



OUTPLACEMENT AND REDEPLOYMENT

SOLUTIONS FOR TODAY'S FINANCIAL
INDUSTRY TRANSITIONS

IT'S TIME TO GET

SMARTER ABOUT OUTPLACEMENT

High-performing organizations in more than 40 industries and 80 countries rely on RiseSmart's outplacement solutions to help transitioning employees find new jobs faster. Landing rates exceeding 80% and time-to-placement averages of more than 60% faster than the national average have helped make RiseSmart one of the world's largest outplacement firms.



MEASURABLE ROI

Track aggregate stats on progress of former employees.
Monitor usage and results.



REDUCED COST

100% of your investment is used to provide the services and technology that matter most to job seekers and HR.



LOWER TAXES

Faster time-to-land means reduced taxes and diminished financial risk for your organization.



BRAND PROTECTED

Transitioning employees receive VIP treatment and become happy alumni.

CHALLENGES FACING THE FINANCIAL INDUSTRY:

Nonbank lenders accounted for **60%** of Ginnie Mae's mortgage loans in 2017¹

Up to **28%** of banking and payments business at risk by 2020

Up to **22%** of insurance, asset management, and wealth management at risk by 2020²

78% of banking executives agree their work is going to change considerably over the next three to five years as a result of digital business trends³.

Among all the trends impacting the financial sector, blockchain has created the greatest disruption in how organizations enter into agreements, make transactions, and build value for their customers and business partners. This major shift in business practices has resulted in cost savings and the need for workforce transformations across the sector.

Other trends, including FinTech and non-bank lenders are continuing to change the industry. These forces have had a dramatic effect on how established financial services companies approach the future, forcing them to rethink their workforces and how work is distributed resulting in workforce transformations of all kinds. How can you better prepare your organization—and your employees—for this period of transition?

(1) <https://bit.ly/2vK5K6X>

(2) <http://pwc.to/29Y4m6f>

(3) <http://bit.ly/2mAr0Wb>

THE IMPORTANCE OF ALUMNI SENTIMENT

Today's HR leaders understand that company goodwill and reputation are built on more than employee satisfaction. Exceptional employer brands are reliant on the nuances of employee sentiment that grow from positive long-term relationships with individuals as they move into, through, and out of the organization.

RISESMART FINANCIAL SERVICES SOLUTIONS:

TIME TO LAND:

for financial industry participants

91

days

"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.

65%

faster than the national average

98% satisfaction rating from transitioning financial industry talent

74% financial industry participants report landing a job during their program

"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.

APPROACH:

RiseSmart's expertly 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 contemporary delivery model is tailored to provide the services and technology transitioning employees need to quickly land new roles in today's world of work.
- **Personalized:** RiseSmart's coaches are matched to job seekers based on level and functional and industry expertise—not just geography. Our lower candidate-to-coach ratios ensure greater accessibility and personalized service.
- **Proactive:** RiseSmart's career transition methodology places priority on engagement to deliver results 60% faster than the national average in all industries and 65% faster in the Financial Services sector..

EXPERTISE:

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

- **Specialized:** With a minimum of 10 years' experience of combined HR, recruiting, and coaching, RiseSmart's coaches aren't just facilitators, they're experts.
- **Certified:** Credentialed resume writers with experience working in the financial industry create unique profiles for individuals and strengthen their personal brands to create profiles that stand out to recruiters and hiring managers.
- **Tailored:** Full-time, expert job sourcers ensure timely delivery of highly relevant job opportunities to each participant based on their experience, skills, and personal preferences.

TECHNOLOGY:

RiseSmart's innovative technology supports its high-touch delivery model to facilitate the job search and make managing the transition easier for impacted employees.

- **Proprietary:** RiseSmart has the only job matching technology of its kind, which is highly adaptive to user preferences and understands industry titles, skills, and industry terminology.
- **Easy to Use:** RiseSmart's portal allows job seekers 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, which drives engagement—and results.

RiseSmart, a Randstad company, is the leading provider of contemporary career transition services for organizations in more than 40 industries and 80 countries. The first outplacement and redeployment provider to recognize, and respond to, the new Employee Relationship Economy, RiseSmart's "beginning to beginning" approach combines dedicated career coaching and personal branding with patented technology and tools to support transitioning employees. RiseSmart partners with HR teams and provides onsite support, specialized training and secure reporting in a results-oriented approach. Founded in 2007, RiseSmart delivers landing rates exceeding 80 percent and time-to-placement 60 percent faster than national averages. The company has earned awards and recognition 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

LEARN MORE

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