



PSYCHOLOGY GROUP

CAREER TRANSITION PROGRAM

- Career transition and outplacement services and for employees made redundant due to current economic impact caused by Covid-19.
- Support and assist your employees through redundancy and into new employment opportunities through a customised career transition program.
- Delivered through video conferencing and collaboration.

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OPRA's Career Transition Program, often referred to as Outplacement, has been designed to meet the needs of the individuals going through redundancy and job change, whilst taking into account the commercial impact on an organisation.

The following provides a brief description of the services our program can include;

INTRODUCTION, TAKING STOCK AND OVERVIEW

Overview of the process, identifying and establishing the individual's needs, emotional reaction to job change and dealing with others and their responses

SELF-AWARENESS

Psychological assessment and feedback and identification of Skills and Values

Providing Psychometric assessments to identify intellectual abilities, team types, leadership styles and key motivators.

RESUME

Writing successful resumes, developing effective marketing tools, referees and references, follow up letters.

AVENUES TO THE EMPLOYMENT MARKETPLACE

Hidden job market and networking, responding to advertisements, personal sales letters,

telephone techniques and working with recruitment consultants.

Introducing them to our recruitment partners Beilby Downing Teal, CoreStaff Recruitment and Goal Indigenous Services.

INTERVIEW TRAINING – BASIC

Before, during and following the interview, the various interview formats.

SELF PREPARATION

Time management, effective communication, organising personal records.

INTERVIEW TRAINING – ADVANCED

Management style focused interviews, CEO and Board level interviews, motivational style, understanding individual leadership style and practice interviews.

ADDITIONAL SUPPORT

Salary negotiations, on-boarding support, additional managerial support, executive support & industry introductions, etc.



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Excellence in Business. Excellence in People.



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COMPARISON MATRIX

Service Levels	Level 1: Self-Paced:	Level 2: Essentials	Level 3: Standard	Level 4: Professional	Level 5: Premium
Program Duration	1 month	1 month	2 months	3 months	6 months
Direct Consulting Hours	Online	1 hour	3 hours	6 hours	10 hours
OPRA's Career Transition e-Workbook (covers below modules)	✓	✓	✓	✓	✓
Overview and Taking Stock		✓	✓	✓	✓
Self Awareness			✓	✓	✓
Resume			✓	✓	✓
Avenues to the Employment Marketplace			✓	✓	✓
Interview Training			✓	✓	✓
Self Preparation			✓	✓	✓
Psychometric / Career Interest Profiling				✓	✓
Interview Training - Advanced				✓	✓
Additional Managerial Support				✓	✓
Executive Support & Industry Introductions					✓
Salary Negotiation					✓
Post Employment Support					✓
Ongoing Support Until Ideal Role is Achieved					✓

OPRA can also provide customised programs developed to individual organisational needs.

VOLUME DISCOUNT:

OPRA is pleased to offer a discount based upon the following volumes of participants:

- 1 - 20 PARTICIPANTS: **STANDARD RATE**
- 20 - 50 PARTICIPANTS: **10% DISCOUNT**
- 50+ PARTICIPANTS: **20% DISCOUNT**

TO ENGAGE THIS SERVICE, OR FOR FURTHER INFORMATION, PLEASE CONTACT YOUR LOCAL OPRA CONSULTANT.

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GOLDER ASSOCIATES CAREER TRANSITION



BACKGROUND



Golder Associates is a global, employee-owned organisation providing independent consulting, design, and construction services in earth, environment, and energy. Golder is dedicated to living up to its company values of Integrity, Excellence, Teamwork, Caring, and Ownership and committed to looking after its employees through every step of the employee lifecycle.

THE CHALLENGE

Market changes impacting the hydrology business called for a corporate decision to restructure and subsequently make 40 jobs redundant across Australia. Roles included administrative support as well as professional technical positions. Golder engaged OPRA with the objective of supporting staff whose roles were made redundant and enabling them to secure alternate roles as quickly as possible.

OPRA'S SOLUTION

An Outplacement and Career Transition programme was created. OPRA consultants were on site, across multiple national offices shortly after the news of the restructure had been communicated to Golder employees.

Given the significant impact of the change, it was important that where practical, qualified OPRA psychologists were present to deal with the impact of the transformation. From there, employees were given the opportunity to participate in the programme.

Key topics included:

- Taking Stock
- Assessment
- Preparation
- Avenues to Job Hunting
- Interviews

Due to the varying needs and job-search experience of participants, the programme was tailored accordingly, whereby participants were able to focus on topics most relevant to them.

RESULTS

- 40 REDUNDANCIES**
- 78% PARTICIPATION RATE**
- 48% COMPLETED THE PROGRAMME**
- 84% EMPLOYED WITHIN 3 MONTHS**

“Partnering with OPRA in the provision of Career Transition / Outplacement services gave us the confidence that our staff members would be well-looked after during this difficult time.

Being able to speak to an OPRA consultant, someone outside of the organisation, made a significant difference to those affected, as they were provided with the advice, support and direction to seek, and take advantage of their next employment opportunity. In many cases, staff have commented how much they value the service”. **Zoe Smith, HR Manager, Golder**