



# Tomorrow:



# We live in a world of constant change.

A world where economic, political and global events have a direct impact on people working at all grades in public or private businesses. And in a world of uncertainty, you need to know what Tomorrow brings...



# what will Tomorrow: bring?

- 1** Outplacement that works by providing real results.
- 2** The people that have already helped over 1 million individuals find their way back into employment.
- 3** The scale that has over 200 offices and 1000 recruiters searching for every job opportunity, hidden or visible.
- 4** The experience and infrastructure that allows us to provide the very best service for the very best price.

Tomorrow from A4e brings outplacement that works to employees of all levels within both public and private sectors.

As a global leader in the employment and skills market with a proven track record, we have the scale and the structure already in place to offer excellent value outplacement that is entirely focused on achieving real results.

Using a powerful combination of world-class face-to-face and online coaching from our expert teams, an infrastructure of over 200 offices and more than 1000 recruiters all dedicated to looking for the right jobs for our candidates, we have already helped over 1 million people on their journey back to work.





## What we do

## At A4e, we specialise in 'Outplacement that Works,' both for you and your employees.

This means providing a service that helps people of all levels within your organisation find out what their options are, work out which ones are right for them and then providing all the support they need to make it happen as quickly as possible. This could be finding a job with another employer, retraining, taking early retirement, or even starting their own business - over the past 10 years we're proud to say that we have helped over 20,000 new companies start up and grow.

This focus on gaining fast, positive results for all candidates allows us to ensure your company reputation is maintained throughout change. We do this by using a powerful combination of group and one-to-one coaching and bespoke online e-service.

Our e-service (MyA4eConnect) gives your employees access to a comprehensive library of job-search information and interactive tutorials, improving the efficiency of the job-search process and placing everything they need to cope with change at their fingertips.

With over 200,000 live vacancies, a business research database, an e-learning suite and an email response service, it is a vital resource for staff, that is extremely useful on its own or to complement traditional coaching sessions.

Plus, as the UK's biggest provider of employability and skills programmes to the DWP we have unrivalled knowledge of government sponsored training and skills initiatives throughout the country.





What makes us better?

## Our people

The teams at A4e have spent the last 20 years getting to know the employment market inside out, so we know that blindly following a procedure doesn't work. It is ingrained within our organisation to get results by helping individuals, not just business reputations.

This attitude has remained the driving force behind our unrivalled team of experts who provide coaching and employee engagement on a world-class level.

They are experienced in coaching and motivating people from all levels of employment, giving them the practical help and guidance they need to find the job or career that suits their skills.



Our scale = Value for you



We already have a national team of experts working from over 200 community offices throughout the UK.

Our career coaches provide the world class coaching A4e is celebrated for, whilst our recruitment teams uncover suitable vacancies. Our recruiters actively work with local and national organisations of all sizes and with a network of over 100,000 companies providing opportunities for our candidates, we have an unrivalled access to both

the hidden and visible jobs market. This experience has given us a detailed understanding of the skills system and the funding available for retraining and helping individuals into work, giving you more value and your employees a richer service.

Plus, because our people and infrastructure are already in place, we are not exposed to any additional overheads, allowing us to bring you the **very best service at the very best price.**

Our experience

A4e is already a global leader in the job market with a proven track record. We have helped over 1 million people find a route back to employment since 1991.



A4e

# Our track record



In April 2009 A4e implemented a large-scale redundancy programme for 500 Corus employees. At very short notice, A4e provided a mix of group, one-to-one and online support using our bespoke e-service MyA4eConnect to help staff deal with the change and compete for vacancies in the labour market.

80% of people secured a successful outcome within 6 months of using A4e:

10% engaged with the self-employment service and went on to draft business plans.

Over 25% have taken up retraining opportunities through the career service.

Over 10% have secured alternative positions in Corus following application and interview training.

Over 35% have secured alternative employment within 6 months of completing the programme.

“ We are very pleased with the service offered by A4e, both professional and positive. We are especially impressed by the flexibility offered to meet all needs whether it is group sessions or one-to-one support. The ultimate accolade is people keep coming back to sign up for more courses. ”

MANUFACTURING SUPPORT  
(COORDINATOR OF REDUNDANCY  
SUPPORT FOR CORUS)



Indesit made over 300 redundancies between 22 May and 31st July 2009. A4e was engaged to offer advice and guidance to the workforce, provide online support using our bespoke e-service MyA4eConnect and give career coaching to the remaining 50% of the workforce who had not chosen early retirement.

Of the 150 people offered support from A4e, 84% chose to take it up.

90% of those who took the programme secured new employment within 6 months of completing it.

“ I have found the people and the support helpful and informative. Even in the most difficult times I have enjoyed the courses. I have been pleasantly surprised at how useful this service has been and fully intend to do all the courses. The people have always been professional and friendly. ”

SHOP FLOOR WORKER – INDESIT





**58 workers at the Trelleborg factory in Newtown Wales were facing redundancy following the closure of the plant.**

**Most of the workers were more experienced, highly skilled supervisors, managers, finance and administration staff. A voluntary support programme was implemented by A4e at very short notice – it commenced on 1st June and finished on 31st July 2009.**

**Of the 58 facing unemployment:**

- 28** secured alternative employment and
- 10** took up retraining opportunities.
- 6** took early retirement.
- 9** of the remaining 14 have been actively seeking employment through A4e’s funded programme for the newly unemployed.

*76% of people secured a successful outcome within 6 months of using the service*

“ The presence, enthusiasm and motivational message from the A4e team has offered hope and a positive future to all staff. This presence has boosted personal morale, self esteem and created a genuine desire for staff to utilise their personal skills and experience in an effective way but targeted at another employer and/or industry. ”

UNITE UNION REPRESENTATIVE



**In April 2010 A4e worked with Derbyshire Constabulary to support 40 admin staff who were made redundant. The staff were from all levels and ranged from receptionists to experienced legal staff and witness interviewers. A4e delivered four key job search interventions – focusing on Dealing with Change, Transferable skills, Finding a Job, and Jobsearch for the newly unemployed.**

**As of August 2010:**

**24** of the **32** people who went on to leave the organisation have secured another opportunity.

**80%** of candidates rated the service they received as excellent.

“ A good course. Stimulating and full of information. ”

COURSE ATTENDEE



 **is the largest provider of employment and skills services in the UK. By specialising in providing services that make a real difference to people's lives, we continue to build our business on our core philosophy of 'doing well by doing good.'**

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**Tomorrow:**

Outplacement that Works from 