


KARENT®



*„ KARENT helped me to develop a
clear career strategy and to
consistently take the next step..“*

Transfer company
Group outplacement

KARENT: Job-to-Job Transfer statt Kündigung

Inhalt

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2 Building blocks of a transfer company and group outplacement

- Consulting
- Qualification
- Active placement
- Support

3 Advisor and placement duration

4 Appendix

1

INTRODUCTION KARENT

Our services at a glance

We help people to recognise, develop and realise their potentials.

TALENT-MANAGEMENT



Recognising, developing and realising leadership potential in the company

Assessment
Center

Teambuilding

Coaching

Leadership
development

TRENNUNGS-MANAGEMENT



Release employees in a socially responsible way and open up new career perspectives

Separation
implementation,
(offering and
concluding
termination
agreements)

Group
outplacement

Transfer companies

Career advice

Individual
outplacement

Topleader-
Placement

KARENT opens up the entire German-speaking region to its clients

➤ **19** Offices in Germany, Austria and Switzerland

➤ **56** Outplacement consultant

➤ Concentration on outplacement and transfer projects



Numerous companies place their trust in KARENT



... and many more

Our business fields



INDIVIDUAL OUTPLACEMENT

We advise professionals, managers and specialists in the difficult phase of job loss. The structured KARENT counselling approach can significantly shorten the phase of professional reorientation.

GROUP OUTPLACEMENT

Employees at all levels are supported in a combination of workshops, individual coaching and job search. A large number of employees are able to avoid unemployment.

TRANSFER COMPANY/TRANSFER AGENCY

Active placement in the primary labour market, tailor-made qualification and an additional year of social security, especially for employees who are difficult to place.

Our philosophy

THE CLIENT IS THE FOCUS



We are first and foremost a service provider for the clients we serve and represent their interests. We also offer individual solutions for larger projects, which do not force anyone into a pattern, but accept each client in his or her individuality..

INNOVATION



We monitor the labour market and constantly develop our counselling approach. To this end, we regularly conduct relevant market studies and use our quality assurance system for continuous improvement in order to be able to offer our clients the best possible advice at all times.

PRAGMATISM



We always look for the best project process from every starting position and make full use of government funding for our clients. We only promise what we can deliver.

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BUILDING BLOCKS OF A TRANSFER COMPANY AND A GROUP OUTPLACEMENT PROGRAMME

Building blocks at a glance

1

CONSULTATION

*„ I know what I want and
how to achieve it!“*

2

QUALIFICATION

*„ My professional skills are
current and in demand!“*

3

ACTIVE MEDIATION

„ I find the right job!“

4

SUPPORT

*„ I am in good hands as an
employee of KARENT!“*

Elements of KARENT consulting

1

2

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CONSULTATION



PROFILING-WORKSHOP

In a two-day workshop à 8 - 10 participants, basic techniques of dealing with the situation and applying in a timely manner are taught.

EINZELBERATUNGEN

In individual one-to-one consultations with a KARENT coach, personal questions are discussed, a career objective is developed and up-to-date application documents are prepared.

SUPPLEMENTARY SEMINAR OFFER

We offer supplementary seminars for special target groups.

