

Reemployment Services

Situation

Conducting layoffs is one of the most difficult things a company has to do. You want to help former employees move on to the next opportunity in their lives, but outplacement services can be expensive. Therefore, employers have historically only focused on controlling protestable claims, leaving around 60% of their unemployment costs unaddressed. These organizations end up being impacted for months if not years by the resulting unemployment costs, and their former employees are left without help.

Solution

TALX has long been the leader in unemployment cost management, but wanted to provide their clients with a more comprehensive solution for controlling their unemployment costs. It is in everyone's best interest to help laid off workers find their next job quickly, so TALX has developed Reemployment Services as a complement to their Unemployment Cost Management services.

TALX Reemployment Services focus on training and coaching laid-off employees to be successful in finding a job quickly, reducing the duration of unemployment benefits. TALX helps employers be proactive in managing these non-protestable claims by making it affordable to provide effective services to all employees. It is easy-to-use for all employees, regardless of skills and education, and it can quickly pay for itself through reduced unemployment taxes and other savings.

Value

Many managers are surprised to find out that Reemployment Services can actually provide a return on investment that exceeds the cost of the service. By reducing the many costs of terminating employees, TALX helps your company's bottom line at the same time it helps your former employees get back on their feet. It's a win-win solution that benefits everyone.

"The employer experiences trauma in this type of separation as well, but to know that my valued employees are being taken care of takes a huge weight off my mind. We know that along with assisting in the job search, our people will be coached, counseled, and prepared to take the next step in their career." - Phil, Employer

"I landed a wonderful job opportunity because of them. They worked with me on every aspect of getting a great job. No stone was left unturned and all questions were answered. They are truly committed and care about their clients getting great jobs!" - Stuart, Job Seeker

By minimizing the emotional and financial desperation that comes from being laid off, Reemployment Services help you avoid:

- Lawsuits for wrongful termination, discrimination, and other employment laws that cost employers tens of thousands of dollars in attorney fees alone
- Claims against your Unemployment Insurance account of more than \$4,000 on average
- Worker's Compensation claims that arise after termination that can cost employers more than \$10,000 on average

When employees have to be let go, a key management goal is to minimize the negative impact on the remaining workforce. TALX Reemployment Services are a proactive step that makes a big difference in how these layoffs are perceived. You can achieve the following:

- Decrease the damage to morale and productivity that can affect your remaining workforce
- Prevent damage to the company's reputation from disgruntled employees and negative press articles
- Reduce the high level of management stress that accompanies terminations and layoffs
- Justify that your money is being well spent with measurable and actionable reporting about each employee's status as well as the number of individuals who have not filed an unemployment claim

As your trusted partner in unemployment cost management, TALX is uniquely positioned to help your organization gain the best possible outcome after a reduction in force for you and your employees. With Reemployment Services, you have a chance to do the right thing in a way that pays for itself. For more information, contact us at moreinfo@talx.com.

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How It Works:

Here are some highlights of what is included with TALX Reemployment Services.

One-on-One Job Coaching:

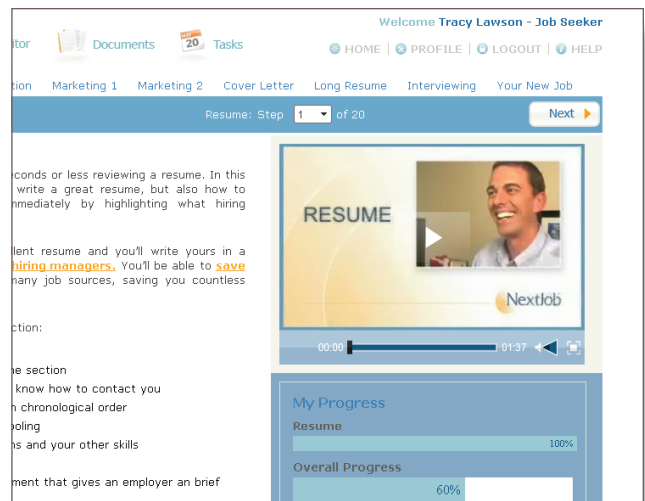
- Motivating calls and emails from a coach on a regular basis to keep momentum
- Career coaches specializing in a wide range of industries to better serve the job seeker
- Professional help in creating an effective resume, cover letter and marketing plan
- Training and preparation for interviewing
- Recommendations to the best job listings and networking opportunities in the job seeker's local market
- Guidance to the hidden job market that represents 80% of all jobs
- Training in the latest and most effective Internet job searching tools and techniques

