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redeploy
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Cost-effective support for public sector
workforces during transition

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DWP Department for Work and Pensions

Accredited 

Career support to help employees find new roles

As budgets tighten, public sector people managers are likely to face multiple redeployments and be challenged with handling the transition as efficiently as possible. Renovo can help.

Our services are distance-based, including an interactive online careers system and personal guidance over the telephone, so you can help more people for longer. Whether you need to support small or high volumes of people through redeployment, it costs from just **£150 per person for three months' support** (longer periods can be arranged).

A bespoke service set up quickly

Renovo's specialist support is tailored to each person's needs and is suitable for any job type in any location. We help everyone from unskilled operatives to senior management.

It's quick to implement, taking days rather than weeks, and can be customised to suit you. This includes tailoring the programme's content as well as presenting the system in your organisation's branding and/or giving access via your website.

We'll work with you to develop the right package for you, but it could include:

Telephone and email guidance

A personal Renovo career advisor for each employee to:

- Help them assess their career options.
- Give specific advice relevant to their circumstances.
- Review their CV and help them prepare for applications and interviews.
- Give encouragement and increase their confidence.
- Be on hand when they need someone to turn to for support or advice.

Unlimited access to Renovo Online

Renovo's comprehensive, easy-to-use career management system gives access to:

- A clear, step-by-step action plan.
- Extensive career support 24 hours' a day, from any location.
- Videos, webinars, e-books and a knowledgebase.
- Self-discovery activities and personality profiling tools.
- Aggregated job postings, including those specifically for public sector positions.
- A CV creator to write, manage and distribute multiple CVs using templates and guidance.
- An automated tool for help writing covering letters and other correspondence.
- Help integrating into the new role so it's sustainable.



To find out more about how we can support employees undergoing redeployment, please contact Renovo on

0845 094 6090

or visit www.renovo.uk.com/public-sector

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They don't have to go it alone

Support for employees facing redundancy

If an employee is unsuccessful in redeployment, Renovo's online career management and personal telephone support can help them find work in the private sector.

An employee who's already been using Renovo's support during redeployment will be better equipped to secure an external position. If they haven't, Renovo can help them prepare quickly – we're used to helping people make the transition from the public sector to the private sector. We understand the different job search processes and can continue to support displaced employees through to resettlement in their new positions.

Access to roles outside the public sector is provided through job board aggregators on Renovo Online, giving easy access to jobs advertised on more than 4,500 internet job sites, all in one place.

Providing Renovo career support is a cost-effective way to:

- Help people to move on to new jobs quickly.
- Provide practical and emotional support.
- Maintain good feeling among your workforce and retain the staff you need.
- Protect your organisation's reputation among future recruits, the local community and stakeholders.



Support for managers handling redundancies

Delivering the redundancy message may be one of the hardest tasks a manager ever has to undertake, especially if it's the first time. It can help enormously to learn from others' experiences.

Our powerful informational film, *Managing the Transition*, helps managers to understand and control the emotions they may feel and be sensitive to their colleagues' feelings. The film also gives expert advice on managing people during this time. Plus, we can run workshops or webinars on this theme.

By preparing your managers, we can equip them to support and reassure your other employees.

To find out more about how we can help employees during redundancies, please contact Renovo on

0845 094 6090

or visit www.renovo.uk.com/public-sector

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Are your employees with you ...or not?

“Poised on the brink of the most significant period of public sector retrenchment in decades, our ability to engage with – what in all reality will be – a reduced workforce is going to be under the spotlight”

Dean Shoesmith, President, Public Sector People Managers' Association, HR Magazine April 2010

When you're putting all your efforts into taking an organisation through a period of transition, it can be easy to overlook how disengaged employees may have become. Are they concerned about job security, demotivated by pay cuts or irritated by lack of consultation?

The commitment and enthusiasm of the public sector's workers will be incredibly important in determining its success during what may be difficult years ahead. An engaged employee is someone who's not only committed, motivated and has good job satisfaction. It's someone who is fully behind your organisation and is willing to put their all into providing excellent services to the public.



The benefits of having engaged employees are often obvious and can include increased levels of innovation and initiative, improved service delivery on the front line and reduced absenteeism.

Assessing engagement and taking the appropriate action is less straightforward, however. Unless the process is managed carefully, you're unlikely to collate your employees' genuine feelings and it can be difficult to know what steps to take next.

That's where Renovo can help.

Assessing and improving engagement

From as little as £10 per employee we can design and implement a survey that quickly gets right to the heart of where you're doing well in terms of employee engagement and where you need to improve.

It will show, for example, if some departments or tiers are more engaged than others. It will highlight systems that are causing problems, hotspots that need urgent attention, underlying issues that could grow into major problems and much, much more.

Once we've designed and implemented the survey (which can be branded in your corporate style if you wish) and validated and analysed the results, we'll provide you with a detailed report. We can then help create an action plan and prioritise the next steps for increasing your employee engagement.

Helping your managers help you

Your managers will be instrumental in improving the engagement of your other employees. To help prepare them for the aftermath of a recession, we can show them the powerful film *Coping After Transition* or run workshops or webinars on this subject. This will make them aware of the emotions their colleagues may be experiencing and gives guidance on managing teams during this period.

To find out more about how we can boost your organisation's success through employee engagement, please contact Renovo on

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or visit www.renovo.uk.com/public-sector

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Employees – the key to public sector success

“Tough times are coming for the public sector. Yet taxpayers expect more effective services and better value for money. The challenge for policy-makers is ensuring the public sector workforce is motivated and engaged to deliver that change, despite the need for pay restraint and redundancies.”

Building Productive Public Sector Workplaces CIPD January 2010

Where are you in the cycle?



Every month, Renovo supports more than 3,500 displaced employees on their career path.

Our low-cost, highly effective programmes will enable you to support more of your people through transition for longer, while keeping costs down.

REDEPLOY

- A powerful, interactive, online programme that can be customised to suit you and supports employees throughout redeployment.
- Experienced careers advisers giving personal job search advice and support over the telephone.

RELEASE

- Cost-effective job search support for those who can't be redeployed – right up until they're resettled in a new role.
- Preparation for managers delivering the redundancy message via films, webinars or workshops.

RETAIN

- Measure employee engagement levels as the first step to strengthening your workforce.
- Ensure managers understand employees' emotions and feelings during transition.

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“I'm due to start as an educational outreach officer next month. I've no doubt that the extra bit of advice and the realisation that help was available has contributed towards me making a better showing at the interview.”

Lynne Parker, Stamford

“I just had a call from Kirklees council to say that they want to offer me the museum and art gallery attendants job...thank you for all the help with the CVs.”

Oliver Richardson, Huddersfield

“I had an interview on Wednesday and got the job. I'm pretty sure that my new format CV helped get the interview, so I'd just like to say thanks very much for your help.”

Steve Hoskins, Carlisle

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