

CAREER TRANSITION SERVICES FACTORS TO CONSIDER



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TRADITIONAL CAREER TRANSITION SERVICES

Twentieth Century Model

The configuration of career transition services has seen little change since its inception in the 1970s. The original design assumed:

- Individuals will transition successfully before their programs end
- Services will be delivered between 9 a.m. and 5 p.m. in the offices of service providers
- Office space is required by all impacted employees and will be used
- Individuals are looking for the same opportunity, in the same industry, in the same geographic location
- Services will begin immediately and career transition is an individual's sole focus
- Job loss is uncommon and impacted employees will have high needs for emotional support

TWENTY-FIRST CENTURY NEEDS

- **Gap between services purchased and services needed.** Organizations report shrinking budgets for career transition, while extended job searches are now the norm. The average job search duration is 27.7 weeks in mid-2016 and yet few organizations offer programs beyond six months today, even for their most senior executives.
- **Growing numbers of career and industry changers.** This exacerbates “landing times”. Since 2000, the number of program participants changing careers has risen from 10% to 35%. One in two program participants report changing industries today. Growing numbers of retirement eligible “baby boomers” are continuing to work out of desire and/or necessity.
- **Flexibility in using career transition services is a high priority.** Employees are seeking more flexible work schedules and this holds true of their expectations for career transition services. Offering programs that allow participants to begin, pause and complete services at a time, place and pace of their choosing is essential. This includes accessing Career Coaches, technology and learning resources anytime/anywhere. A participant who takes a contract assignment can resume services if and when that assignment does not lead to a permanent position.
- **Five Generations in the work force.** This factor, combined with technology's impact on job search. Meeting the service needs and preferences of five generations, in addition to working with the full spectrum of social media competency and technology skills, is a distinguishing feature of service delivery in the Twenty-First Century. Ensuring that services are appropriately high-touch and high-tech is a hallmark of superior service delivery.

AJO REACH™ MODEL

AJO Reach™ addresses the limitations of traditional career transition services and offers innovative solutions that meet the needs of both the buyers and exiting employees. Our Model ensures that the high quality career coaching, for which we are known, is never compromised.

FEATURES

- **Personalized Coaching:** Each individual is assigned a Career Coach along with the flexibility to meet at a time and place of convenience.
- **Flexible Program Delivery:** Our one-on-one coaching is not tied to a calendar when it comes to the service start or stop dates. Services can also be placed on hold. Other program components (such as technology access and blended learning) are available as long as needed and are supplemental to one-on-one coaching.
- **Blended Learning:** Participation in over 20 hours of learning modules including live webinars and learning video clips. Knowledge and skills can be developed in a variety of modes, anytime/anywhere.
- **Technology - AJO Portal:** Offers access to all tools and resources needed, until successful transition, regardless of program duration. The portal also allows individuals to collaborate online with their Career Coaches during meetings that may not be in person. Our Portal's distinguishing feature is the tight integration of information such as social media tools (LinkedIn, Twitter, Facebook), with career sites/job sources and research databases.

BENEFITS TO IMPACTED EMPLOYEES

- Offers maximum flexibility and full control over utilization of program components, allowing individuals to begin and pause without loss of time or concern over a “ticking clock”.
- Career Coach is available at critical stages of their transition, when support with interviewing, negotiating offers and new role assimilation can be vital to successful outcomes.
- Allows necessary time for those in career exploration to research alternative options.
- Service delivery is flexible, allowing participants to control when and how services are accessed.

BENEFITS TO EMPLOYERS

Beyond reducing litigation risk, reducing anxiety of retained employees and managing the organization's reputation within the community, some of the added benefits of this model include:

- Greater return on your investment by offering services that will be used flexibly versus calendar-driven timeframe
- Greater satisfaction and improved program outcomes

TECHNOLOGY – AJO’S PORTAL

Included in all our programs is access to AJO’s proprietary technology, providing program participants with the necessary tools and resources to successfully manage their transition.

We have integrated twenty information sources, including job leads, research databases; social networking tools; occupational and industry outlook data; career videos and learning clips; RSS and blog feeds; and tools to collaborate online with their Career Coach.

PORTAL HIGHLIGHTS

- **Job Leads:** Over **3M** job leads, none of which is older than 30 days.
 - Create and save their job search queries and receive email alerts with matching opportunities
 - Track progress of jobs pursued, with alerts and file upload capability
 - Connect their LinkedIn account to see their connections to hiring organizations
 - Check salary ranges for open positions

- **Job, News and Company Feeds:** Personalize their Portal experience with their own (RSS) feeds for job leads, news and company information. Stay abreast of new opportunities and pertinent news from major sources on the web.

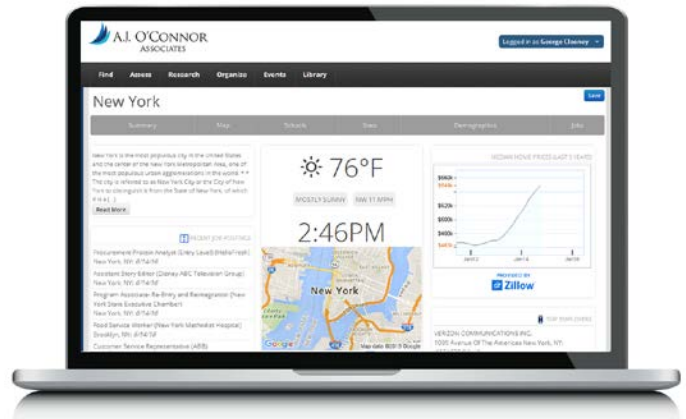
- **Premium Research Services:** In-depth research and/or target lists from:
 - **86M** Organizations (Source: Hoovers)
 - **1B** People/executive records (Source: Hoovers)
 - **56K** Staffing and recruiting organizations worldwide, including search firms (Source: Hoovers)
 - **1.8K** US venture capitalists (Source: Hoovers)

- **Calendar of Learning & Networking Events:** Automatic registration for live webinars and seminars with access to events planned and attended.

- **Portal Learning:** Extensive library of tips, advice and guidance on all aspects of career transition, delivered through audio, video and written content.



- **Places (Location) Research:** Research a target location to learn latest news, upcoming events, top employers, demographic information, local amenities, schools, job opportunities and county statistics.
- **Organization/Campaign Management Tools:** Manage, track and follow up on contacts, job opportunities and networking meetings. Upload files and store in their personal library or with a job lead opportunity.
- **Assessment Tools:**
 - Complete **interests** and **values** inventories and view system generated recommendations on occupations that match results
 - Take the **skills profiler** to assess transferable skills and alternative career fields
 - Complete AJO’s proprietary **online presence** assessment to get feedback on their online visibility to recruiters and hiring managers, as well as tips and ideas to enhancing their presence
- **Occupational Research Tools:** Approximately **1,000** occupational profiles and over **500** career videos provide outlook, compensation and detailed job requirements, including top earning states and top states for opportunities in a career field.
- **Interview Skills Practice:** Select from hundreds of questions, organized under question type, or create a question. Answer with web cam, audio or written response and send to their Career Coach for feedback.



CLIENT METRICS & REPORTS

Reporting that tracks outplacement spend, engagement and results:

- Engagement status of employees referred for services
- Programs purchased
- Individual engagement status report
- Ongoing progress status reports

