

Outplacement Services

How and why staff leave your organisation is just as important as how and why they join in the first place. The kindness and generosity and you show when parting ways could become part of your personal, professional and brand legacy – so it makes sense to invest in getting it right.



Make redundancy a positive experience with outplacement support

Redundancy is one farewell scenario in which it is particularly important for team members to leave your business feeling inspired and empowered.

Outplacement services can help achieve this by providing those in redundant roles with the advice, tools, confidence and encouragement to progress with the next chapter of their working lives.

Why choose Wote Street People?

Your organisation is one of a kind and each one of your employees is unique, so we don't apply a 'one size fits all' approach to outplacement support.

Our outplacement experts will meet with your HR or management team to properly understand the circumstances around redundancy and learn more about those in the roles affected. That means we can tailor the outplacement service to suit the skills, experience and personalities of the staff affected.

We'll also explore your company culture, team dynamics and working relationships to design personalised outplacement support that feels true to the way you communicate and do business, putting your staff at ease

At a glance

- Flexible pricing from £250 + VAT
- Initial consultation
- Open and relaxed environment
- Work profile assessments
- CV workshops
- Preparation techniques
- Interview role play
- Many more options
- Access to job opportunities

Features and benefits

Flexible pricing with costs ranging from £250 plus VAT for an individual career coaching package, up to £2,000 + VAT for a group day session for up to 15 people – choose what you need

Open, relaxed discussion gets to the heart of what people want from work and where they see themselves in future

Work profile assessments identify drivers, barriers, and problem-solving abilities – raising self-awareness and facilitating constructive change

CV workshops help people collate a CV 'wardrobe' containing elements that can be fashioned to fit roles specifically, increasing their chance of an getting an interview

Preparation techniques equip employees with research methods and useful questioning styles

Interview role play familiarises staff with different interview types, building confidence e.g. assessment day, panel interview, competency-based, informal – we can even bring in external mock interviewers who have extensive experience

Access to job opportunities via our close connection to hundreds of Basingstoke businesses, as well as jobs across the UK via TEAM, the largest network of independent recruiters in the UK

Sessions can be face-to-face or virtual and you can have as much involvement as you like – or simply leave it in our capable hands.

Case study 1 : Outplacement support

Redundancy is often a disheartening time for your team members and may leave them feeling anxious about their future. An outplacement programme is one way of supporting employees through the transition.

Our thinking is that redundancy isn't personal, it's mostly a business decision that makes the role, not the person redundant. Wote Street People's outplacement service puts your team's needs first and we tailor the day to what outplacement services are required.



We listen, consult and care

Maxine was approached by a local organisation to support their 15 employees affected by redundancy. Wote Street was recommended to the organisation's HR manager by a former happy Wote Street People candidate.

The organisation required a bespoke package of workshops which would best support their exiting employees through the transition and beyond.

Redundancy support – it's all about YOU!

Maxine and Madelaine spent time consulting with the HR department to gain a deeper understanding of the circumstances around the redundancy. They discussed what type of outplacement solutions would be best suited to the skills, experience and personalities of the staff affected.

The carefully curated day

The tailored one-day workshop consisted of:



Career coaching for managers - helping managers explore where to take their career and job search next.



CV writing - busting the myths around the perfect CV, learning how to adapt to each application and most importantly not sweating about it until you know what you want to apply for. After all, you wouldn't make a new cake without a recipe – the job ad/description is your recipe!



Interview preparation and techniques - the different types of interviews, what to wear post-pandemic, and how to prepare for what is after all a discussion about a business transaction.



Mental health - from training to how to support your own mental wellbeing during a stressful time and handling rejection.



On-going support - whatever you need, we're here with an ear or we can signpost to other help.

At a glance

- Truly bespoke package
- Consultation with HR manager
- 15 employees to support
- One day workshop
- Held at organisation's premises
- Various topics inc. mental health
- Ongoing employee support



"The positivity in the room was amazing, the employees all supported each other and offered advice and suggestions. Madelaine and I facilitated them to solve their own problems.

The outplacement service it really is all about the employees, not about Wote Street forcing knowledge. It's a safe space to help people discover what they want to do next, how to approach that goal and how to build resilience, maintain mental wellbeing and feel able to ask for help'

Maxine Hart

Managing Director



You're a conscientious and compassionate employer, so let's help people leave your organisation feeling valued and supported. Find out more by calling **01256 236007** or email Maxine at **maxine@wotestreetpeople.co.uk**



Case study 2: Outplacement support

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Help your staff to leave well

The HR Manager of the organisation found Wote Street People online, and liked that we help people "leave well". She asked the employees what frightened them about the situation and Maxine and Madelaine curated the job hunting and CV workshops for the 30 exiting employees.

