



OUTPLACEMENT AND REDEPLOYMENT

SOLUTIONS FOR TODAY'S
HEALTHCARE TRANSITIONS

 **RiseSmart**[®]
a Randstad company

IT'S TIME TO GET

SMARTER ABOUT OUTPLACEMENT

Offering outplacement services during workforce restructuring is one of the surest ways to strengthen your employer brand, improve retention, and re-engage talent. RiseSmart takes a contemporary approach to outplacement and talent mobility through a powerful combination of personalized services from trained professionals and unmatched technology delivered through an intuitive, online platform.

High-performing organizations in more than 40 industries and 80 countries rely on RiseSmart's outplacement and talent mobility solutions to help them move talent into, within, and out of their organizations with ease and compassion. Our healthcare participants represent our best record of landing rates with 77 percent of employees finding new positions during their RiseSmart outplacement programs. Across industries, time-to-placement averages of more than 60 percent faster than the national average have helped make RiseSmart the best business partner and one of the top three global firms in our industry.

DISCOVER THE BENEFITS OF RISESMART'S TRANSITION SOLUTIONS

RiseSmart's unique blend of technology, expert methodology, and personalized service enable your impacted employees to quickly and effectively make the transition into their next roles. Whether you're moving talent within your organization – through redeployment and career development – or giving them the support they need to land a new job, RiseSmart has the talent mobility solution to meet their needs – and yours.

RISESMART HEALTHCARE SOLUTIONS:

TIME TO LAND:

86 days

for transitioning
employees

60%

faster than the
national average

"I really do feel that [RiseSmart] hit the target in providing a mix of individualized, personal service backed by the latest technology' to help people find work faster."

— John S.

98%

satisfaction rating
from transitioning
healthcare talent

"[The RiseSmart] team helped me to be more competitive and gain more confidence while searching for opportunities —[RiseSmart] left a great impression and will be remembered."

— Abe I.

77%

healthcare participants
report landing a job
during their program

APPROACH:

RiseSmart's expert-designed transition methodology and deep understanding of the latest trends in recruitment and hiring help talent transition swiftly and effectively in today's complex job market.

- ✓ **Contemporary:** RiseSmart's uniquely blended high-touch and high-tech service delivery model delivers greater value to our customers and to their impacted employees.
- ✓ **Personalized:** RiseSmart's coaches take a 1:1 approach to ensure extensive and on-demand access.
- ✓ **Proactive:** RiseSmart's transition methodology places priority on engagement to deliver results 5 months faster than the national average.

EXPERTISE:

RiseSmart's team of coaches, resume writers, and job sourcers are vetted for their extensive experience, certification, and proven results.

- ✓ **Specialized:** With a minimum of 10 years experience in a combination of the HR, recruiting, and coaching fields, RiseSmart's coaches are not just career counselors.
- ✓ **Certified:** Credentialed resume writers with experience working with the health care industry create unique profiles for each individual to strengthen their personal brand and create opportunities to stand out to recruiters and hiring managers.
- ✓ **Tailored:** Full-time, professional job sourcers ensure timely delivery of highly relevant job opportunities to each participant, from nurses, to doctors, and all functional areas in between.

TECHNOLOGY:

RiseSmart enhances its services with state-of-the-art and cutting edge technology that facilitates the job search and makes managing the transition easier for participants.

- ✓ **Proprietary:** RiseSmart has the only job matching technology of its kind, which is highly adaptive to user preferences and understands health care titles, skills, and industry terminology.
- ✓ **Easy to Use:** RiseSmart's portal allows talent to access online resources, webinars, curated job leads, and more, all in one place for a smoother transition experience.
- ✓ **Convenient:** RiseSmart's online and mobile platforms allow users to connect at any time and from anywhere, which drives engagement—and results.

LEARN MORE

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CHALLENGES FACING HEALTHCARE TODAY:

Mergers and acquisitions doubled the first half of 2018—as compared with the same period in 2017—from \$154.87 billion to \$315.74 billion¹

The Medicare Payment Advisory Commission projects that the Medicare margin will fall to

-11%
in 2018

90%

of healthcare executives say their organizations are developing or already have a telehealth application



AI can save

20%

of RN time through avoided unnecessary visits

1/4

Hospitals have taken \$148 billion in Medicare payment cuts since 2010

You wouldn't recommend that patients treat serious health conditions on their own or without access to the latest research, treatments, or technologies. So why trust your next workforce restructuring to anyone but the experts?

Healthcare is not immune to economic pressures or the impact of artificial intelligence (AI) and other technological advances. Widespread adoption of telemedicine, continuing cuts in Medicare payments, and a significant increase in mergers and acquisitions are all trends forcing Healthcare companies to either cut staff or realign their workforces to stay current and profitable. Is your organization prepared for the impact of today's challenges on your talent and your brand?

¹ <https://www.healthcarediv.com/news/healthcare-ma-doubles-in-first-half-of-2018/527204>

² <http://1.usa.gov/1wf9YfO>

RiseSmart, a Randstad company, is the leading provider of outplacement and talent mobility services for organizations in more than 40 industries and 80 countries. As a strategic business partner to businesses across the globe, RiseSmart delivers industry-leading results and lifetime support to HR teams and employees. Through innovative methodologies and a blend of high-touch and high-tech delivery, RiseSmart's contemporary approach empowers companies to move talent into, within, and out of their businesses with ease. With a 98 percent satisfaction rating and landing rates exceeding 80 percent, RiseSmart has been able to help its customers improve employee engagement, increase productivity, and generate greater growth and profitability. Founded in 2007 and now a top global firm, RiseSmart has earned awards and recognition for innovation and company culture from more than a dozen organizations, including Bersin by Deloitte, Gartner Inc., the Brandon Hall Group and Fortune magazine. For more information, visit www.risesmart.com

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