Software Training:

- Proprietary online and multimedia software that follows a "teach, show and do" approach
- Structured program to keep job seeker on track and engaged
- Written to an eighth grade reading level to fully engage all levels of employees
- Menu driven to allow job seekers to move at a pace applicable to their individual needs

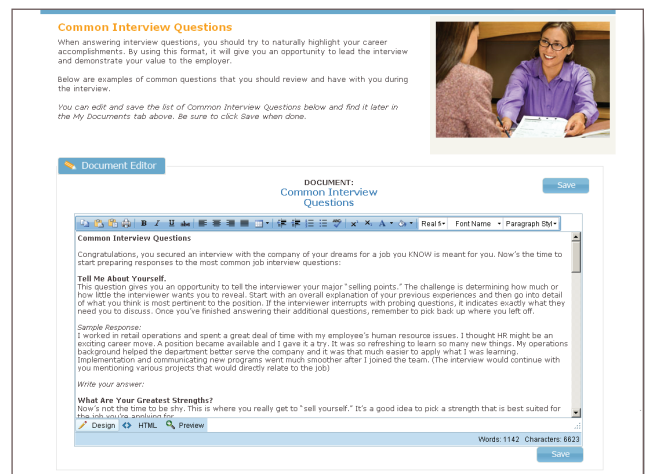
Beyond Coaching

- Virtual job club with weekly calls facilitated by a career coach designed to encourage networking, accountability and support among job seekers

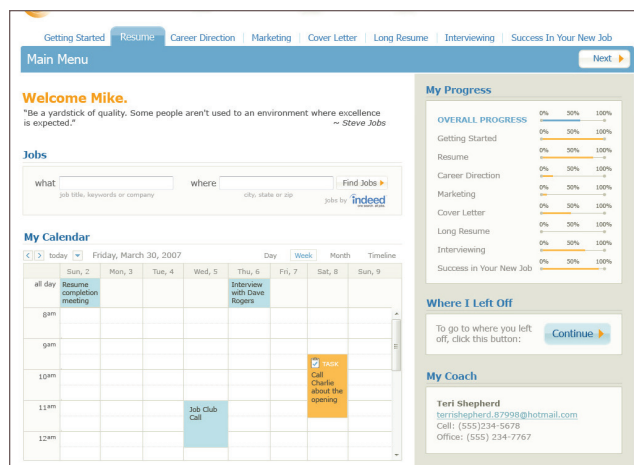


The resume section of the training system walks job seekers through the process of building their accomplishments-oriented resume and teaches them how to effectively speak and think about their background. Since the average hiring manager spends approximately 20 seconds reviewing a resume, it is important to not only learn how to write a great resume, but also how to catch a hiring manager's attention immediately by highlighting what they want to know.

Dynamic videos provide advice from job seekers, job search experts and hiring managers and create a personalized touch that helps make a connection to job seekers through real life examples.



A great resume can get an interview, but a great interview will get the job! As job seekers prepare for an interview, they learn not only the key questions to answer, but also the key questions to ask their interviewer. As they learn, they are guided to write their own answers to common questions in a document they can save, print and take with them to review prior to an interview. This alleviates anxiety and allows job seekers to be themselves in the interview. With this training, job seekers find their next job sooner and walk away with a skill set in job search that the average job seeker needs 13 times in a career.



A key feature of TALX Reemployment Services is the ability for both the job coach and the job seeker to track job search progress. Both Calendar and Task Comments can be added and tracked by either the coach or job seeker. This feature keeps the job seeker accountable for their progress, and motivates them throughout the process. Job seekers also immediately connect with the latest technology from job board aggregators that provide instant broad access to job postings from thousands of employer career sites and job boards.