me?

There is no cost to you. A corporate sponsored outplacement program will cover the complete cost of your services - including consulting time, assessments, resumes, phone services and postage. Companies sponsor individuals for our program because they know our assistance helps.

What are the benefits of outplacement or career transition?

Wouldn't you prefer to know that you have support during this challenging transition? That you have been updated about trends in the current market? That you've tested your answers on experienced career transition consultants who held high-level human resource and line positions in prestigious companies? That you've had a chance to objectively assess your performance and fine tune your delivery of essential information.

I've received career transition assistance in the past. How will it benefit me to receive it again?

Each search has its own unique challenges brought about by many factors, from your emotional state to the state of the economy. Because the marketplace is never static, the information, contacts, and support you will receive from a career transition partner will have a positive and lasting impact on your current search.

My Consultant has talked about working with me to achieve a "successful" outcome. What does that mean?

In the context of a changing workplace, your preferred outcome may turn out not to be the traditional career path model. By undertaking a career transition program, you may discover exciting and alternative employment and business possibilities or identify other lifestyle driven changes which break the bounds of traditional career 'success' but which will fulfil your personal and professional ambitions. While many people find new niches in the workforce, others choose consulting, contracting, self-employment, 'portfolio' careers or early/partial retirement. Changing workplaces offer new and often flexible options, which enable your continuing valuable contribution to the community. The career transition program aims to support your exploration of all appropriate options to ensure your ongoing career success, fulfilment of your work values and your professional self-esteem.

Why are assessments helpful?

Most individuals lack the objectivity to realistically evaluate their marketable assets, liabilities and functional or industry options. Your consultant will look at the way prospective employers will and help you identify both your strengths and weaknesses. Using this input, together with your aspirations and concerns, you and your consultant will work hand-in-hand to identify a range of appropriate career options and then pinpoint those that best capture your full marketability, interests and income potential.

I've got an interview lined up already, but I've noticed that interview techniques are not covered till much later in the program.

While we advise that you don't put yourself into an interview situation until you feel ready to confidently articulate your "value proposition" to a potential employer and have all your marketing material ready, we will respond to your needs as they arise - if you have an interview coming up, tell your consultant so you can work together on preparation for this. Once the interview is over, you can come back to where you were in your program.

I really didn't think I would feel so emotional about being given a redundancy.

Throughout the last decade thousands of people have experienced job loss and career management challenges resulting from corporate takeovers, continuing organisational re-structuring, privatisation of the public sector and the increased use of outsourcing. Like you, these were skilled and competent individuals who were doing their job well and also, most likely never expected this would happen to them! However, it is a fact that the workplace has fundamentally changed and most employees at all levels in the workforce, whether private, public or not-for-profit sector, are increasingly likely to experience a period of unexpected career disruption. Job loss can be a major cause of stress and anxiety for the individual concerned as well as for their partner and family. Job loss is like any other significant 'loss' in that it can generate strong and varied emotional reactions. When a once secure and predictable future is thrown into uncertainty, and the ability to plan ahead is suddenly thrown into chaos, emotions such as anger, self-doubt and blame may emerge. Such reactions are entirely understandable - and completely normal!

What is the difference between the services offered by a recruitment firm and those offered by an outplacement firm?

The vocation of a recruitment firm is to select applicant profiles that correspond to a specific position request from a company. Conversely, an outplacement firm's vocation is to support a person in building a professional project that corresponds to their aspirations and the employment market and to facilitate their integration into a new job.