



## TALENT MOBILITY

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SOLUTIONS FOR TODAY'S  
TECHNOLOGY INDUSTRY  
TRANSITIONS

IT'S TIME TO GET  
**SMARTER** ABOUT  
**WORKFORCE CHANGES**

High-performing organizations in more than 40 industries rely on RiseSmart's contemporary solutions to help move employees into, within, and out of their organizations. Across industries, landing rates exceeding 80 percent and time-to-placement averages of more than 60 percent faster than national averages have helped make RiseSmart one of the world's largest talent mobility and 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 financial risk  
for your organization.



### BRAND PROTECTED

Outgoing employees receive VIP treatment and become  
happy alumni.



## DISCOVER THE BENEFITS OF RISESMART'S TALENT MOBILITY SOLUTIONS

RiseSmart's contemporary solutions to workforce challenges enable high-tech organizations of all sizes to offer their employees solutions that match the way work is done today. Our unique high-tech and high-touch methodology creates positive relationships with past, present, and future employees to promote ongoing business success and brand protection.

## RESULTS FOR TECHNOLOGY INDUSTRY PARTICIPANTS:

TIME TO LAND: **87** 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.

**70%**  
faster than the  
national average\*

**9.2** Outstanding rating of  
Transition Coaches by  
RiseSmart participants

**>76%**

of participants landed  
a new job during their  
time working with  
RiseSmart

*"[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.

\*Based on Bureau of Labor Statistics Average

## APPROACH:

RiseSmart's expert-designed methodology and deep understanding of the latest trends in recruitment, hiring, and career development help talent move to the next phase of their careers with ease and speed.

- ✓ Contemporary: RiseSmart serves the needs of both today's HR professionals and impacted employees through highly personalized services in combination with innovative technology.
- ✓ Personalized: RiseSmart's coaches take a 1:1 approach to ensure extensive and on-demand access.
- ✓ Proactive: RiseSmart's proven methodology places priority on engagement to deliver results for employees and organizations.

## EXPERTISE:

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

- ✓ Specialized: RiseSmart's coaches are not just career consultants; they have a minimum of 10 years' of combined HR, recruiting, and career coaching experience.
- ✓ Expert: Credentialed resume writers create unique profiles for each individual to strengthen their personal brand and create opportunities to stand out to recruiters, and internal and external hiring managers.
- ✓ Tailored: Full-time, professional job sourcers ensure timely delivery of highly relevant job opportunities to each participant, from non-exempt to top executives, and all functional areas in-between.

## TECHNOLOGY:

RiseSmart's proprietary, award winning, and patented technology solutions address the needs of your employees and your HR department and deliver better results and higher ROI.

- ✓ Proprietary: RiseSmart has the only job matching technology of its kind, which is highly adaptive to user preferences and understands 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 experience.
- ✓ Convenient: RiseSmart's online and mobile platforms allow users to connect at any time, which drives engagement—and results.

LEARN MORE

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## CHALLENGES FACING THE TECHNOLOGY INDUSTRY:



**1.8**

**million jobs** are predicted to be replaced by artificial intelligence (AI) before 2020 <sup>(1)</sup>

**13%**

**technology industry** turnover rate ranks the highest among all business sectors <sup>(2)</sup>



Obtaining new technology is the **#1 driver of mergers and acquisitions** in the technology sector <sup>(3)</sup>

**You wouldn't release untested hardware or software, nor would you create products without input from your top performers, so why trust your talent mobility and outplacement needs to anyone but the experts?**

It's a great time to be in tech—if your talent can handle the volatility. Shifts in the industry have created the need for both job cuts and extensive hiring. As artificial intelligence (AI), machine learning, and advances in communication drive major changes across all industries, technology companies often have to shed jobs in one area while hiring in another. From mergers and acquisitions to divestitures and downsizing, the industry is a revolving door for talent. How your organization handles a layoff can deeply affect future hiring and retention in this highly competitive talent market. That is why RiseSmart is your best option for protecting your workforce—and your organization—during times of workforce transformation.



RiseSmart is the leading provider of contemporary career transition services that strengthen employer brands, improve retention, and re-engage talent. High-performing organizations in more than 40 industries rely on RiseSmart's talent mobility and outplacement solutions to help employees realize the next phase of their careers faster. Its innovative, results-driven approach has earned RiseSmart a wide range of awards and recognition and has helped make RiseSmart one of the world's largest talent mobility and outplacement providers.

## LEARN MORE

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