

Career Transition Program

Insightful, Practical Career Support in a Time of Crisis

Who does this help?

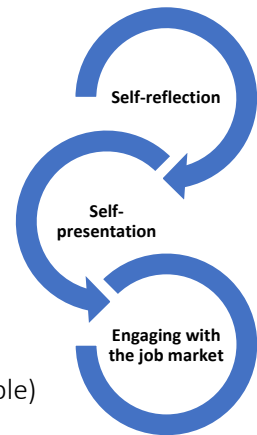
- Organizations and leaders who are downsizing and need to support staff who lose employment, specifically during a challenging period such as the current pandemic
- Individuals seeking employment with insightful guidance and knowledge in a time of change

How does it work?

T&G Psychologists are experienced and registered experts in workplaces, behaviour and change, and are uniquely placed to assist in career transition. In addition to understanding work history and skills, our process draws on the assessment of a participant's behaviours, motives and capabilities along with self-reflection and coaching to ensure active engagement in the career change process.

Participants will obtain a strong understanding of themselves and what they can present to the marketplace, and (if required) understand what other industries or work settings their skills can be appropriate for. While we undertake the core interaction tasks required of career transition, such as interview preparation and resume review, we focus on the individual more so than a standardised, static, 'low-touch' content-focused outplacement program. T&G also offer group-based career transition sessions where useful.

- Participants are assigned a career coach, but all T&G personnel can be involved, for example with interviewing analysis and practice
- Career transition services commence with briefing sessions between T&G and the departing employee's leader and/or Human Resources professional, then 1:1 ongoing with the participant
- Programs are focused on individual needs but usually include:
 - Wellbeing, self-reflection and evaluation exercises
 - Self-presentation, such as resumes, LinkedIn and interviewing
 - Engagement with the job market, such as network mapping
- Flexible session lengths within regular scheduled appointments
- Leveraging of existing assessment and development data (where available)
- T&G coach will update the organization regularly on progress



Outcomes:

- T&G Career Transition guides individuals in their transition from one organization to the next, ensuring the best opportunity for rapid, positive redeployment into a new role
- Protection of the employer's brand and duty of care obligations as well as enhancing the employer value proposition (EVP) for those remaining in the organization. This benefit is amplified where T&G Psychologists are known advisors within the organization
- Support for each participant's resilience and stress reactions, and maintaining motivation
- Leaders are supported to assist individuals through their career change

Investment:

- Initial organizational briefing session with management (approx. 30min): \$185+GST
- Coaching sessions (min 30mins to 2hrs): \$350+GST per hour – *Up to Agreed Maximum Spend: as an estimate, most T&G clients invest around \$2,000 per participant*
- Note: if participants do not have T&G personality or Motivation profile, assessment is \$350+GST per person, which includes a feedback session

Note: During April, May and June 2020 this service attracts a 20% discount