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Reemployment Update

Work is a good thing; and for more reasons than you might expect.

Even as our economy slowly rebounds from the past few years of economic trouble, joblessness continues to be prevalent. And assisting exiting employees has to continue to be a focus for employers if they are to avoid some of the more costly impacts of joblessness. With this in mind, let's talk about the impacts of job loss and – in doing so – let's acknowledge the benefits of getting people back to work.

The Impact of Job Loss

In the 18th century, French philosopher Voltaire summed it up quite simply: *"Work keeps at bay three great evils: boredom, vice, and need."* In reviewing the impact of job loss, there appears to be some truth to Voltaire's observation.

Those affected by job loss have historically ranked it closely with divorce or the death of a loved one in the degree of its impact to their lives. It is truly a scary, uncertain, and unfortunately common part of life today in the U.S. A variety of sources indicate that clinical depression, drug and alcohol abuse, and criminal behavior are all shown to be strongly related to the condition of being unemployed. Even family relationships and development can be negatively impacted by prolonged joblessness.

All this is particularly distressing when you consider that each year the U.S. workforce tallies about 50 million job changes in a workforce of about 130 million. The average worker now holds about 13 jobs in a lifetime. And since not every job change can be due to a better opportunity – as much as we'd all prefer that to be the case – unemployment is to be expected, and often it is involuntary and unexpected. The real question is: does it really have to last the 20+ weeks jobless Americans are averaging today?

There is Hope

With the proper blend of motivation, education, and connectivity, studies indicate jobseekers can find work much more quickly. Outplacement services are beginning to focus on rapid reemployment assistance rather than just helping transitioning employees with their resumes. In fact, our own TALX Reemployment Services has reported an average time-to-hire of less than six weeks, which would be unheard of within traditional outplacement. And even more encouraging for employers, costs for such services have decreased in recent years as job seekers prefer calling a job coach rather than meeting in person, resulting in lower costs to the outplacement provider.

By providing transitioning employees with reemployment or outplacement assistance, employers can begin to alleviate some of the dire situations created for employees who find themselves without work. A strong, well-designed reemployment strategy can truly benefit both employees AND the employer's bottom line by reducing prolonged benefit payments.

TALX can assist you in developing reemployment strategies that can benefit both your transitioning employees and your company's bottom line. For additional information regarding this article and other unemployment or reemployment updates, please visit our blog at <http://blog.talx.com/> or contact your TALX UCM Client Relationship Manager.