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CONSULTATION

Profiling-Workshop

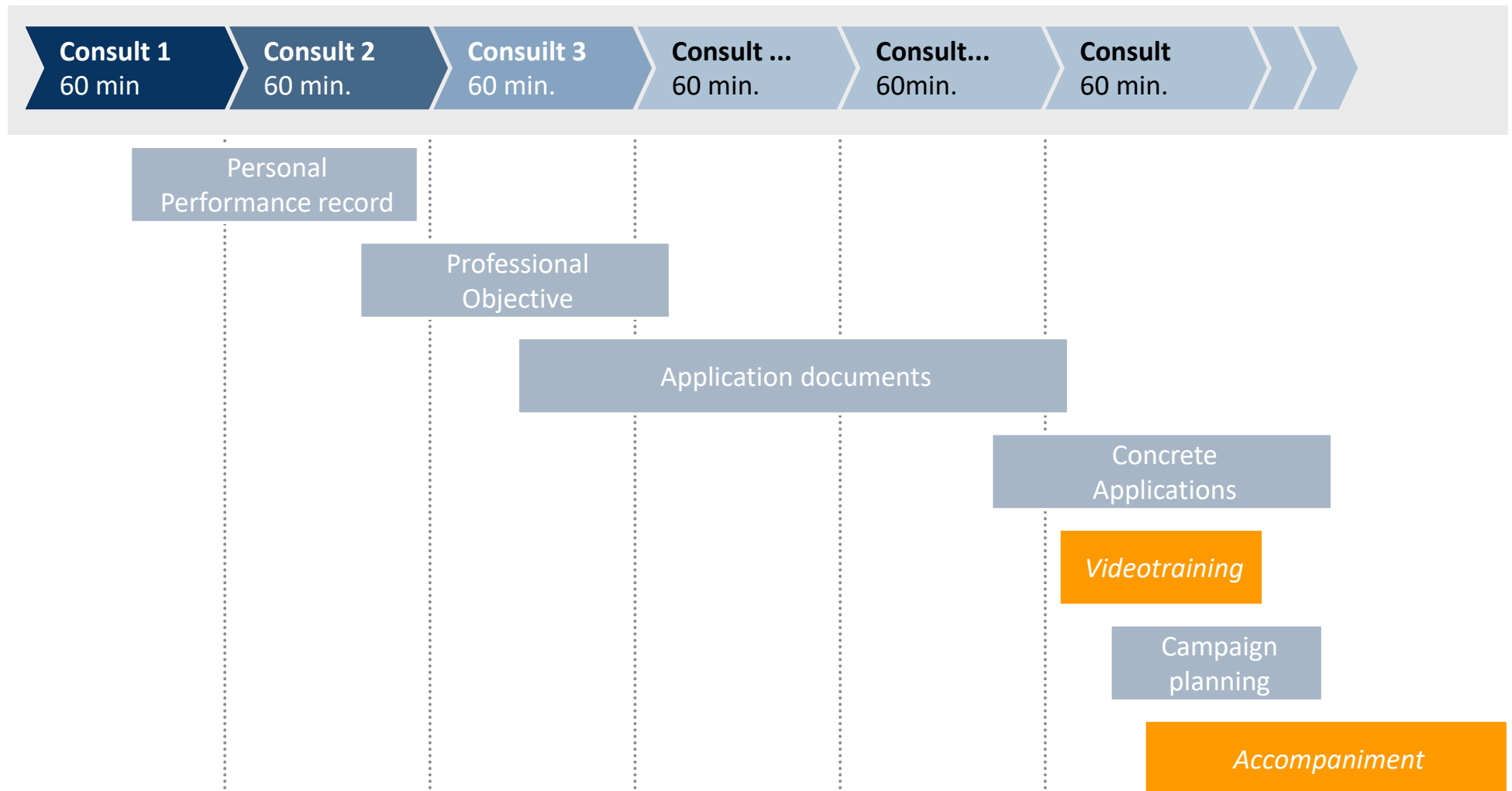
FIRST DAY

09.00 h	Welcome Procedure/expectations of the participants
09.30 h	Dealing with the situation Reasons for separation, financial matters, employment agency, etc.it...
10.30 h	<i>Coffee break</i>
10.45 h	Self- and external assessment Own strengths and weaknesses Introduction/implementation MBTI
12.30 h	<i>Lunch break</i>
13.30 h	Introduction to the KAR method What I am proud of? Presentation of professional successes
15.00 h	<i>Coffee break</i>
15.15 h	The own career path Develop clear objectives Develop realistic alternatives
16.30 h	How the job market works How are personnel decisions made? What process does a vacancy go through?
<i>approx.17.30 h End of the first day</i>	

SECOND DAY

9.00 h	Moderation Summary of the first day
9.15 h	The optimal self-presentation The concise CV The 90-second spot of self-promotion
10.45 h	<i>Coffee break</i>
11.00 h	The open labour market Quality over quantity, applying correctly to job ads, job boards
11.45 h	The hidden labour market Introduction: The key to effective job search
12.30 h	<i>Lunch break</i>
13.30 h	The hidden labour market II The contact network, job applications, speculative applications, KARENT Jobsearch procedure.
15.00 h	<i>Coffee break</i>
15.15 h	Personal communication Delicate questions in the interview With the KAR method to the offer.
16.30 h	Organisation of your own market presence Consistency and a structured approach lead to success!
ca. 17.30 h	<i>"Homework" + individual appointments, end of workshop</i>

Exemplary contents of the individual consultations



Supplementary seminar offer

One-day-seminars

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CONSULTATION

WAYS INTO SELF-EMPLOYMENT

For those interested, we provide basic knowledge on the subject of self-employment. We provide information on opportunities, pitfalls and funding possibilities. Can be supplemented by individual counselling.

DEALING WITH A SEVERE DISABILITY

People with severe disabilities often need special assistance in the application process. How and when should/must the employer find out about the disability? How do I deal with the opportunities and risks of a disability?

