



If You Want to Attract and Retain Top Talent, You Have An Important Social Responsibility: Positive Employee Experiences Through Offboarding

Providing outplacement services keeps your employment brand intact, which makes it easier to hire and retain top talent

Employer branding is the new corporate currency; key to existing employees but also **critical to talent acquisition story** (i4cp, 2021)

52% of CEOs believe **finding and retaining** top talent is a significant/primary issue facing their business today (DDI, 2021)

40% of workers that were terminated gave their employers **negative reviews** on sites like glass door (Mercer-2021)

Five imperatives for resetting the future of work:

- 1) Embrace stakeholder capitalism (socially responsible)
- 2) Build human-centric leadership culture
- 3) Cultivate health and well-being
- 4) Transform organization design and work design
- 5) Align new technology and skills (WEF/Mercer)

Saying goodbye responsibly is more important than ever - outplacement is not just a "nice to have," it's necessary for a positive employee experience

While jobs are in short supply, it is even more important for employers to provide **transitioning talent with professional outplacement.** (SHRM, 2021)

Numerous data points to support **85% of Americans** believe **outplacement should be offered** as part of every severance. (Intoo)

Companies are beginning to take inventory of their social responsibility for their people (Mercer - 2021)

Lay-offs are part of the **employee experience** (Mercer-2021)