



Programs for Expatriates, Repatriates, Non-US Domestic and Intra-Continental Moves

REA provides services to expatriate and repatriate employees and their families relocating to destinations in North America, Central and South America, Europe, Australia/New Zealand, Middle East, Asia and Africa (which includes intra-country and intra-continental relocations).

For the purposes of this communication:

- ✓ **North America** includes US, Canada
- ✓ **Central and South America** includes Mexico, Brazil, Argentina, Chile, Panama, Uruguay, Venezuela
- ✓ **Europe** includes Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, Luxembourg, Netherlands, Poland, Portugal, Romania, Russia, Spain, Sweden, Switzerland, United Kingdom, Turkey
- ✓ **Middle East** includes the United Arab Emirates, Saudi Arabia and Kuwait
- ✓ **Australia** includes Australia and New Zealand
- ✓ **Asia** includes China, Hong Kong, India, Japan, Malaysia, Mongolia, Philippines, Singapore, South Korea, Thailand, Indonesia, Taiwan and Vietnam, Sri Lanka
- ✓ **Africa** includes Morocco, Kenya, South Africa, Ghana, Senegal

Pre-Decision Assistance Programs

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

REA offers customized research, resources and tele-coaching designed to assist the international assignee and family in making an informed decision prior to accepting an international assignment.

Personalized Coaching

An international consultant provides customized information and support, which includes: Assessment of specific family needs and concerns. Site-specific research to address issues identified. Research may include:

- ✓ General appraisal for employability in host country
- ✓ Review of career enhancement alternatives for those who desire to work
- ✓ Identification of child or elder care resources
- ✓ International clubs and organizations supporting expatriate families
- ✓ Discussion of any remaining open issues

The Relocation Decision Assistance program fee can be applied to the cost of any other program if the participant continues with additional services.

Career and Transition Programs for Expatriates

TOTAL TRANSITION PROGRAM – Partner Career and Transition Assistance

For couples that are making an international move, REA offers customized coaching, research and resources designed to help the accompanying partner acclimate to the host country/area, identify activities to promote entry into the new culture and explore various options for making the most of their time on assignment. For those interested in evaluating employment or career enhancement alternatives (for partners who may not be able to work due to visa restrictions), REA can provide practical guidance and coaching on job searching in the local market or pursuing education, training, volunteer opportunities or other career development pursuits. Services are delivered via telecoaching, with up to 2 hours of face-to-face transition assistance coaching where feasible.



TOTAL TRANSITION STAR PROGRAM – Face-to-Face Partner Career and Transition Assistance

For the accompanying partner moving internationally, REA offers a full service and comprehensive program that combines face-to-face services and proactive tele-coaching, country-specific resources and targeted transition and career assistance. After a thorough needs assessment, REA creates a personalized action plan designed to provide the coaching, resources and on-going support necessary to meet the partner's specific objectives in assimilating into the new host country/culture and exploring a meaningful pursuit to make the most of their expatriate experience.

For those interested in evaluating employment or career enhancement alternatives (for partners who may not be able to work due to visa restrictions), REA provides practical guidance and coaching on job searching in the local market or pursuing education, training, volunteer opportunities or other career development pursuits. Once objectives are met, REA continues to provide support to ensure a smooth transition into the partner's new pursuit, and a successful assimilation to the new environment. This program is available wherever REA has on-the-ground coaches. Locations may vary.

INTRA-COUNTRY CAREER PROGRAM - Career Continuation Program /

Re-Employment for Accompanying Partners

For the job-seeking accompanying partner relocating in-country, this program offers a combination of Tele-coaching, local market research and technology tools that assist the spouse/partner in conducting an effective job search and in building a network in the new location. Services include up to 3 months of customized coaching on topics such as:

- ✓ Assessing skills, interests, experience and exploring alternative career options
- ✓ Assisting with CV's, cover letters and application forms
- ✓ Providing targeted market research and assistance in identifying job leads/contacts
- ✓ Exploring self-employment opportunities
- ✓ Interviewing practice and appropriate networking (including social media)
- ✓ Evaluating job contracts/ business opportunities

This program also includes a market research package targeted to the spouse/partner's objectives.

Career and Transition Programs for Repatriates

RE-INTEGRATION/TOTAL TRANSITION PROGRAM

– Partner Career and Transition

Studies have shown that the transition for repatriates can be even more stressful than living on assignment. For dual career couples that are returning to their home location, REA offers customized coaching, research and resources designed to assist the working partner in exploring re-employment options or career enhancement alternatives. In addition, individuals are offered reverse culture shock support with re-adapting to their daily activities and work culture. Each participant has access to a state-of-the-art virtual career resource center. Services are delivered via telecoaching, with up to 2 hours of face-to-face transition assistance coaching where feasible.



RE-INTEGRATION/TOTAL TRANSITION STAR PROGRAM – Face-to-Face Employment Assistance

For the repatriating accompanying partner returning to their home country, REA offers a full service, comprehensive program that combines face-to-face service and tele-coaching, practical resources and targeted re-employment assistance. REA provides customized assistance and research designed to help the repatriating partner re-enter the workforce, evaluate employment options or explore career enhancement alternatives.

This program provides post-employment support to ensure a smooth transition into the partner's new job and company, and help them assimilate to their changed lifestyle and work and social environment upon return. This customized face-to-face program can also meet the unique needs of executive level partners engaging in a job search as they return to their home country after being on an expatriate assignment. This program is available wherever REA has on-the-ground coaches. Locations may vary.

Other Services

GROUP MOVE SERVICES – Global

REA is able to address the acclimation and/or career assistance needs of families involved in a corporate international group move. Total Transition Programs are further enhanced by workshops offered to participants in the origination and destination areas.