APPLICATIONS AT AGE 55+

Older applicants often see few opportunities for themselves. We open their eyes to their own strengths and teach them techniques for successful job applications.

SUCCESSFUL COMMUNICATION IN JOB INTERVIEWS

We deepen this topic from the profiling workshop with the participants who have special learning needs in this area.



Building blocks at a glance

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*„ I know what I want and
how to achieve it!“*

2

QUALIFICATION

*„ My professional skills are
current and in demand!“*

3

ACTIVE PLACEMENT

„ I find the right job!“

4

SUPPORT

*„ I am in good hands as an
employee of KARENT!“*

Individually tailored qualification

1

2

3

4

QUALIFICATION



QUALIFICATION ALWAYS INDIVIDUAL

Every employee has an individual background of education and experience and his/her own personal goals. The KARENT qualification programme takes this into account.

COOPERATION WITH OVER 100 TRAINING PROVIDERS

This enables us to cover a large number of offers for the most diverse starting situations. If necessary, we also ask other regional providers.

ADVICE, SUPPORT, PROCESSING

We advise the employee on the best offer and compare different offers. If desired, we manage the qualification funds and set up a joint committee for the approval.

Examples

individual qualification

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4

QUALIFICATION

Today's qualification

Professional Objective

Requirement profiles

Selection of the Qualification offer

