



Outplacement Services

We have supplied outplacement services to organisations including:

Career Energy is an innovative consultancy whose core services are Outplacement and Career Development.

We were established in 2002 with a view to supplying career development services to individuals.

In 2004 Career Energy began offering these services, in the form of outplacement, to commercial, public sector and third sector organisations.

- Abbey National Group Union
- Acton Housing Association
- Arjo Wiggins
- Association of Train Operating Companies
- Association of Women Solicitors
- Austin Reed
- Berkshire Healthcare Trust
- Borders UK
- Cable & Wireless Plc
- Cambridge Education Associates
- Casewise Systems
- Catalyst International
- Chevron-Phillips Chemicals UK
- Cognosis
- Diana, Princess of Wales Memorial Fund
- Dominion Housing Group
- European Medicines Agency
- Eversheds
- First Technology Management Services
- Guy's & St Thomas' NHS Trust
- GB Oils
- Good Energy
- Greenpeace
- Haringey Council
- HDG Ltd
- Hill ROM
- HM Prison Service
- Iiyama
- IDEA
- IKEA
- Improvement and Development Agency
- Independent Police Complaints Commission
- Innocent Drinks
- Institute for Administrative Management
- Institute of Financial Services
- Intrust
- Iron Mountain
- Lavazza Coffee
- Lee Bolton & Lee
- Legal Services Commission
- Liberata
- Local Government Association
- Logicom
- London Borough of Islington
- Lloyds TSB
- Maidstone Borough Council
- Medway Council
- Michael Gerson
- Ministry of Defence
- Mullaley & Co
- Multiple Sclerosis Society
- The Labour Party
- Newlon Housing Trust
- NIACE
- Numerica
- Pearson VUE
- Proxicom
- Rainer
- Risk Advisory Group
- Royal College of Physicians
- Skanska
- Sony Pictures
- Synstar
- Tate
- Telstra
- TenUK
- The Royal Society
- The Standards Board
- TotalFinaElf
- Tunbridge Wells Council
- UK Connect
- Urban Science
- Virgin Management Ltd
- Warner Estates
- Zonal Retail Data Systems

Career Energy stands for clarity, transparency and excellence of service to our clients.

Career Energy operates in such a way that it offers a straight forward approach to providing effective career development and outplacement support.

Job change is now a fact of life.

Even without the economic downturn that began in 2007, organisations re-shape and restructure according to commercial pressures, market dynamics and global strategies. In our fast-moving world, businesses, charities and public sector operations are often faced with the need to make redundancies.

Given that redundancy programmes are a part of organisational development, many organisations:

- **Recognise a duty to assist, as far as possible, the redundant employees.**
Especially in an economic downturn, more people are looking for fewer available jobs. Obtaining a job becomes a competency in its own right. Those that are not trained in this competency, will be less effective and successful than those that have.
- **Strive to retain the loyalty and commitment of those not facing redundancy.**
Redundancy is a time of organisational change. People's reaction to change moves from shock through denial, anger, resignation and acceptance to commitment. This is especially true of redundancy situations in which feelings of anger and insecurity run high. Survivors' commitment is rekindled when they know that redundant colleagues have received all available support.
- **Recognise corporate social responsibilities.**
As part of recognising social responsibilities organisations concern themselves with ethical standards and employee care. Many of our customers consider that when economic realities demand that redundancies are made, it is an ethical social responsibility to ensure that affected people are helped, as much as possible, to find a new source of income.
- **Wish to retain the reputation of being an employer of choice.**
In order to attract the best people our customers work hard to develop a reputation for supporting their employees. An outplacement programme demonstrates that even during the toughest of situations, the organisation continues to care for employees (even those exiting the workplace).
- **Ensure that redundancies are handled according to legal requirements.**
The provision of outplacement programmes helps to demonstrate that the organisation is handling the redundancies in as supportive a way as possible.

The effectiveness of the support is based entirely upon the expertise of the consultants who deliver the coaching. We only employ consultants:

- Who are formally and professionally qualified in career development and career development related areas.
- Who have been through significant career changes themselves. This enables them to more effectively empathise with our clients

Our support programmes are clearly laid out and signposted. We ensure that both the customer organisation and individual client have a clear menu of what is available and what is being supplied.

We establish a clear and effective programme procedure that ensures individual clients receive an efficient service which ensures they have been treated in a personal caring way.

The roots and foundation of the Career Energy business are seated in supplying career development consultancy to private individuals who, funding their own programmes, demand excellent service. We take these service levels into our corporate programmes.

Our mission when supplying a career development or outplacement programme is to deliver the most effective support for the individual within budget.

We believe that the most effective support for the individual is to offer unlimited 1:1 support from a dedicated Career Energy consultant. However such support, especially when a number of redundancies are being made, does not always fall within organisations' outplacement budget.

Delivery within budget can be achieved by:

- Normally for smaller numbers, limiting the time for which unlimited 1:1 support is provided to e.g. 2, 4 or 6 months.
- Normally for larger numbers, supply a programme that consists of workshops supplemented by 1:1 support. Workshops can effectively deliver high level common messages e.g. effective CV formats and interview techniques. 1:1 support sessions can pick up individual concerns and requirements.

