

randstad risesmart outplacement.

It's time to demand more from your outplacement vendor. With a perfect blend of leading-edge technology and world-class services, RiseSmart Spotlight™ offers a results-oriented, cost-effective approach to helping your employees find new jobs 60% faster than the US national average while protecting your brand.

customized & personalized guidance

All transitioning employees receive completely personalized guidance from a team of dedicated experts using contemporary technology at every step of their transition. Whether conducting a conventional search, changing careers, starting their own business or entering a phased retirement, participants accomplish successful and efficient transitions with guidance from RiseSmart.



career coach

Every participant receives 1:1 coaching from an industry expert. Our coaches are more than just career consultants; they bring years of experience in HR, recruitment and coaching, so they know what hiring managers are looking for and how to help candidates land interviews and new roles.



branding expert

A certified professional resume writer gives each job seeker's personal brand an extreme makeover within a week of beginning the program. From social media bios to eye-catching resumes that rise to the top of the pile, RiseSmart knows how to highlight a participant's accomplishments that they stand out to hiring managers.



job concierge

Every participant gets a dedicated job-sourcing expert who ensures that all job leads are relevant and actionable. Based on each participant's preferences, a job concierge handpicks the best leads for individual profiles from major job boards as well as niche sites.



contemporary platform

Risesmart Spotlight puts decades of technological innovation directly in the hands of participants through a convenient cloud-based platform. It features a powerful matching engine called RiseSmart SmartMatch™, which filters tens of millions of jobs in seconds and intelligently ranks the most relevant ones based on each user's individual profile, experience and preferences. For each job, a contact discovery engine also locates relevant contacts who can help with networking – those the participant already knows and those they should know. Personal branding tools, such as an intelligent cover letter generator, along with custom content and in-app messaging with coaches, keep the job seeker organized, in sync and on track. Everything needed to land a new job is located in one spot.

why choose risesmart?

RiseSmart is one of the largest providers of global, contemporary career transition solutions that strengthen employer brands, improve retention and re-engage talent. We partner with HR teams to produce unparalleled results and guide transitioning talent into, within and out of organizations with greater ROI than traditional outplacement.

60%
faster landings
than the national
average

83%
land in jobs with
equal or better pay

74%
in-program
landing rate



98%
overall participant
satisfaction

82
Net Promoter
Score

- faster landing at a lower cost
- industry-leading customer reporting & tracking
- dedicated customer relationship management team
- the nation's fastest-growing career transition and talent mobility provider
- customers in 40+ industries and 80 countries
- improved ROI

Take career transition to the next level with RiseSmart Spotlight and accelerate your outplacement results – from layoff to landing.

strong results and satisfaction



'[With] cloud-based delivery, employers have the opportunity to accelerate time to placement for their transitioning workers while reducing outplacement program costs.'

[james holincheck](#)
former gartner vice president

'Sharp price differentiation, a results orientation and a technology backbone make risesmart a company to watch closely over the next couple of years. This is how disintermediation works.'

[john sumser](#)
HR industry expert

award-winning

