

# ACQUPLACEMENT

by AugmentHR

WHERE OUTPLACEMENT AND TALENT ACQUISITION COLLIDE



# THE ACQUPLACEMENT PERSPECTIVE

Traditional Outplacement services rank as the No. 1 employee benefit that delivers the least value for dollars spent.

In short; Outplacement is ineffective and costly.

At AugmentHR, we combine the tradition of Outplacement with the perspective and lens of the Talent Acquisition Professional. The result; a meaningful, affordable and pragmatic approach to supporting your exiting employees on the journey towards their next role.

Who better to coach and mentor your exiting employees than the same professionals that will be responsible for their next employment opportunity...The Recruiter.

# THE ACQUPLACEMENT PROFESSIONAL

AugmentHR will provide your exiting employee with a dedicated, Senior Talent Acquisition consultant that has significant in-house, corporate recruitment experience.

Our consultants have each screened tens of thousands of resumes, assessed thousands of candidates and have been directly responsible for hundreds of successful hires.

Our consultants know what they're looking for on a resume and in an interview. We translate this knowledge in a practical and meaningful way to the exiting employee.



# THE PROGRAM

## INITIAL EMPLOYEE CONSULTATION:

The AcquPlacement consultant will engage directly with the exiting employee to understand their needs, desires and timelines with regards to their career transition.

### OUR CONSULTATION WILL COVER:

**Deal Breakers:** What employment scenarios are not of interest



# RESUME REVIEW CALIBRATION 1

It comes as a surprise to many candidates that HR and Recruitment professionals look for reasons to exclude candidate's from the process rather than *include* them! Most find it shocking to learn that cover letters don't get read (in most cases), and less than 30 seconds is devoted to your resume pass/fail.

The AcquPlacement consultant knows what resume screeners are attracted to and what content persuades them to read a little further. Our "insider" approach promises to catch the eye and ensure that the resume is read and not sent to the recycling bin.

We will provide the exiting employee with a variety of popular resumes templates to get them started or work with their existing version.

Special attention and instruction will be focused on:

- ▶ WHY RESUMES FAIL
- ▶ CREATING AN OBJECTIVE
- ▶ APPROPRIATE BUSINESS WRITING
- ▶ HIGHLIGHTING OF ACCOMPLISHMENTS
- ▶ HOW TO WRITE AN IMPACTFUL BULLET POINT
- ▶ OVERALL RESUME AESTHETICS AND HOW TO DRAW THE SCREENERS EYE



# JOB SEARCH AND NETWORKING

It's a full time job, searching for a job. Our consultants will convey reality of the market, what to expect and the time investment required to achieve success.

We will also cover:

- ▶ **SOCIAL MEDIA PROFILE**  
Creating/optimizing a professional social networking presence for employment market consumption.
- ▶ **HOW AND WHERE TO SEARCH FOR EMPLOYMENT OPPORTUNITIES**
- ▶ **HOW NOT TO GET LOST IN APPLICANT TRACKING SYSTEMS (ATS)**
- ▶ **HOW TO GET TO THE TOP OF THE RESUME PILE**
- ▶ **HOW TO FOLLOW UP ON APPLICATIONS**
- ▶ **HOW TO HANDLE REJECTION**  
"Please talent pool me"
- ▶ **SOCIALLY ENGAGED**  
How to optimize your social media strategy (e.g. LinkedIn), messages or connect requests.
- ▶ **DO'S AND DON'TS**  
Do's and Don'ts and what to expect along your job search journey.



# CONSULTATION AND RESUME CALIBRATION 2

In this session we will discuss, activity and progress to date with regards to:

- ▶ EMPLOYERS OF INTEREST
- ▶ JOB POSTINGS OF INTEREST AND WHY
- ▶ NETWORKING OPPORTUNITIES
- ▶ SOCIAL MEDIA CONNECTIONS ACQUIRED
- ▶ NEXT STEPS

Resume Calibration 2

- ▶ REVIEW OF FINAL DRAFT AND READINESS FOR THE EMPLOYMENT MARKET

# INTERVIEW TRAINING

To become proficient at anything, practice is required and learning to interview well, is no different.

We will cover:



## **TELEPHONE SCREENS AND INTERVIEWS**

What to expect and how to prepare.



## **PRACTICE INTERVIEWS**

How to create a practice interview opportunity.



## **BEHAVIOURAL INTERVIEWS**

The methodology and how to achieve success.



## **THE COMPENSATION CONVERSATION**

How to come out the winning side of this tricky question.



## **ADVANCING**

Setting the stage for a follow up conversation or an in-person interview.



## **CLOSING**

Closing your Recruiter/Hiring Manager and soliciting constructive feedback.

# 30 DAY POST TERMINATION FOLLOW UP

A diagnostic discussion between consultant and exiting employee to examine:

- ▶ **OVERALL ACTIVITY TO DATE**
- ▶ **VOLUME**  
Time invested, jobs applied to, response/success rate
- ▶ **MOTIVATION**  
How to stay focused and positive throughout the search

## ENGAGEMENT INFORMATION

For more information or to engage an AcquPlacement Consultant, please contact:

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