

Relevante

Outplacement Services

Relevante is a leading Human Resources consulting, outplacement services, and recruiting firm. Our Outplacement Services are designed to help companies provide a soft landing to exiting employees, we help them to go to market and find their next job.

Career assessments and coaching - based on their experience, education, and interest, we help candidates identify their next target careers.

Resume creation and optimization - we help candidates create a compelling resume that can get them seen by recruiters, selected by recruiting search algorithms, and invited to interview.

LinkedIn - we provide detailed step by step guidance for candidates to create and grow a LinkedIn presence that can get them seen by recruiters and selected for interviews.

Optimising Job Board Applications - we help candidates to create a well-formatted profile on Monster, CareerBuilder, Ziprecruiter, Dice, and other job boards to easily apply to suitable jobs.

Interview Prep - we help candidates with Interview Prep, Acing the Interview, and Interview Follow-up.

Negotiating and Assessing Job Offers - we help candidates to assess the offer and compare/contrast with other offers. We help them to determine a practical negotiating strategy when necessary.

Market Research and Insights - we provide candidates with insights into the state of the market for specific job categories in the areas they are targeting.

Networking - we help candidates develop a customized, personalized networking strategy that helps that to connect with hiring managers and mentors to get advice and find them a job.

Curated Jobs to apply to - we do the research and identify jobs for candidates to apply to. We leverage our own networks and client relationships to present them for suitable openings.

Long-term career planning - we offer guidance and mentorship for a personal plan to grow the candidate's skills based on their long-term career aspirations and market forecasts.

Zero costs to the Employee - our services are paid for by the Employer with no additional costs to the Employee receiving the services.

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Outplacement Services

Frequently Asked Questions (FAQs)

Getting Started with Relevante:

Q: How do we get started with Relevante's Outplacement Services?

A: Simply schedule an intro meeting with us. We'll learn about your company, explain our services, and answer any questions. Then, we'll execute a Services Agreement via DocuSign to begin.

Q: Is there a cost to put the agreement in place?

A: No. There are no setup fees, minimums, or ongoing costs. You only pay when an employee is onboarded and accepts our services.

Q: How quickly can we begin onboarding employees?

A: We can onboard displaced employees within 24-48 hours of executing the Services Agreement.

Q: Is this service available to companies of all sizes?

A: Yes. We support small businesses, nonprofits, and large enterprises alike whether you're referring one person or handling a larger reduction in force (RIF).

Q: Is there a minimum number of employees that must be referred monthly or annually?

A: No. There is no minimum referral requirement to establish an agreement with Relevante for Outplacement Services. Additionally, there are no ongoing fees simply for maintaining an agreement with us.

Service Details & Process:

Q: What services are included for employees?

A: Resume writing, LinkedIn optimization, interview preparation, job application coaching, offer negotiation, and more - all delivered 1-to-1 by Certified Career Coaches.

Q: How are employees matched with a coach?

A: We match them based on industry, job level, and career goals to ensure personalized and relevant guidance.

Q: What industries and employee levels do you support?

A: We provide Outplacement Services across all industries and support employees at every level, from entry-level to executive leadership.

Q: How long do you work with each employee?

A: We work with every employee until they land a new job. No matter how long it takes.

Q: How frequently are coaching sessions held?

A: Weekly at first, then adjusted based on the employee's progress and preferences.

Q: How are sessions conducted?

A: Sessions are held via Microsoft Teams video or phone call. Additional communication is done via email.

Locations & Availability

Q: Do you offer services in all 50 U.S. states?

A: Yes, we support clients and employees in every U.S. state.

Q: Do you provide international services?

A: Yes. We serve U.S.-based employer

Pricing & Billing

Q: How is pricing structured?

A: Our pricing is fixed per onboarded employee and includes all services until the employee finds a job.

Q: Are there discounts for nonprofits?

A: Yes, we offer discounted pricing for nonprofit organizations.

Q: Are there any ongoing fees?

A: No. You're only

Confidentiality & Reporting

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Risk, Reputation & Brand

Q: How do Outplacement Services help with risk management?

A: Our services help employees shift focus toward their future, reducing negative sentiment and potential litigation risk.

Q: How do Outplacement Services support reputation management?

A: Providing support at a time of separation shows compassion and protects your brand's reputation on social media and among remaining employees.

Q: What impact do these services have on employer brand equity?

A: Outplacement preserves your culture and employer reputation - especially if you've invested in "Best Places to Work" branding or charitable partnerships.

Financial Savings

Q: How do Outplacement Services affect unemployment costs?

A: Every week an employee collects unemployment draws against your reserve account, potentially raising future premiums. We reduce job search time, which can lead to meaningful savings.