**What is outplacement?**

For employers, outplacement is about supporting former employees as they transition to new employment. It involves re-orienting and guiding people who have been impacted by some organisational change or restructure. It provides valuable coaching in addition to practical career advice, including resume writing, interview preparation, networking and job targeting.

**Why is it important?**

Outplacement services delivers an important lifeline of support for employees in addition to providing your organisation with a framework that allows you to:

* Promotes a positive image and reputation;
* Aids redundant employees to move forward quickly;
* Alleviates stress and distress caused by redundancy;
* Manages morale of existing employees minimising survivor guilt;
* Demonstrates compassionately and respect for those involved.

**What is involved?**

MetaPeople’s outplacement services is a one-on-one coaching sessions that provides valuable support and guidance at an individual level. The approach is tailored to the individual employee’s situation and includes support in each of the following areas:

* Practical assessment of the current situation;
* Self-awareness and a clear understanding of future employment opportunities;
* Review and guidance on resume updates;
* Job targeting and capability statement writing;
* Strategies for networking and communication;
* Employment market review;
* Valuable advice on managing recruiters ;
* Interview preparation and feedback.

**What are the service level options?**

MetaPeople offers a range of outplacement service options to suite business needs and budgets. These include;

* Platinum, Gold, Silver & Bronze Packages
* On-Site Career Centres
* Customised Services

**Why chose MetaPeople?**

At MetaPeople, our focus is on the employee lifecycle. Our coaches are highly experienced at working with people experiencing change and uncertainty. We have intimate knowledge of the recruitment industry and we train organisations on how to hire effectively. We provide coaching in the areas of professional development and leadership and offer programs that support employees in their careers growth and development. All this experience is harnessed to support employees in their transition to new positions. We’re also highly skilled at helping matured aged workers secure new roles and assisting employees who find moving on a challenge.

**How successful is it?**

Because of the personalised one-to-one approach we take, our outplacement service has been highly successful. Workshop options are often no cheaper but have a very high “drop out” rate. The relationship that forms between the MetaPeople Coach and the employee gets traction based on trust and is underpinned by practical “next step” actions that focus the employee on moving forward and regaining a sense of control over their life.

**Where do we add value?**

MetaPeople is highly experienced with people requiring a high level of support, for example;

* Individuals feeling overwhelmed or vulnerable;
* Long-term employees adjusting to change;
* Mature aged employees;
* Executives and key employees the organisation wants to acknowledge a higher level of support;
* Large groups that are best served with an onsite career centre combining one-on-one a personalised support.

**What does it cost?**

For a comprehensive breakdown of service options or a quotation to meet your unique needs please consult our service matrix or call MetaPeople on 1300 552 563.