

## INTRA US DOMESTIC PROGRAMS

### Pre-Decision Assistance

#### PRE-SERVICE ASSESSMENT

At no cost to client, REA screens for need and discusses available services with authorized employees. The pre-service assessment is conducted in an effort to determine and to explain how REA may help the program participant with career search and/or acclimation needs.



#### RELOCATION DECISION ASSISTANCE

The REA consultant assists the accompanying spouse/partner in making an informed decision about potential career opportunities in the destination area prior to the employee accepting the relocation offer. The REA consultant offers site-specific information about the program participant's employment outlook, including local salary ranges, general labor market conditions, potential employers and licensing requirements. *The cost of the Relocation Decision Assistance program will be applied to the cost of any other program if the participant continues with additional services.*

## Career Assistance Programs

#### CAREER AND TRANSITION ASSISTANCE

These services offer valuable assistance to anyone facing a career or job change, re-entering the job market, or seeking to explore self-employment options. Delivered by REA's local career consultants, this full service, flexible program is designed to provide the tools necessary to conduct an efficient, targeted job search with confidence. Further, REA offers personalized research, settling-in support and access to a state-of-the-art virtual career center.

#### Services may include:

- Career assessment and coaching
- Resume/CV preparation and production
- Cover & reference letters preparation & printing
- Research on licensing and certification requirements
- Labor market research
- Develop multi-faceted job search campaign
- Networking strategies
- Use of social media in job search
- Create professional on-line profile
- Identifying potential job leads
- Entrepreneurial assistance
- Self marketing materials
- Exploration of local educational opportunities
- Access to state-of-the-art on-line career center
- Interview training
- Salary negotiations
- Community research
- Research and data compilation on potential employers, job fairs, salary data and recruiters
- Action Plan for short/long term goals

## CAREER ADVANTAGE PLUS – Executive Services

This full-service program is completely individualized; flexible and designed to address the unique requirements of Senior Level Professionals and Executives engaged in a job search. They can choose when, where and how to access the services. Whether they choose to meet face-to-face with an Executive Coach or consult by phone from home or while on the road, the participant will have easy access to our consultant team, customized resources, state-of-the-art technology, and administrative support to help them achieve their goals.



## ACCLIMATION ASSISTANCE

This affordable service is designed to assist the single transferee, spouse/partner and family in successfully establishing connections and making a smooth transition to their new community. A highly trained Professional Coach, located in the destination area, will provide comprehensive resources and personalized guidance until objectives are met. Below is a sampling of services that may be provided:

### Explore & Examine Options

### Identify Objectives & Develop a Personal Action Plan

### Provide Counseling on managing change during the relocation

### Develop Customized Research Package that may include:

- Specialized training programs and advanced education courses
- Healthcare professionals
- Childcare & elder care resources as needed
- School information (public and private)
- Places of worship
- Volunteer opportunities
- Recreational & cultural activities
- Sports programs and hobbies
- Veterinary services and pet boarding

### Referral to Local Resources/Networking Opportunities

- Encourage networking through clubs, alumni, local groups of interest
- Assist in creating new support systems, networks and making connections in-person and online

### Coaching on Implementation of Personal Action Plan

## Other Services

### GROUP MOVE SERVICES – U.S. and Canada

REA is able to address the acclimation and/or career assistance needs of families involved in a corporate group move. The Acclimation support and Spouse/Partner Career Assistance services are further enhanced by workshops offered to participants in the origination and destination areas.

### OUTPLACEMENT SERVICES

REA offers an innovative, cost-effective approach to global outplacement. Employers may select from varying lengths and levels of service. Professional coaching, access to job search resources, networking opportunities and administrative support services are designed to assist all levels of employees throughout their career transition anywhere in the world. (A description of our full-range of programs is available upon request.)

### CAREER TRANSITION COACHING

Career Advantage® tele-coaching services make career coaching affordable to the job seeker who has a lump sum benefit or those who are without policy benefits and on a personal budget. Services are appropriate for job seekers/changers at all levels and in all professions.