



**COACH4EXPATS**

Career Advisory Services

## CAREER CHANGE ADVISORY | OUTPLACEMENT

Is your company going to **reduce the workforce** by upcoming **layoff** events and your employees need to **get tools and self-confidence to look for a new job?**

**Outplacement** is the reorientation process of preparing employees for upcoming layoffs and Reduction in force (RIF) events. We are experts in assessing this complex transition process to help employees to look for a job outside the Company.

- We will help **your company** to be 100% prepared for the layoff and RIF events: when an employee is terminated, they can simply contact us to kick-start the Career change advisory process.
- We provide **psychological support** and **Outplacement 3.0 tools** to employees who are involved in the restructuring process and need help understanding the current labor market, finding their vocation and how reinventing themselves.
- We advise employees about their career transition to land a new job by understanding their **capabilities and skills**, and we orient them to adapt their skills to the new needs of the market to be **competitive and attractive**.
- 📣 *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.*



## TAILOR-MADE OUTPLACEMENT SOLUTIONS

Our customized **career advisory services** will help you to smooth the restructuring process by keeping your **employer branding image** and providing **the most up-to-date career advice tools** to help employees to find their career path outside **your company..**

**Coach4expats** has designed an exclusive career transition service for your company that ensures laid-off employees can redesign an action plan to get new career opportunities. Our Executive coaches and career toolkits align Career path wishes with career opportunities in the current Labor Market:



### OUR PROMISE

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

Emotional support in the Transition process

Online career trainings, tools and follow-up

Coaching to assess on skills & market trends

Strong knowledge in many sectors/industries



## CAREER ADVISORY PROPOSAL – Why should you choose us?

At **Coach4expats**, we believe in tailor-made solutions that help **your company** to consolidate the Employer branding strategy. In that sense, we have designed proposals with these following 4 core elements:

- **Exclusive Outplacement online portal for your employees** with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the Labor Market needs.
- Career coaching **sessions in English or Local Languages** (including German, Spanish, and Portuguese, among others).
- Training and advisory sessions to personally orientate employees on the **new IT skills and new market requirements** required in the Labor Market.
- Senior Career coaches with many years of experience having worked for **several industries and sectors (Consultancy, manufacturing, mining, IT / Tech, Telecommunications, etc)**.



## 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.

- **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** (including German, Spanish, and Portuguese, among others) 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**.



Investment: EUR 399 + VAT

## PROPOSAL 2: *Boost your career*

This proposal has been designed for your employees who need a **complete orientation and training** about the current Labor Market and need support and assessment to face the job hunting process.

- **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.
- **6 career coaching sessions in English or Local Languages** (including *German*, Spanish, and Portuguese, among others) to:
  - Provide emotional support to laid-off employees. Tools for self-diagnosis.
  - Perform vocational tests and ad-hoc tests (e.g. DISC, Hogan, projective tests).
  - Assess to optimize CVs and Cover letters to improve job opportunities.
  - Orientate them on their next career move.
  - Identify his/her target jobs, and understand in detail the current Labor Market.
  - Get Mock Interview training and design conversations to impress future employers.
- **Exclusive training and assessment to readapt their IT skills and programming languages** to the ones required in the market.
- Follow-up, CV corrections and additional support for **3 months**.



**Investment: EUR 1599 + VAT**

## PROPOSAL 3: *Careers for 45+ years old and Executive leaders*

This proposal has been designed for Senior employees (45+ or Executives) who need **full support and orientation about what to do for their careers, how to build their personal branding and how to face new professional and personal projects.**



**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.



**12 career coaching sessions in English or Local Languages** (including **German**, Spanish, and Portuguese, among others) to:

- Provide emotional support to laid-off employees. Tools for self-diagnosis.
- Build a transformational action plan.
- Perform vocational tests and ad-hoc tests (e.g. DISC, Hogan, projective tests).
- Assess to optimize CVs and Cover letters to improve job opportunities.
- Orientate them on their next career move as Senior Leaders.
- Identify his/her target jobs, and understand in detail the current Labor Market.
- Get Mock Interview training and design conversations to impress future employers.
- Work together in planning personal and professional projects and retirement plans.



**Exclusive training and assessment to readapt their IT skills and programming languages** to the ones required in the market.



Follow-up, CV corrections and additional support for **6 months**.



**Investment: EUR 2899 + VAT**

## Additional proposals for future

We recommend evaluating in the future the following proposals to improve the positioning **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 behaviours within the company.
- To **create reports and build statistics and metrics** from patterns and risks detected during the Outplacement conversations (keeping the confidentiality of the coachees). This proposal is aimed to find improve opportunities for **your company**..
- To implement **group workshops** to assess and orientate terminated employees about new IT tools, technologies and programming languages in case of massive lay-off – preferably in person, but we could do it online as well.
- **To prepare HR teams and Line Managers to face layoff events** (e.g. communication strategies, emotional support to employees, Emotional Intelligence, Budget analysis)





**MARIEL SCHAAB**

**Career coach & Founder**

Senior HR Business Partner and Job career coach professional. Diplomas in Human Resources, Labor Law, Master in Business Administration in Innovation (MBA). Certificated trainer. Multilingual.



**CECILIA NAJT**

**Career coach & Headhunter**

Senior HR, TA Manager, Graphologist and Career coach. Specialized in Information Technology, Insurance, Real Estate, Finance, Consultancy positions. Certified IT recruiter.



**JULIAN VILLANUEVA**

**Sr IT career coach & trainer**

Sr Tech TA and Head of Digital Marketing in well-known companies. Specialized in IT, Marketing and Consultancy positions. Diplomas in IT recruiting, Marketing and Political Sciences.



**CAROLINA CHORNOGUBSKY**

**Executive Search Partner**

Experienced HR Manager and HRBP for well-known companies. Sr Manager in Development and Employer branding. Diplomas in Human Resources and Leadership programs.



**CHARLIE PALACIO**

**Career coach & Headhunter**

Headhunter and Senior TA Manager for well-known companies. Employer branding. Diplomas in Psychology and Human Resources.



**ADRIANA GERBEAUT**

**Career Opportunities Analyst**

Never is late to find a new career path! With a Diploma in Statistic and solid experience in Data Analysis the Public and Private sector, she reinvented herself by helping other to find new career opportunities abroad.

Human resources solutions  
tailor-made to your Company needs



Career Advisory Services

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📍 Worldwide

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