



Choosing the right **OUTPLACEMENT SOLUTION**

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Committee on the Judiciary.
Subcommittee on Civil and
Constitutional Rights**

Outplacement Solution:

The Complete Guide To Outplacement Counseling Alan J. Pickman, 2013-10-23 Recognized by business managers as a useful and practical tool to assist them in responding to a set of complex business challenges the need for outplacement counseling the process of assisting employees who have lost their jobs to develop effective career plans and to find new employment has grown dramatically during the past two decades Given this rapid expansion of the field assembling organizing and clarifying the body of knowledge and information available about outplacement has become critically important The first comprehensive effort in the field this book presents authoritative up to date information on an exhaustive range of outplacement topics A psychologist and experienced outplacement practitioner the author has recently been chosen as one of the charter fellows of the Outplacement Institute the sole certifying organization for outplacement practitioners Of value to all those interested in the field including current and future practitioners as well as human resources professionals this volume contains essential information for candidates receiving outplacement services counseling students and researchers involved in the study of counseling in business and industry With such a broad audience in mind it contains a wide range of information counseling theory and practical suggestions geared expressly to the needs of practitioners descriptive material on all topics and brief case histories of actual outplacement candidates Written in non technical language the volume brings to life the flavor of outplacement practice This unique volume covers topics not addressed elsewhere in the current outplacement literature including the psychological barriers to a successful job search the behavioral and counseling implications of the outplacement setting the theoretical basis of outplacement counseling the relation between outplacement and psychotherapy the professional development opportunities for outplacement practitioners the supervision of outplacement practitioners the cross cultural issues to be considered in outplacement the relation of outplacement to other career development professionals and the marketing of outplacement services Also of importance the appendices offer data not previously disseminated to the general public including competencies standards for OPC practitioners as established by the International Association of Outplacement Professionals IAOP standards of ethical practice for outplacement professionals as established by the IAOP and listings of information resources for OPC practitioners and candidates featuring a section on computer based sources for conducting career related research

Placement Programs for Displaced Federal Employees United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources, 1985 Issues in Civilian Outplacement Strategies Commission on Behavioral and Social Sciences and Education, Division of Behavioral and Social Sciences and Education, National Research Council, 1996-08-22 In the past six years planned downsizing has reduced the civilian work force of the U S Department of Defense from over 1 million to just under 850 000 By 2001 approximately 119 000 more civilian jobs will be eliminated The reemployment picture for civilians is not strong and the economic impact of base closings will also be felt by the surrounding

communities This book presents creative ideas for civilian outplacement based on or suggested by private sector experiences It discusses a number of issues that the Department of Defense must consider in its outplacement efforts including organizational planning for effective outplacement services whether or not to customize services for particular types of employees monitoring outplacement practices to learn what works and working with local communities in providing both job search and social services

Federal Job Training Programs United States. Congress. Senate. Committee on Labor and Human Resources,1995

Implementing Best Practices in Human Resources Management Hugh Secord,2003

The Changing Outplacement Process John L. Meyer,Carolyn C. Shadle,1994-10-21 With downsizing layoffs and other retrenchment measures afflicting both public and private sectors outplacement consulting has grown from a minor specialty among human resources HR firms and practitioners into an important industry Meyer and Shadle explore changes that have occurred in the outplacement process as well as its practice to provide a clearer understanding of what it is and what it offers organizations and their employees Clearly written and designed to assist management and their HR professionals the book provides not only an insight into the meaning of job loss and its devastating impact on workers and the organization but also a way to help lessen the blow to both Among the topics explored here are the seven dimensions of the new careerism an inclusive definition of outplacement a complete and objective review and analysis of the elements of the outplacement and career transition process and a description of the different kinds of assessment typically offered as part of outplacement It also provides an inside look into this multimillion dollar industry its organization and markets trends and the industry s burgeoning technology The authors answer such questions as Why does one need outplacement counseling Why do corporations pay for it and how much How do outplacement firms contact and contract with corporations How can the outplacement firm provide consultation to downsizing corporations This book is a well researched practical resource for all organizations and their employees in this economically difficult decade

Authorization Requests of the Community Relations Service of the Department of Justice for Fiscal Years 1990 and 1991 United States. Congress. House. Committee on the Judiciary. Subcommittee on Civil and Constitutional Rights,1993

