

### INDIVIDUAL NEWPLACEMENT

#### A service in change

Individual newplacement or outplacement was developed in the USA in the 50s of the last century. Many military personnel entered the job market and were inexperienced in job search and application. They were therefore offered a coach to accompany them. Since then, the private sector has also offered this service. It has changed a lot over the years. In the beginning, only higher management employees were offered this service. They benefited from a comprehensive service, which also included a workplace and secretarial services. Due to the increased employee turnover and the dynamics of the labour market, the need for outplacement has increased considerably. Employees at all levels can now benefit. The scope of the service is based on the needs of those concerned. Consulting firms offer both individual and group outplacement. I prefer the former. The situations of those concerned are unique and deserve individual attention and discretion.

#### What does an individual newplacement involve?

Scope and content of newplacement depends on the situation in the individual case. For younger employees with experience in job search and application, support during the application process is usually sufficient. If the termination is stressful for those affected, coaching can support the processing. The situation also offers many people the chance to reorient themselves professionally. Postponed professional ideas can be realized. Therefore, personal and professional assessment is an important part of a newplacement. Unfortunately, many people do not take enough time for this. They concentrate exclusively on the job search out of fear of unemployment. Coaching is part of the cooperation if the behaviour of the coachee has led to the termination. By reflecting experiences in working life, they learn a lot about themselves. The development of new views and behaviour contributes to personality development. Finally, support during the probation period can make the familiarisation process easier.