

randstad risesmart redeployment.

build opportunities within

High-performing companies are driven by purpose, brand and a culture where employees feel valued and integral to the success of the organization.

Redeploying employees within your business sends the signal that you are committed to providing growth opportunities and deepening and broadening workforce capabilities in a way that aligns the career aspirations of individuals with the needs of your business.

- **40%** of employees say it's easier to find a job outside their organization than within¹
- **39% cost savings** in redeploying employee versus laying off and providing outplacement²

approaches to redeployment

Organizations can pursue three types of redeployment through Randstad RiseSmart. These approaches can be fully integrated into a company's existing processes.



rapid redeployment: An organization may choose to rapidly retrain and redeploy employees to areas of the business that are experiencing rapid growth or high demand.



classic redeployment: Employees may freely choose to pursue internal roles or the company may offer redeployment preceding outplacement for employees whose roles are being eliminated.



blended redeployment: An organization providing redeployment as a time-limited offer can concurrently offer outplacement to give employees the choice of finding roles internally or externally.

why consider redeployment?

near term

- ➔ retain employees and broaden skills that can contribute to organizational agility when responding to business changes.
- ➔ minimize or delay layoffs.
- ➔ improve the employee experience by maintaining morale and productivity while also strengthening engagement and loyalty.
- ➔ reduce costs associated with reductions in force, including severance and unemployment taxes.

long term

- ➔ promote a learning culture and expand the skills and capabilities of your workforce.
- ➔ retain tribal knowledge and protect customer and partner relationships.
- ➔ strengthen competitive position at the start of economic recoveries.
- ➔ resolve potential talent scarcity issues and minimize future onboarding expenditures.
- ➔ maintain positive employer brand.

¹ Opportunity Marketplaces, MIT Sloan Management Review/Deloitte Insights Research Report, April 2020, p6, https://www2.deloitte.com/content/dam/insights/us/articles/6363_mit-smr_opportunity-marketplaces/DL_Opportunity%20Marketplaces.pdf

² Savings achieved based on US figures including the cost of unemployment, severance and talent acquisition. Figure based on \$50,000 salary, unemployment tax payments per employee of \$4,200, 12 weeks of severance and \$4,000 cost of external hiring.

how risesmart redeployment works

for HR

A team of experts simplify your work by providing implementation planning, documentation and communications tailored to your needs, as well as best practices and ongoing account management.



- pre-notification planning, manager notification training and training on RiseSmart reporting and participant platforms are provided.
- internal talent marketplaces make job/project openings transparent to employees across the organization.
- internal hiring managers gain visibility into the skills and interests of employees.
- candidate search and matching capabilities are integrated into your organization's current processes.



- 24/7 access to data and reports enable HR to track progress, view internal hiring by department/business unit and monitor return on investment.

for employees

A dedicated team of career transition experts, along with comprehensive online resources, ensure that employees are completely prepared to conduct a successful job search.



- a dedicated career coach prepares employees for rapid decision-making and provides comprehensive job search and motivational support.
- a professionally written resume, cover letters and LinkedIn bio from a certified branding expert ensure that employees put their best foot forward.
- handpicked jobs from a career concierge provide best-fit opportunities.
- hand-selected courses and experiential learning opportunities offer employees who need to upskill/reskill the best learning options.
- specialized guidance from a certified learning advisor helps employees achieve their upskilling/reskilling goals.



- job-matching technology, comprehensive job search resources and redeployment-focused content are available 24/7.
- job market data on roles, salary, market demand and more assists employees with career planning and skills development.
- 20,000+ tech- and business-related courses to build skills are available.
- all resources are accessible on the go with our mobile app.

let us show you the math

RiseSmart's redeployment calculator shows the cost savings your organization can achieve by pursuing redeployment over outplacement. Our experts will work with you to calculate the savings.

risesmart: your agile partner

Only RiseSmart can provide the expertise and innovation with award-winning technology to deliver a truly human-centered, technology-enabled experience that helps organizations and employees expand their capabilities and strengthen competitive advantage.



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