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1997 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,1996

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1997: Testimony of members of Congress and other interested individuals and organizations United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,1996

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1997: Department of Labor United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and

Related Agencies,1996 **Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1998** United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies,1997 Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 1998 ,1997 **After the Cold War** United States. Congress. Office of Technology Assessment,1992 **After the cold war : living with lower defense spending.** , Departments of Commerce, Justice, and State, the Judiciary, and Related Agencies Appropriations for 1991: Department of Justice United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Commerce, Justice, and State, the Judiciary, and Related Agencies,1990 **Employee Benefits Answer Book** Dorinda D. DeScherer,2015-06-09

Employee Benefits Answer Book provides comprehensive guidance for those involved in the design and administration of employee benefit plans The Q A format is ideal for probing key topics such as Health care reform COBRA continuation coverage Retiree health care coverage Health coverage portability requirements Group long term care insurance Dependent care assistance Adoption assistance Vacation and severance pay plans Death benefits Financing employee benefits Financial accounting for employee benefits And more Employee Benefits Answer Book will help you Set the best Health Care Reform strategy for your company and your clients Keep in compliance with current and coming requirements Find clear answers to hundreds of employee benefits questions Avoid costly errors related to employee benefits administration Resolve employee benefits issues quickly and effectively And much more The Thirteenth Edition provides up to date coverage of the Affordable Care Act ACA including Transition rules leading to full implementation of the employer shared responsibility requirements in 2015 Guidance on when employer provided health coverage provides minimum value Latest figures for determining affordability of employer provided health coverage Rules governing the interplay of orientation periods with the new limits on waiting periods for health coverage And more Additionally Employee Benefits Answer Book has been updated to include discussions of New guidance on stop loss insurance The Supreme Court s weighing in on vesting of retiree health benefits Final regulations on payment of retiree health premiums by a pension or annuity plan DOL issuance of updated COBRA continuation coverage notices that reflect the Health Exchange option And more Reemployment Act and WARN United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Labor,1994 Oversight Hearings on Dislocated Workers United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor-Management Relations,1994 This document records the oral and written testimony given by witnesses at a series of three Congressional hearings conducted in 1993 to review federal retraining programs for dislocated workers Witnesses included representatives of federal and state agencies and Private Industry Councils Witnesses testified about their programs and what has worked and has not worked in their efforts to retrain dislocated workers The existing programs were described and suggestions made for improvements including putting programs in place before layoffs and shortening the timeframe for

retraining programs so workers can afford to complete them However according to witnesses whatever successes have occurred have been tempered by the sluggish economy and the reality that most of the new jobs for which workers can be retrained pay substantially less than the jobs they have lost KC

The Psychology and Law of Workplace Violence Irvin H. Perline, Jona Goldschmidt, 2004 The Psychology and Law of Workplace Violence examines the causes risk factors prevention and legal issues associated with workplace violence Previous attempts to explain these crimes are often only descriptive and do not identify the basic underlying psychological mechanisms and yet from the largest violent acts such as the September 11th Attack on America to the smallest violent workplace crime the psychological mechanisms are the same This landmark text offers a different perspective to the current concepts of workplace violence and will likely change the way people conceptualize violent crime Part One of the text identifies eight underlying factors responsible for these crimes identifies two necessary conditions for their occurrence and develops several significant new concepts related to the field Part Two discusses state and federal legal issues surrounding workplace violence Workers compensation employer liability and employer duties under negligence law hiring supervision and firing the legal aspects surrounding premises security employee privacy issues the ADA the Fair Credit Reporting Act and criminal history inquiries are but a few of the many legal topics discussed This section is written in a practical easy to understand manner and contains materials that are often available only in law libraries The final Part Three of the text is a compendium of workplace violence case histories and includes numerous nationally recognizable incidents along with many others that have not been widely publicized An interesting description of details surrounding each crime and its aftermath is included What happened to the perpetrator What happened to the victims In addition for many cases how the case relates to other cases and issues that have arisen from the case are discussed In this section which is the largest published compilation of case history material on workplace violence to date covers over

Helping the Dislocated Worker William L. Ashley, 1984

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