

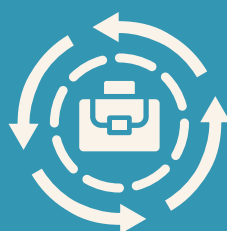
# Outplacement Programs

We are committed to helping your  
company reach its full potential!





Comprehensive  
Outplacement Support



Career Change  
Advisory Services



Skill Adaptation and Market  
Understanding

# What is an Outplacement Program?

Outplacement is the reorientation process of preparing employees for upcoming layoffs and Reduction in force (RIF) events.

We offer comprehensive outplacement programs designed to support employees transitioning to new career opportunities, ensuring your company is 100% prepared for such events.

*You, as a Company, want to build an **Employer of Choice** image and you want to do the right thing with your team members who are leaving your company.*



# Career Change Advisory

Our career advisory services support your restructuring process by maintaining your employer brand and providing up-to-date tools to **help employees transition to new career opportunities.**

We offer an exclusive career transition service, enabling laid-off employees to **create action plans** with guidance from executive coaches and tailored toolkits.

1

**Exclusive Outplacement online portal** for your employees with **intensive training courses** to align CV, LinkedIn, GitHub, and Motivational Letters to the Labor Market needs.

2

**Senior Career Coaches** with extensive experience across various industries and sectors, including consultancy, manufacturing, mining, IT, and telecommunications.

3

Training and advisory sessions to **personally orientate employees** on the new IT skills and new market requirements required in the Labor Market.

4

Career Coaching sessions in **English or local languages** including German, Spanish, and Portuguese.



# Why Us?

At The HR Chapter, we believe in **tailor-made solutions** that strengthen your company's **employer branding strategy**. To support this, we have crafted tailored proposals specifically designed to meet your unique needs and objectives.

*We always take care of **end-to-end Career Transition** processes to help laid-off employees get the self-confidence to land a new job!*



**Emotional Support in the Transition Process**



**Online Career Trainings, Tools and Follow-ups**



**Coaching to Assess on Skills & Market Trends**



**Strong knowledge in Various Sectors/Industries**



# Proposal 1

## Have a Career that Rocks!

This budget-friendly proposal has been designed for your employees who need a quick orientation about the current Labor Market and need support and assessment to adjust their skill set for landing a job with potential employers.

Investment  
EUR 399 + VAT

- **Exclusive Outplacement online portal for your employees with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.**
- **1 career coaching session in English or local Languages to provide emotional support to laid-off employees and orientate them on their next career move.**
- **Follow-up, CV corrections and additional support for 1 month.**



# Proposal 2

## Boost Your Career!

This proposal has been designed for your employees who need comprehensive guidance and training on the current job market and require support and evaluation to navigate the job search process.

**Investment**  
**EUR 1899 + VAT**

- **Exclusive Outplacement online portal for your employees with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.**
- **4 career coaching sessions in English or Local Languages to:**
  - Provide emotional support to laid-off employees and self-assessment tools.
  - Conduct vocational and ad-hoc tests such as DISC, Hogan, and projective tests.
  - Optimize CVs and cover letters to improve job opportunities.
  - Guide individuals in planning their next career move.
  - Help identify target roles and provide in-depth insights into the current job market.
  - Provide mock interview training and design strategies to leave a strong impression on future employers.
- **Specialized training and assessments to update and align their IT skills and programming languages with current market demands.**
- **Follow-up, CV corrections, and additional support for 3 month.**
- **2 months Job Search Revolution Program (Up to 400 automated emails daily to tap into the hidden job market, which accounts for 80% of all available vacancies).**



# Proposal 3

## Careers for 45+ years old & Executive leaders

This proposal is tailored for senior employees (45+ or executives) seeking full support and guidance on career decisions, personal branding development, and navigating new professional and personal projects.

Investment  
EUR 3299 + VAT

- **Exclusive Outplacement online portal for your employees with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.**
- **8 career coaching sessions in English or Local Languages to:**
  - Provide emotional support to laid-off employees and self-assessment tools.
  - Build a transformational action plan.
  - Conduct vocational and ad-hoc tests such as DISC, Hogan, and projective tests.
  - Optimize CVs and cover letters to improve job opportunities.
  - Guide individuals in planning their next career move as Senior Leaders.
  - Help identify target roles and provide in-depth insights into the current job market.
  - Provide mock interview training and design strategies to leave a strong impression on future employers.
  - Collaborate on planning personal and professional projects, as well as retirement plans.
- **Specialized training and assessments to update and align their IT skills and programming languages with current market demands.**
- **Follow-up, CV corrections, and additional support for 6 month.**
- **4 months Job Search Revolution Program (Up to 400 automated emails daily to tap into the hidden job market, which accounts for 80% of all available vacancies).**



# Additional Proposals for the Future

We recommend evaluating in the future the following proposals to improve the positioning of your company as an Employer of Choice.

- **To add a professional Coaching team within your company to prevent labor risk factors by assessing and designing conversations to prevent undesirable outcomes and behaviors within the company.**
- **To implement group workshops to assess and guide terminated employees on new IT tools, technologies, and programming languages in the event of a large-scale layoff—preferably in person, but online options are available as well.**
- **To generate reports and develop statistics and metrics based on patterns and risks identified during outplacement discussions, while maintaining the confidentiality of the coachees. This proposal aims to uncover opportunities for improvement within your company.**
- **To prepare HR teams and line managers for handling layoff situations, including strategies for communication, providing emotional support to employees, developing emotional intelligence, and conducting budget analysis.**





# Who We Are!

15 Years of HR & Talent Acquisition Experience in Global, Regional, and Local Companies.



**Mariel Schaab**

CEO & Founder



Senior HR Business Partner, Talent Acquisition & Career Coach with diplomas in Human Resources, an MBA in Innovation, and certifications in Digital Recruiting and HR Software Implementations.



**Ailín Hernández**

Talent Acquisition Coordinator



Talent Acquisition Coordinator & Project Manager with a Bachelor's in Business Administration. Passionate about finding talent and ensuring smooth hiring processes. Focuses on smart recruitment strategies and enhancing candidate experience.



**Julián Villanueva**

Senior Tech Talent Acquisition Manager



Senior Tech Talent Acquisition Manager and Head of Digital Marketing in renowned companies, specializing in IT, Marketing, and Consultancy positions. Holds diplomas in IT Recruiting, Marketing, and Political Sciences.



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15 Years of HR & Talent Acquisition Experience in Global, Regional, and Local Companies.



**Jessica Celi**

Talent Acquisition Business Partner



Certified Coach and Career consultant. Experienced in recruitment across various sectors with a track record of helping professionals worldwide achieve their potential and build new career paths. Holds a Bachelor's and Master's degree in Work & Organizational Psychology.



**Marta Waszczuk**

Talent Acquisition Business Partner



Experienced Global Talent Acquisition Business Partner, adept at identifying, attracting, and placing top-tier tech talent. With a deep understanding of the IT landscape, specialize in connecting skilled Tech professionals with exceptional companies.



**Florencia Ines Amieva**

Talent Acquisition Business Partner



Talent Acquisition Business Partner and HR Consultant with strong experience in the design and implementation of HR policies, training, onboarding, recruiting, and People Experience.





theHRchapter.

# CONTACT US

We'd love to hear from you! Whether you have a question, feedback, or need support, feel free to reach out to us.



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