

PARC Member Request

A member asked the following questions on Executive outplacement.

1. Are you a global employer?
2. Do you provide an allowance or a dedicated programme for your Executive Outplacement support?
3. If a programme is offered, do you have a tiered approach, depending on the Executive level?
4. What type of support would normally be included in the programme?
5. Do you work with one or more suppliers? If possible, please share.
6. If available, please share approximate costings for Executive Outplacement support programmes.
7. Is there any support you offer in lieu or in addition to Executive Outplacement support?
8. Do you offer any support or services beyond executive level?
9. Is Executive Outplacement support offered in each of your regions of operation?

Reply Number	Reply
1.	<ol style="list-style-type: none"> 1. Yes 2. No – Ad hoc approach 3. N/A 4. N/A 5. N/A 6. Case by case basis 7. No 8. If required in the circumstances 9. No as in many countries there are not suitable suppliers

2.	<ol style="list-style-type: none"> 1. Yes 2. Allowance 3. No – standard offering for all senior managers 4. Currently cash allowance of £5k, but moving to outplacement support provided coordinated via our onboarding talent acquisition specialists and some external partners. 5. We are leveraging our relationships with recruiters 6. N/A 7. Internal resources hosted on our intranet and used for redeployment programs 8. Internal resources used for redeployment activity 9. Yes
3.	<ol style="list-style-type: none"> 1. Yes 2. Depends on country 3. Not really 4. CV writing, next role planning, networking, 5. Varied – too many to list 6. n/a 7. no 8. yes 9. no <p>Generally we offer it in countries where such support is set up – those tend to be countries where we have agreed with works councils to take such measures on a wider basis and we may then supplement to be more relevant for executives. We will also offer cash allowance for those that seek it in other countries where it is not so well set up, though a study of our former execs shows how quickly they generally pick up other roles on leaving the company anyway as we are in a fairly well networked / connected sector</p>
4.	<ol style="list-style-type: none"> 1. Yes 2. We would provide an allowance and agree the individual programmes 3. No 4. All the usual outplacement offering 5. I would select a local provider in the employees jurisdiction 6. Nothing available as haven't had to offer the service in the past couple of years 7. On occasion we have given an allowance and the exec has decided where to spend that 8. No

	9. Yes but on a discretionary basis
5.	<ol style="list-style-type: none"> 1. Yes 2. No 3. No – if we do anything, it is ad-hoc and negotiated at the time, based on context, circumstance around termination, what makes most sense for the individual, etc. 4. Coaching (for more senior people) is the more common element. 5. Very ad-hoc based on local market contacts. Sometimes the individual already has a coach so we agree to extend the assignment. 6. Very variable – typically we do little at junior levels because they generally find it easy to find another job – it’s the seniors who struggle more. 7. beyond what I have mentioned already. 8. No 9. To an extent, yes, along the lines of the above.
6.	N/A to our company.
7.	<ol style="list-style-type: none"> 1. Yes 2. If anything, it would be an allowance but this is not a default 3 to 9 - N/A
8.	<ol style="list-style-type: none"> 1. Yes 2. For senior exits we offer up to £40k to do this 3. No tiering, used with discretion. General exec -1 level gets it, below that no 4. Up to candidate, usually takes the form of some coaching or similar outplacement services 5. Up to candidate 6. NA 7. No 8. No 9. Varies, but typically yes

9.	<ol style="list-style-type: none"> 1. Yes 2. Yes, allowance 3. N/A 4. N/A 5. Yes 6. Variable as dealt with on a case by case basis 7. No 8. Occasionally, yes 9. No
10.	<p>This is always considered on a case by case basis and payment of any outplacement fees included as part of a separation agreement. No policy.</p>
11.	<ol style="list-style-type: none"> 1. Yes primarily North American 2. allowance 3. N/A 4. N/A 5. Only one supplier below Excom level 6. Minimum of £10k (incl VAT) 7. No 8. Outplacement provided below Excom 9. Generally yes
12.	<p>As we offer reimbursement most of the questions are not applicable to our company.</p> <ol style="list-style-type: none"> 1. Yes 2. We reimburse Executives an amount (typically up to GBP 5k) and they can choose their own provider. We do not give cash in lieu of this but pay on production of invoice. This is broadly consistent across the globe for the senior management population other than the amounts may slightly differ

13.	<ol style="list-style-type: none"> 1. Yes 2. A dedicated programme 3. No 4. 12 month programme, Career Planning, Personal Branding, Job Search, Self Discovery Assessment 5. No 6. N/A 7. No 8. No 9. Yes
14.	<ol style="list-style-type: none"> 1. Yes 2. Yes 3. Yes, dependant on grade and country 4. Coaching, seminars, workshops, career assessment tools, CV support, resource network, job search and networking 5. Yes, Right Management, LHH, Hudson, Transitions, Working Transitions, PDP, Von Rohr, OTP, Bruno Matarazzo, Change Partners, Expertise, NISHA/Hever, mBlue, Deloitte & Randstad, Career Advisor, LUKKAP, Adecco, 6. N/A 7. No 8. No 9. No
15.	<ol style="list-style-type: none"> 1. Yes 2. We provide a dedicated programme. 3. Yes 4. Offered as a 3 month or 6 month programme Initial meeting (face to face or virtual) <ul style="list-style-type: none"> • Onboarding workshop • Unlimited personal coaching including 'drop in sessions

	<ul style="list-style-type: none"> • Unlimited workshops, seminars & webinars • Resource centre access • CRN online portal access • Access to Job Search Work Teams <p>5. Do you work with one or more suppliers? If possible, please share. One supplier - LHH Penna.</p> <p>6. £3,750 & £5,550+VAT (3 and 6 months respectively)</p> <p>7. Nothing in lieu and nothing over and above this scheme.</p> <p>8. Yes tailored to bespoke circumstances.</p> <p>9. local outplacement support offered across all of our countries.</p>
16.	<p>1. Yes</p> <p>2. We have dedicated outplacement support from LHH – programmes vary by work level in terms of length and content</p> <p>3. Yes</p> <p>4. Career coaching, CV writing, interview skills, use of social media (e.g. LinkedIn)</p> <p>5. One - LHH</p> <p>6. See below:</p> <p style="padding-left: 40px;">Senior managers - £2,515 + VAT (6 months use)</p> <p style="padding-left: 40px;">Directors - £8,100 + VAT (12 months use)</p> <p style="padding-left: 40px;">Senior Directors - £20,250 + VAT (2 years use)</p> <p>7. We also provide internal support, workshops, etc.</p> <p>8. Internal support for professional and manager level jobs</p> <p>9. Yes</p>

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