

OUTPLACEMENT PLUS

Collins McNicholas
Recruitment & HR Services Group

www.outplacementplus.ie

What Is Outplacement Plus?

Collins McNicholas' bespoke Outplacement Plus programmes are specifically tailored to offer support to the employer and employees when faced with a redundancy situation.

We provide a first-class professional Outplacement Plus service by offering customised Individual Programmes, Group Programmes and Executive Programmes, depending on your organisation's needs. We take the traditional outplacement offering further than any of the mainstream outplacement service providers; we incorporate a recruitment module into the process to provide a much more comprehensive service for employees entering a career transition.

Whether you are faced with a volume redundancy, or there is an individual that has to exit the business, we can provide a tailored solution that best fits your company's needs and the needs of the employee.

We employ talented industry professionals, many of whom are CIPD qualified and are certified in psychometric assessment as awarded by the British Psychological Society/Psychological Society of Ireland.

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Increasingly, candidates need to understand how to unlock the hidden job market and Outplacement Plus aims to provide recruitment support to assist in this process.

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Niall Murray
Managing Director,
Collins McNicholas

OUTPLACEMENT + RECRUITMENT = OUTPLACEMENT PLUS

Our Programmes

INDIVIDUAL PROGRAMME

Our individual offering focuses on the practical support needed for those entering the job market and covers topics which include:

- + CV preparation and cover letters
- + Interview skills including mock interviews
- + Introduction to dedicated Recruitment/HR Services Consultant to act as your account manager
- + Job search techniques - how to develop an effective job search strategy
- + Introduction to social media tools for recruitment (LinkedIn, Twitter & Facebook)
- + Development of a self-marketing plan with measurable objectives
- + Six month on-going support from dedicated Recruitment/HR Services Consultant

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As well as providing recruitment services Collins McNicholas have supported us through significant re-organisation. The outplacement programme provided excellent training and support for departing staff to successfully seek employment elsewhere. The success of the programme and expertise of Collins McNicholas allowed our management team to focus on the completion of the re-organisation while continuing to grow our business and brand.

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Eoghan Sweeney

General Manager, Aurivo

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Our Programmes

GROUP PROGRAMME

Our group programmes are delivered in an intensive one or two-day format. This programme:

- + Allows for one-to-one consultation with all participants to fine-tune their individual requirements
- + Is particularly effective in a large-scale redundancy situation and we have delivered to groups of up to 150 participants
- + Is delivered in an interactive format and provides individual support for six months
- + Covers largely the same topics detailed in our individual programmes

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The Collins McNicholas outplacement programme was tailored to suit the needs of our business and our employees. Their flexibility, empathy and broad knowledge of the local job market gave the attendees the confidence they needed to begin a job search. While some employees were sceptical about attending, following the sessions, all agreed that it was a worthwhile and beneficial service.

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Jacinta Glover

HR Manager, Masonite Ireland

Our Programmes

EXECUTIVE PROGRAMME

Our executive programme is suitable for senior management and is individually tailored to meet the specific needs of all stakeholders.

This flexible, customised approach enables us to provide:

- + Personal coaching and mentoring
- + Strategic networking
- + A variety of support services to facilitate the individual's transition to a new position or entrepreneurial venture for up to 12 months
- + Similar content to that outlined in the individual programme

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As HR Manager for the site, I have received nothing but positive feedback from the 160 participants, who said that their confidence in finding alternative employment was greatly boosted by their involvement in the outplacement plus programme and subsequent follow up one-to-one meetings. You showed great empathy and your common sense approach coupled with your understanding of the local job market was very reassuring.

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Helen Harrington

HR Manager, Tiscali

Benefits

TO EMPLOYER

- + Reassures remaining employees who may feel threatened, maintaining productivity and boosting morale
- + Reduces some of the negative feelings associated with redundancies
- + Promotes a caring company image
- + Minimises the risk of legal action

TO EMPLOYEE

- + Helps restore self-confidence and morale
- + Provides timely advice and assistance
- + Offers in-depth assessment to assist individuals in determining their career path, and in identifying transferable skills and competencies
- + Provides comprehensive materials to support each section of the programme
- + Provides employees with excellent job search tools and techniques giving them confidence to market themselves effectively

OPTIONAL EXTRAS

Video Feedback

- + Interview Feedback
- + Presentation Skills

Psychometric Assessments

- + Ability/Aptitude Testing
- + Personality Profiling

New Business Programme

- + Business Planning for Entrepreneurs
- + Finance and Taxation

Financial Planning Programme

- + Pensions
- + Retirement Planning

Early Retirement Programme

- + Money, Budgeting, Pension Issues, Investments, Lump Sums and Savings
- + Taxation
- + Social Welfare Entitlements

Why Us?

Our Proven Track Record

We have been delivering outplacement solutions to companies for nearly thirty years. We have delivered outplacement solutions to both individuals and groups in the call centre, food, medical devices, software and manufacturing sectors.

Our Position in the Marketplace

We are uniquely placed to deliver practical, useful advice to individuals and groups. We work in partnership with our national recruitment division which means we are in a position to provide up-to-date information on local and national vacancies, relevant industry contacts and current job search techniques.

Our People

We employ talented, creative and highly proficient industry professionals most of whom are CIPD qualified and certified in Psychometric Assessment as awarded by the Psychological Society of Ireland/British Psychological Society.

Our Confidentiality & Ethics

This is the cornerstone of our organisation and one of the main reasons for our success since our foundation in 1990. We treat all companies and individuals' information in the strictest confidence.

Our Process

We work closely with companies and individuals to ensure that our process is sensitive and respectful of our candidates' needs. We believe that the relationship with our recruitment division ensures that our process is the most comprehensive outplacement service available on the market.



Dublin Cork Limerick Galway Sligo Athlone

For further information please contact:



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