Apprenticeship as industrial clerk, many years of experience as an accountant on the company's own data processing system.

Would like to continue as an accountant work.

Over 80% of the vacant positions required SAP R/3 knowledge required.

FURTHER TRAINING

SAP R/3 user training in the accounting module with final exam and certificate.

Trained as a baker. Worked for many years as a semi-skilled warehouseman.

Is open for work in the warehouse or similar activities.

Further training increases the chances of working in the warehouse again.

FURTHER EDUCATION

e.g: Forklift licence
e.g.: Data entry course in goods receipt with certificate

Building blocks at a glance

1

CONSULTATION

*"I know what I want and
how to achieve it!"*

2

QUALIFICATION

*"My professional skills are
current and in demand!"*

3

ACTIVE AGENCY

"I'll find the right job!"

4

SUPPORT

*"I am in good hands as an
employee of KARENT!"*

Targeted search for vacancies

- Each project is accompanied by a **jobsearch team**.
- We make a clear distinction between client consulting and job search.
- We regularly maintain and expand our contacts with companies. Our database currently includes over **15.000 personnel decision-makers**.
- Upon request, we present our clients in our anonymous public client database.
- Numerous companies and personnel consultancies contact us regularly when vacancies arise.



Targeted search for vacancies

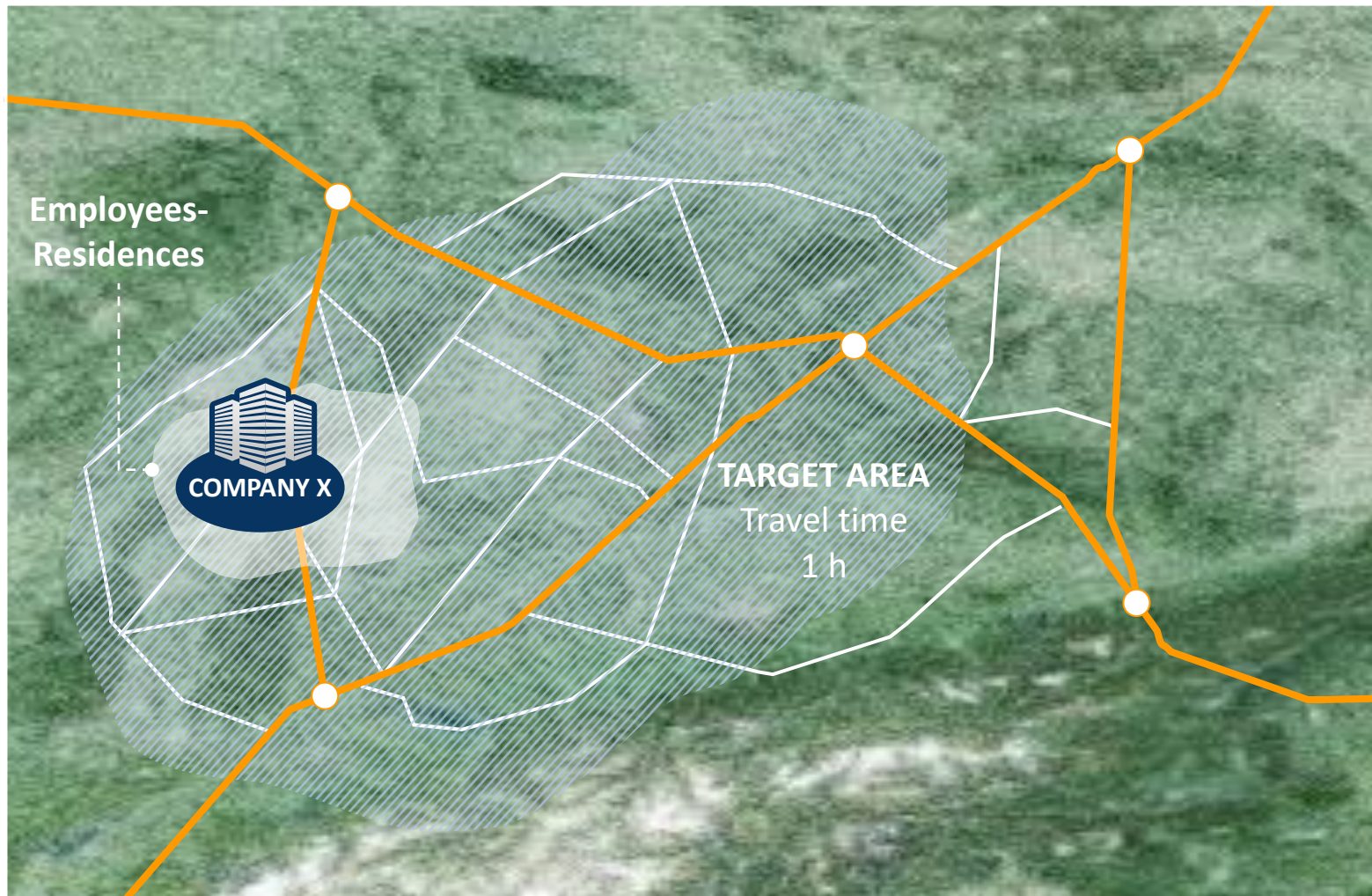
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ACTIVE MEDIATION



