

HOLD YOUR OUTPLACEMENT SERVICES PROVIDER ACCOUNTABLE

3 Questions you MUST ask your Outplacement Services Provider

REMEMBER, A GOOD OUTPLACEMENT PROVIDER:

- ✓ Provides proactive, personalized, relevant support
- ✓ Empowers former employees to leverage social networks for connections, job leads, and personal branding
- ✓ Achieves results by providing a team of dedicated and experienced experts for each impacted employee
- ✓ Measures success
- ✓ Is honest and proactive in reporting
- ✓ Uses analytics and feedback to improve the current services
- ✓ Gets your former employees

BACK TO WORK FASTER!

1 HOW DO YOU MEASURE RESULTS?

Does your provider proactively obtain meaningful results from participants, such as time to land, overall engagement, activity level, and participant satisfaction to help you understand the ROI of your outplacement spend?

Does your provider make your former employees' progress available on demand?

2 HOW DO YOU OPTIMIZE EMPLOYEE ENGAGEMENT?

Does your provider validate their programs with qualitative and quantitative feedback from actual transitioning employees?

Does the provider constantly test service delivery to ensure relevance, resonance, impact, and results?

Does the technology help employees discover referrals by integrating their own social networks with job leads?

Does your provider have proof that employees are landing faster because they are using specific outplacement services?

3 HOW DO YOU CREATE BRAND AMBASSADORS?

Does your provider surround the impacted employee with three subject matter experts, each solely focused on branding, job sourcing, and coaching?

Does your provider have a team dedicated to understanding the needs of the employee in the transition process through thorough research of psychology and trends?

Does your provider use proprietary methodology, relevant technology, and proactive ongoing support to alleviate potential pain points?