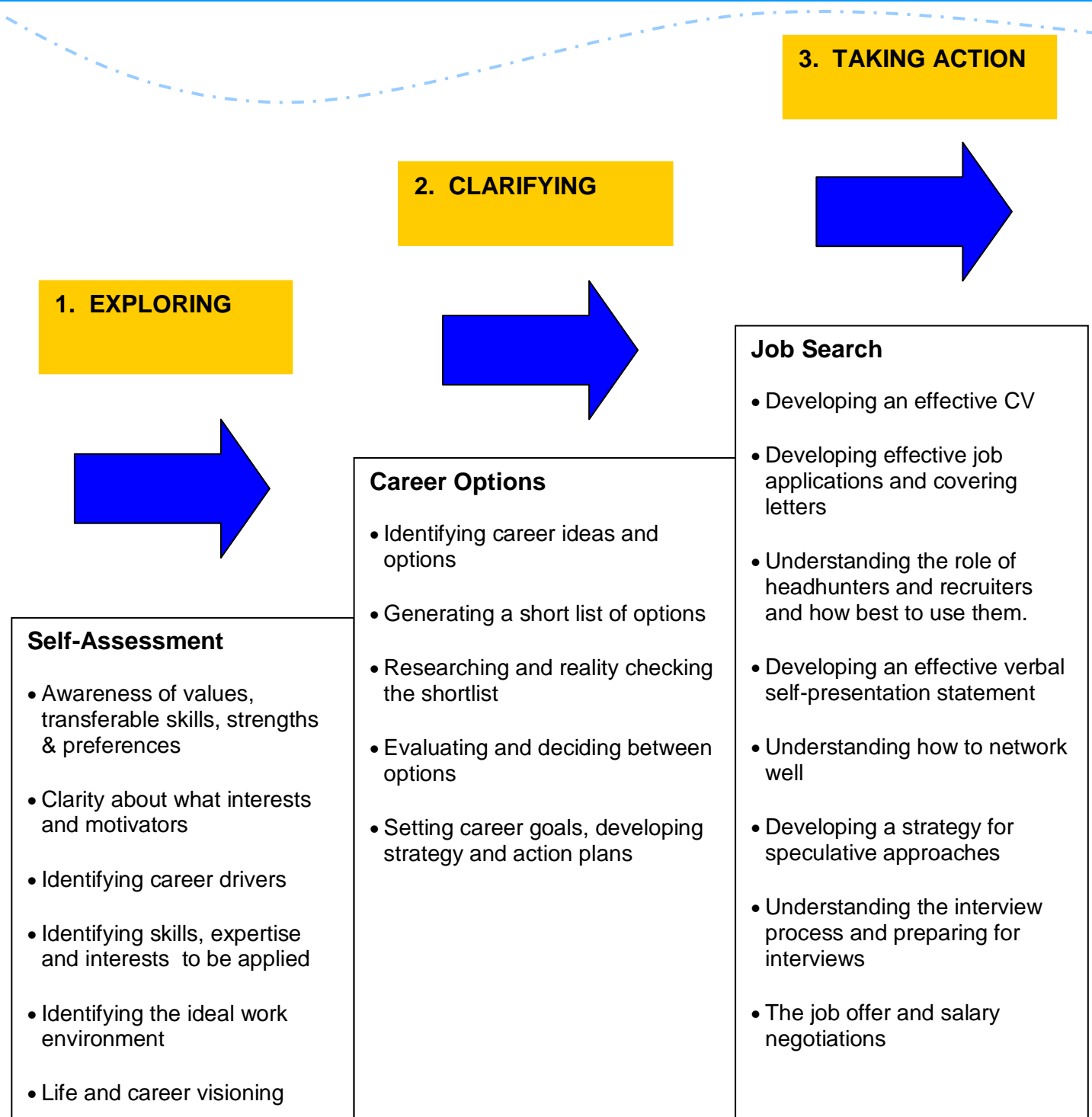
Effective Outplacement Support

Our programmes are designed to meet the requirements of the individuals facing redundancy.

The diagram below shows the three blocks that can be included in a programme. We are able to offer complete flexibility in the subject areas that are provided to the affected individuals. We often find for example, that more senior staff require more personal focus upon exploring and clarifying their experience, qualifications and values.

Given this flexibility, we like to meet with our customers in order to devise a programme that can meet individual requirements whilst operating within budget.

We recognise that it is essential for individuals to work with a consultant whose style and experience compliments that of the staff member. Early on in our process we allocate the consultant who is most appropriate for the individual.





To find out more about how a Career Energy outplacement programme can:

- Assist your redundant employees
- Help to ensure your redundancies are open to legal challenge
- Help to preserve and build the loyalty and commitment of retained employees
- Maintain your reputation as an employer of choice and as an organisation that recognises its corporate social responsibilities

Please contact us on 0845 226 1616 or info@careerenergy.co.uk



Career Energy
4-6 Staple Inn
London WC1V 7QH
0845 226 1616
info@careerenergy.co.uk
www.careerenergy.co.uk