Career coaching was provided to the team leaders and managers to boost their confidence and set clear, realistic, and targeted career goals. Maxine and Madelaine also signposted them to TEAM agencies in our extensive recruiter network.

Our ongoing support shows that we care

The week before close down, Maxine worked from the canteen so she was available to answer any questions from the staff and be supportive.

Maxine and Madeleine continued to support the staff after the workshops via email and telephone. Many the employees found their own jobs with the skills and confidence which were enhanced by the outplacement programme.

The custom outplacement programme

The bespoke workshops included:



Career coaching for managers - helping managers explore where to take their career and job search next.



CV writing - busting the myths around the perfect CV, learning how to adapt to each application and most importantly not sweating about it until you know what you want to apply for. After all, you wouldn't make a new cake without a recipe – the job ad/description is your recipe!



Job hunting - learn how to confidently sell your personal brand: YOU! Plus tips on how to get the best out of recruiters and use job boards effectively; and hints on how to network like a pro.



On-going support - whatever you need, we're here with an ear or we can signpost to other help.



At a glance

- Tailored workshops & career coaching
- Consultation with Senior HR Business Partner
- 30 employees to support
- Three workshops over two days
- Held at organisation's premises
- Two topics: CV writing & job hunting
- Ongoing employee support



"I love meeting new people, using our knowledge and experience to help them on a new journey."

Our aim is to hopefully making it less scary."

Madelaine

Wote Street People Consultant

Case study 2: Delegate Testimonials

Don't just take our word for it - let the delegate testimonials speak for themselves, showcasing the strengths of Wote Street People's bespoke outplacement programmes.

The glowing feedback motivates us to strive even harder to exceed expectations and deliver outstanding workshops and support for your staff.



"I have never looked for a job or had a CV, so this is all new to me and now I feel more confident."



"It was pitched just right. Enjoyed the sessions. Maxine & Madelaine were lovely."



"Good verbal communication, great understanding of the pros & cons, nice friendly people."



"Done in a relaxed manner, putting people at ease."



"Nothing you could do better because you are very good at what you are doing."



"It was very helpful!"



"It was very interesting."



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Top 3 delegate takeaways

- How to write and tailor a CV
- Job hunting tips
- Increased confidence



"From initial contact, Maxine was not about selling us an 'off the shelf solution' but rather getting to know our business, the types of people and their needs so that the support provided was tailored and useful to those who would be accessing it.

The sessions facilitated by Maxine and Madelaine were light-hearted, engaging and teams came away feeling positive having learned a lot.

I would not hesitate to recommend"

L B

Senior HR Business Partner

Sample Workshop Agenda

AGENDA

3 hour CV Job Hunting Workshop

Introductions

Do you know what you're looking for?
(that song's in your head now, isn't it?)

How to use recruiters effectively

Break 10.00

Networking – ugh!

Job boards – double ugh!

Did we answer all of your questions?

Feedback

Sample Workshop Slides

Brand - YOU



- ▶ Everyone applying will have similar skills, education, experience
- ▶ Why would they choose to interview you?
- ▶ What makes you the stand out candidate?



A day in the life of a recruiter

- ▶ Filling perm jobs
 - ▶ Taking job brief - could include on site visit
 - ▶ Advertising job
 - ▶ Dealing with current applications
 - ▶ Registration interviews
- ▶ Sales
 - ▶ Prospecting new employers
 - ▶ Marketing candidates
- ▶ Candidates (temp or perm)
 - ▶ Registration interviews
 - ▶ Right to work checks
 - ▶ Data entry & compliance
 - ▶ Assigning and compliance



Present your best self

- ▶ Where do you want to work?
- ▶ What skill set do you want to utilise?
- ▶ What don't you want to do?
- ▶ How much do you NEED to earn?
- ▶ Which type of environment suits you?
- ▶ How many hours do you want to work?
- ▶ How long do you want to commute for?
- ▶ What does progression look like to you?



The proof is in the pudding...

“

I'd like to share the good news with yourself and Madelaine.

Yesterday I accepted an offer of a role. The salary is just below the mid range of what I was looking for, but is more than compensated for by the commute.

Thank you for your guidance, coaching and support. It was a huge influence in setting me up for success with my job search.

Lee,
Outplacement Programme delegate

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