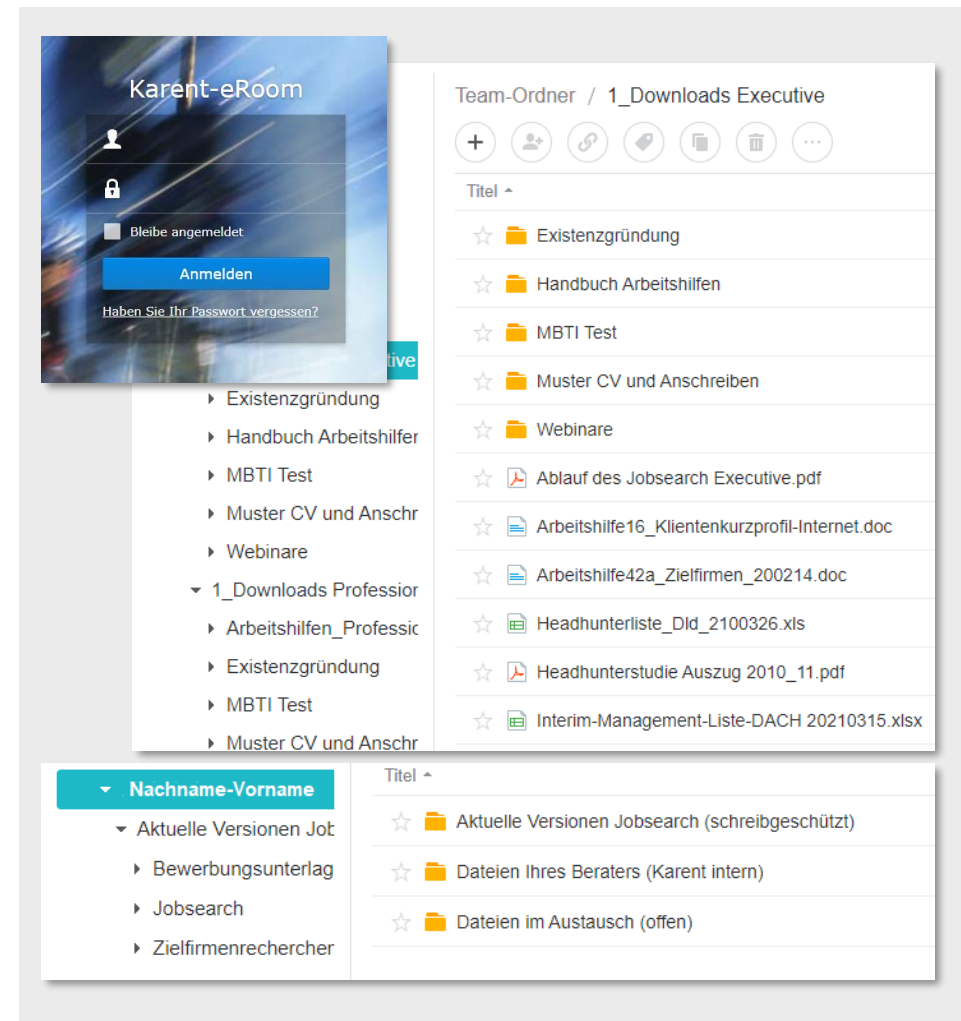
Our technology tool at a glance

KARENT eRoom

- Protected and shareable platform
- Securely share and store important documents
- Access to numerous job aids, templates and webinars

YOUR BENEFIT

- Effective data exchange between customer and KARENT
- Flexibly adaptable to the project
- Versatile uses in communication and collaboration
- Defined access rights for customer and KARENT



Building blocks at a glance

1

CONSULTATION

*"I know what I want and
how to achieve it!"*

2

QUALIFICATION

*„ My professional skills are
current and in demand!"*

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ACTIVE AGENCY

"I'll find the right job!"

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SUPPORT

*„ I am in good hands as an
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Professional support

1

2

3

4

SUPPORT



"I am in good hands as an employee of KARENT!"

PROFESSIONAL AND PERSONALIZED PERSONNEL SUPPORT

During the offer phase, each employee is assigned a personal HR advisor who provides competent support on all issues relating to the contract, salary payments and official matters.

6-MONTHAFTERCARE

Up to 6 months after leaving the company, our consultants from HR support, consulting and job search are still available to employees as needed.

















REHEARSED INTERACTION WITH THE EMPLOYMENT AGENCIES

Each project is handled in close cooperation with the responsible employment agency. We have located our payroll office in Nuremberg in order to benefit from shorter distances in the approval process due to the proximity to the Federal Employment Agency.

