OUTPLACEMENT SERVICES

PRO|SOURCE

Outplacement opens new possibilities

Restructuring is an inevitable part of activities in all organisations. What can be affected, however, is fully supporting those who are being made redundant in getting a new job, as well as supporting the supervisors and the rest of the work community throughout the process.

Providing outplacement services is a sign of corporate social responsibility towards the employees. Pro-Source serves companies that wish to provide their employees with an effective career development program, whether there is an optional or non-optional change of employment relationship in question.

Our services

We offer our clients two types of employment termination services:

Outplacement, where the process starts after an employment is terminated

Pro-Placement, where the employee attends our training and continues his employment until a new job has been found and the employee therefore wants to resign from the old post.

Our services

- Both types of outplacement services are a combination of online training and face-to-face training, with one or more of our consultants
- Tasks include training for interviews, salary negotiations, writing job search documents, enhancing LinkedIn profile etc.

Our goal

Our objective is to help the trainee secure a suitable position outside the client company within four to six months. **Our priority is also to sustain a positive and constructive atmosphere throughout the outplacement process.**

Benefits

Client

- A judicially, ethically and socially accepted way to end a long-term employment
- Enables the acquisition of new talent to the company
- Maintains the employer image as the training is done openly and in good spirit
- Significant savings

Benefits

Trainee

- A tested career planning and job search concept
- Strengthens job search skills
- New job with a new, interesting employer may be the start of a whole new career
- Tools for determining own professional profile and social competence and their development
- Trainee enjoys the care and help from the (former) employer in the job search process

The trainings consist of the following:

- Analysis of the candidate's professional and social skills (MLP DiSC method)
- Review of the trainee's personal strengths and capabilities in the job search
- Pro-Strengths tool (map of personal strengths)
- Pro-Search tool (tool to follow the job search)
- How to find the potential employer
- Hidden job opportunities and how to use them
- Creating or developing first-class personal job search documentation
  (CV, cover letter, open application, personal portfolio)
- Preparing and training for interviews
- Entrepreneurship as an opportunity
- Participation to suitable Pro-Source job searches
- Guidelines to executive search:
  how to charm a headhunter, what to emphasize with the employer

Training roadmap

1. Persona

-Strengths
-Self-knowledge and confidence
-Applicability and potential assessments
-Ambition, motivation, resources, values

2. Tools

-Personal branding
-Digital CV / LinkedIn
-Elevator pitch, profile box
-Networks

3. Jobs

-Digging into job ads: key words, pain points, questions

4. Contacts

-100 contacts
-Hidden jobs
-Questions & answers
-Writing an application

5. Targeted application

-Relevant questions before applying
-3 crucial things in an application
-What's said in between the lines

6. Getting prepared

-Basic questions
-Task vs. persona
-Strengths for the task
-Performance recruiting
-Past and future achievements

7. Interview

-Orientation
-Interaction style (conversational, challenging)
-Cases, descriptions, insight, numbers
-Simulation tests

8. Contract

-Contract types: employment, executive, consultant, subcontracting, fixed term
-What I'm promising, what I'm getting into

Pro-Source builds stronger organisations. We serve you in all talent acquisition and management needs with over 15 years worth of experience.

Ask us more

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