

Professional Outplacement is the most important separation benefit you can provide transitioning employees!

The current credit crisis is impacting organizations across all industries without discrimination. Reductions in Workforce continue to appear on the front page of every newspaper with alarming regularity. Today's Leaders are facing extraordinarily tough decisions in the design of severance packages supporting separating employees.

For the Separated Employees... what is the value of Outplacement in a Down Market?

Being laid off is a traumatic event in the life of the employee and his/her family. The reality is – the best Outplacement programs are designed to help the employee overcome this trauma while also providing the tactical weapons they need:

- Competitive Edge
- Introductions to Decision Makers
- Marketing Support to Potential Employers
- Strategy – Coaching – Practice & Preparation
- Outcomes – Outcomes – Outcomes...Isn't this how all services should be measured?

Outplacement programs delivered through one-on-one, personalized coaching relationships provide a more supportive and productive environment compared to those programs that herd employees like cattle through a series of classroom lectures or online webinars.

For the Employer... what is the value of Outplacement in a Down Market?

- **Best Practices organizations know that their departing employees are “customers”.** While no one likes losing his or her job, transitioning employees appreciate that the company thought enough of them to offer transition assistance. How they are treated going out the door is what they will talk about as they network for a new opportunity.
- **Outplacement is not only a transition strategy, but a retention and recruiting strategy.** Employees who remain with the company observe how transitioning employees are treated – they know it could be them! When the job market improves, how employees are treated coming and going is remembered.
- **Employees with high quality job search assistance re-employ faster than those who do not.**
- **Unemployment claim experience is reduced, thus lowering the UE contribution rate.**

Why choose Career Partners International as your Outplacement provider?

- **CPI offers cost-effective Outplacement programs.** CPI out-delivers other providers on service and results. If you have been working with another Outplacement provider or are preparing for a RIF – call us today and consider all your options. Offer your employees the best services and results.
- **CPI is differentiated through high quality, personalized service delivery.** The CPI Career Transition coach assigned to your separated employee is committed to getting them re-employed quickly in the best opportunities for their career and family. CPI coaches have leadership experience across industries and bring “Real World” coaching that helps your employees benefit from their networks and expertise.
- **CPI is the largest, privately-held career transition partnership with 182 locations globally.**
- **CPI – Houston for over 25 years has been an industry leader in high quality services and results.**