3

CONSULTANT AND PLACEMENT DURATION

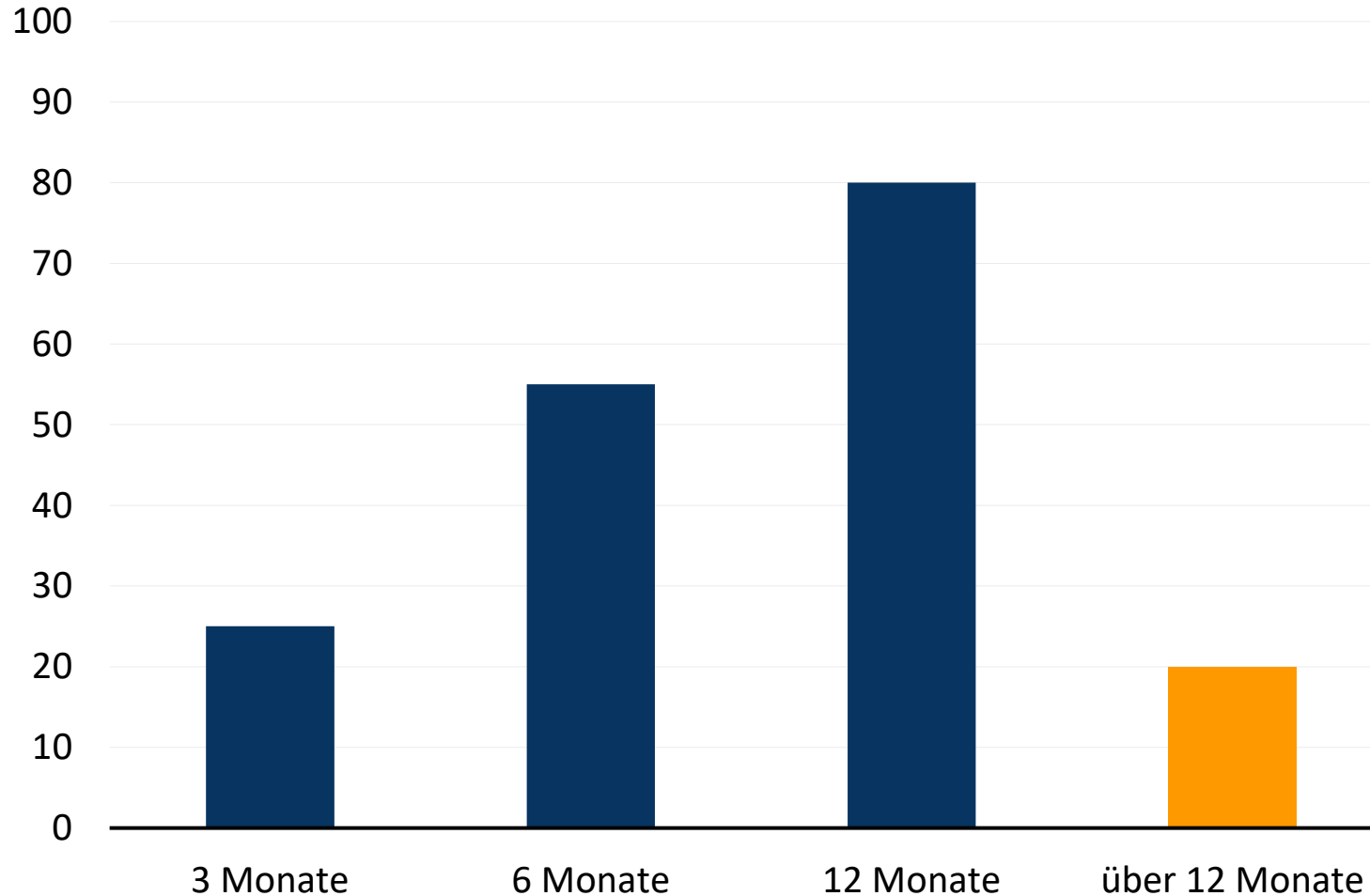
KARENT consultants make the difference

				All KARENT consultants look back on many years of professional experience and know operational processes from their own experience.
				The average age of our consultants is 53 , with none younger than 40.
				On average, the consultants have been working for KARENT for about 7 years and are a well-coordinated team.
				All consultants participate in regular internal training/audits.

ALL CONSULTING RESULTS ARE CROSS-CHECKED INTERNALLY,
to ensure a consistently high standard of consulting services.

Vermittlungsdauer

Kumulierte Erfolge der Mitarbeiter in %



Die durchschnittliche Vermittlungsdauer der Arbeitnehmer in den 1. Arbeitsmarkt beträgt ca. 5 – 7 month.

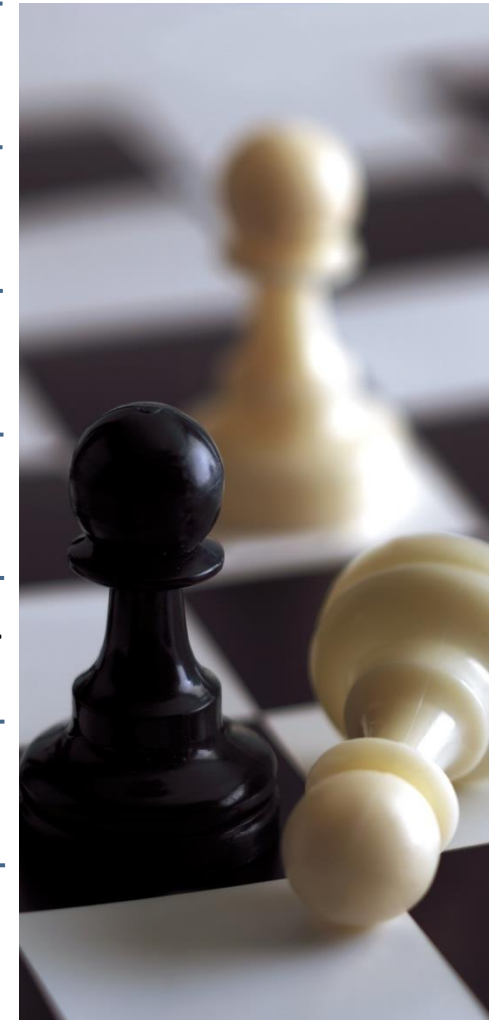
Die Dauer ist individuell unterschiedlich und abhängig von Faktoren wie Qualifikation, Alter, Mobilität und auch dem persönlichen Engagement der Klienten.

