



**AN OUTPLACEMENT SERVICE FROM
RECRUITMENTPLUS**

Proactive Outplacement

Invest in your brand by investing in your employees' futures.



Our Outplacement Service is a bespoke service that we provide to companies that are faced with a redundancy situation. Our aim is to meet with candidates early in the redundancy stage to explain and reassure them of our support and what they can expect from our Outplacement Service. Many employers are now offering outplacement support to employees as it can be of valuable benefit to both the employee and the company and can also help to improve company morale in a very challenging time in business.

As an employer, you can help your employees take back control. Proactive Outplacement gives people the skills and knowledge to take charge of their careers and their futures. It's an insider's guide on how the recruitment process works. It puts control back in your employees' hands.

Lorna Ward (CIPD, CertRP) Outplacement Manager

Our Proactive Outplacement Manager Lorna Ward began her recruitment career by joining RecruitmentPlus in 2006 and she has successfully managed a commercial desk working within FMCG, Pharmaceutical, Sales/Marketing and works with an array of companies from SMEs to multinationals, public sector and semi-state bodies. Lorna has been involved in public service projects including participating in interview panels.

Lorna now heads up our new Outplacement Division.

Lorna was part of the team that were awarded Irish Agency of the Year, Best Places to Work 2020, Business all Stars 2019/2020 and she was also shortlisted for Irish Recruitment Consultant of the Year in 2019.

Lorna completed the ILM Certificate in Recruitment Practice with the National Recruitment Federation and a Diploma in Human Resource Management (CIPD) with the Institute of Public Administration.



With Lorna's 360 recruitment experience and deep understanding of the jobs market, she is passionate about helping candidates get clarity and confidence and works with them individually to offer direction and guidance as they steer a new course following redundancy.

Connect with Lorna

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Our Programmes

Individual Programme

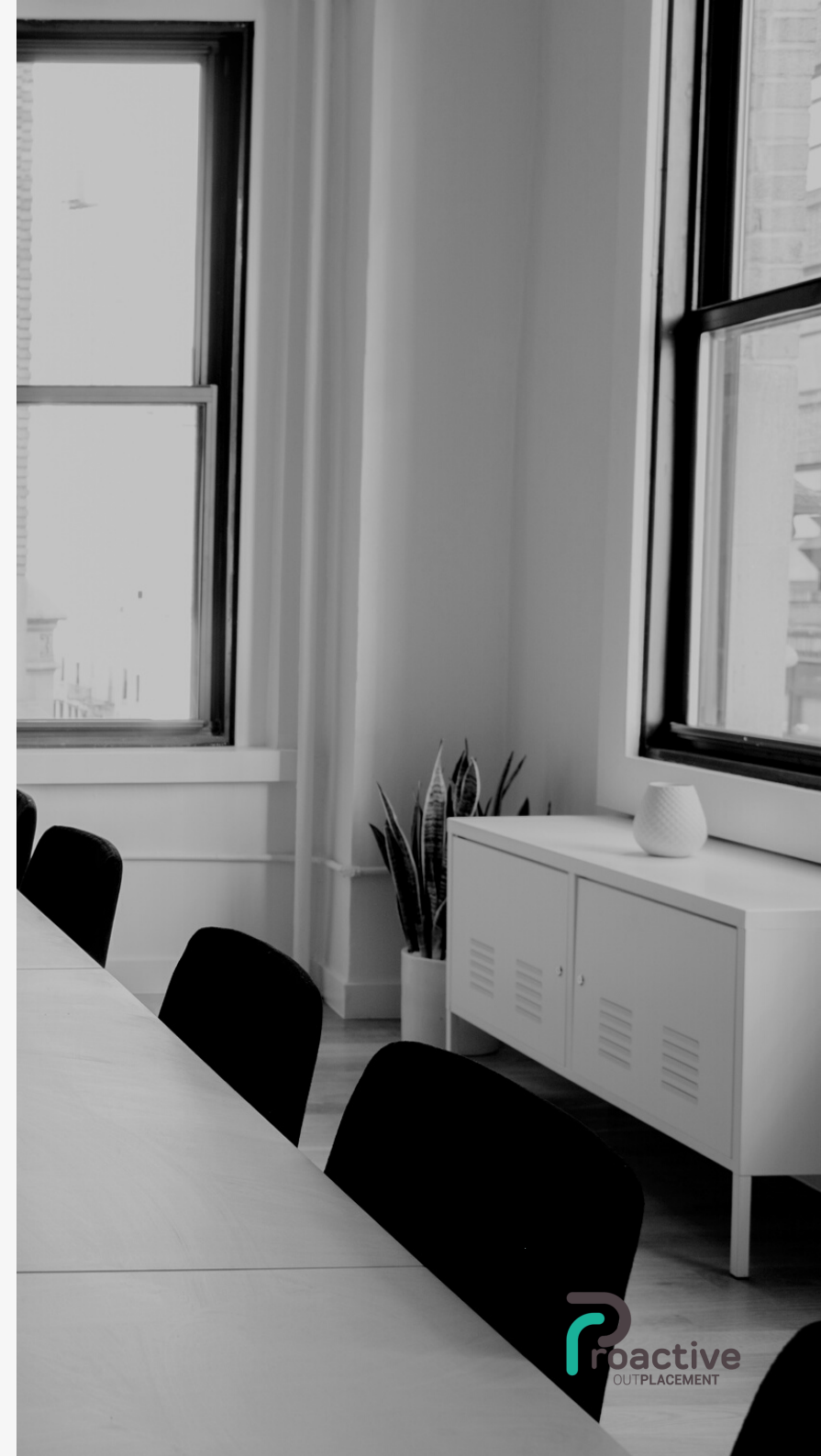
This programme is very much tailored as a 1:1 programme that supports each individual. It covers such topics as:

- Coping with redundancy
- Self-analysis using career planning tools and coaching
- Review and work on the candidate's CV
- Discuss and prepare a professional CV profile and a cover letter
- Guideline on how to start a job search
- Assist with job applications
- Tips on how to work with recruitment agencies
- Practical advice on how to use job boards, LinkedIn and social media
- How to set-up a LinkedIn profile and make your profile stand out
- Mock interview
- Interview feedback
- Goal setting and developing an action plan with the candidate
- On-going individual support is available for up to 3 months

Group Programme

This programme is tailored for group sessions of up to 10 candidates per group.

- In addition to the individual programme topics, the group session is a very practical and interactive day
- A comprehensive Outplacement manual is given to all attendees
- We afford the opportunity for all candidates to avail of a one to one consultation
- On-going individual support is available for up to 3 months



Outplacement Benefits

EMPLOYERS

- Maintain positive relationships with displaced employees
- Improve retention and productivity from remaining employees
- Protect your brand reputation
- Highlight corporate values
- Reduced risk of legal action



EMPLOYEES



- Provide a career roadmap to help restore confidence levels
- Set individual goals and create a tailored action plan
- Support candidates with job searching tips and tools
- Equip candidates with practical techniques for interviews



Proactive Outplacement is brought to
you by RecruitmentPlus.





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