



OUTPLACEMENT AND REDEPLOYMENT

SOLUTIONS FOR TODAY'S
TECHNOLOGY INDUSTRY
TRANSITIONS

 **RiseSmart**
a Randstad company

IT'S TIME TO GET

SMARTER ABOUT OUTPLACEMENT

High-performing organizations in more than 40 industries rely on RiseSmart's outplacement solution to help former employees find new jobs faster. 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 the nation's fastest-growing outplacement firm.



MEASURABLE ROI

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



REDUCED COST

Less than half of the cost of traditional outplacement offerings, while giving you more value for your money.



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 TRANSITION SOLUTIONS

RiseSmart's unique blend of technology, expert methodology, and service enable your impacted workforce to quickly and effectively make the transition into their next role, whether they will be redeployed within your organization or land a new position.

RESULTS FOR TECHNOLOGY INDUSTRY PARTICIPANTS:

TIME TO LAND: **72** 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.

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 serves the needs of both today's HR professionals and impacted employees and are updated on an ongoing basis to reflect the rapidly changing realities of the job market.
- ✓ **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 five 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:** Each participant receives his or her own Transition Coach. RiseSmart's coaches are not just career consultants: they have a minimum of 10 years' experience of combined HR, recruiting, and coaching.
- ✓ **Expert:** Credentialed resume writers 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 non-exempt to top executives, and all functional areas in between.

TECHNOLOGY:

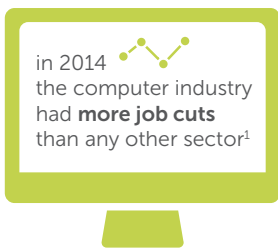
RiseSmart enhances its services with state-of-the-art and cutting edge technology that facilitate the job search and make managing the transition easier for participants.

- ✓ **Proprietary:** RiseSmart has the only job matching technology of its kind, which is highly adaptive to user preferences and understands 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, which drives engagement—and results.

LEARN MORE

877.384.0004 ext. 1 | email hello@risemart.com

CHALLENGES FACING THE TECHNOLOGY INDUSTRY:



Employee turnover in technology is above the **10 year** average²

69% increase year-over-year in technology industry layoffs⁴



Nearly half of recruiters say that time to fill positions has increased

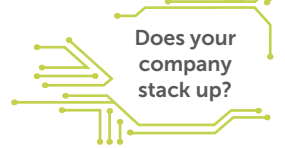
and

76%

are hiring for positions that require experienced talent (between 6-10 years)³

75%

of computer software companies already offer outplacement⁵



You wouldn't release untested hardware or software, nor would you create products without input from your top performers, so why trust your workforce restructuring 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 we move from hardware to software, desktop to mobile, 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 outplacement is your best option for protecting your workforce—and your organization—during a restructuring.

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 outplacement solution to help former employees transition into new roles faster. Its innovative, results-driven approach has earned RiseSmart a wide range of awards and recognition and has helped make RiseSmart the nation's fastest-growing outplacement firm.

LEARN MORE

55 Almaden Blvd., Suite 800, San Jose, California 95113
877-384-0004 ext. 1 | hello@risemart.com
www.risemart.com | [@risemart](https://www.instagram.com/risemart)