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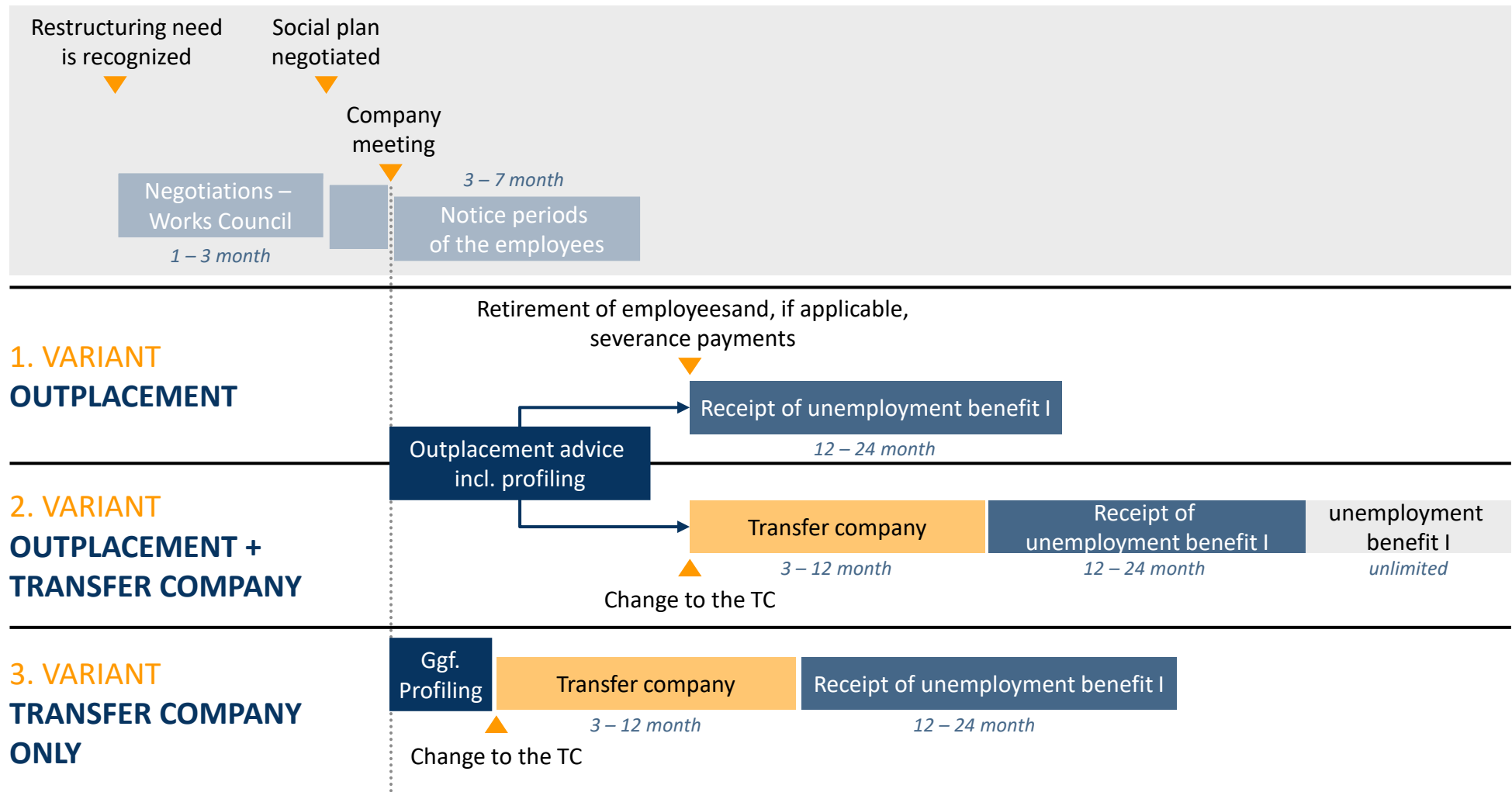
APPENDIX

What distinguishes us from the competition

- We are a local partner through 19 regional offices and know the local labor market conditions.
- We have a network of contacts in Germany, Austria and Switzerland and can also support employees nationwide..
- Our structure ensures comprehensive personal and individual attention.
- We are organized in teams of specialists
(Outplacement - Jobsearch - Qualification)
- We work with a permanent team of consultants with many years of experience. All of our consultants have many years of qualified professional experience.
- We have high success rates due to our active placement approach.



Funding instruments and hedging over time



Instruments of cushioned job-to-job transfer

VARIANT 1 OUTPLACEMENT

We prepare employees for the application process and actively approach suitable new employers to find vacancies. In this way, we accompany the employees until they find a new job. The costs of outplacement consulting within the notice period are subsidized up to 50% by the BA according to § 110 SGB III.

Costs per employee approx.:
2.500 to 6.000 €

Federal agency bears 800 to 2.500,-€

VARIANT 2 TRANSFER AGENCY

Initially, the employees receive the same support as in variant 1. However, after outplacement counseling has been completed, those employees who have not yet found a new position do not transfer to unemployment, but voluntarily transfer to the transfer company for up to 12 months. If they leave the TG prematurely, they receive their unused severance pay from the TG.

As a rule, 50% of the employee's gross salary is paid per month.

Financing from partial severance payment waiver

VARIANT 3 TRANSFER COMPANY

Employees transfer voluntarily to the transfer company for up to 12 months. As a rule, they receive 80% of their last net salary. (60 - 67% subsidized according to § 111 SGB). Support in the search for a new job is similar to the outplacement approach. In addition, qualification offers promote placement and integration into the primary labor market.

As a rule, 50% of the employee's gross salary accrues per month.

Financing from severance payments and shorter notice periods.

CON- CLUSION

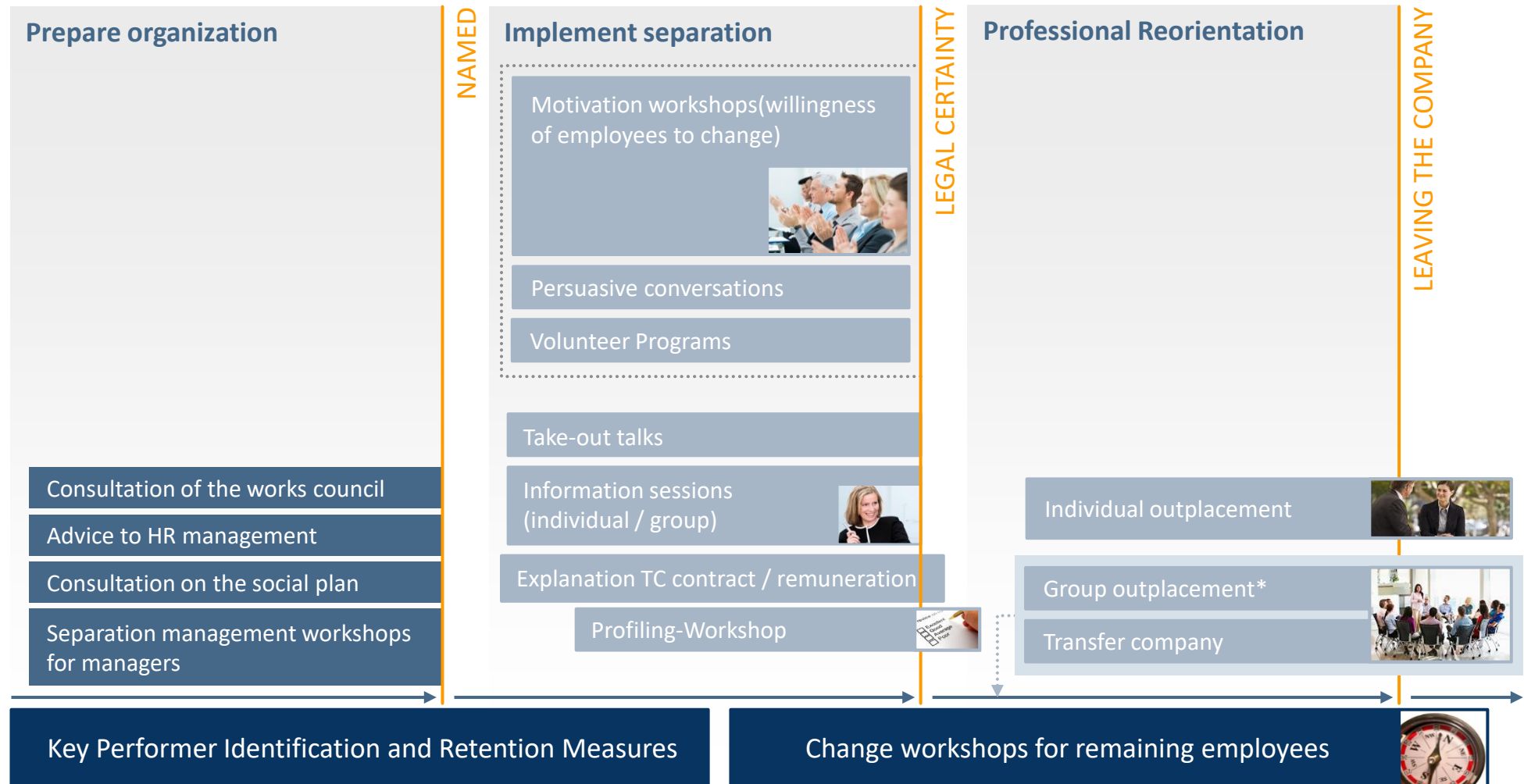
Right choice for employees with sufficient opportunities on the labor market

Optimal coverage in the event of partial closure or relocation of operations

Right offer for employees with poor chances on the labor market and need for qualification.

Separation management

Module overview



* promoted

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