

Redundancy, Recruitment, Retention and Development

Adviza works across the Thames Valley providing support for your business and your staff. We offer professional support to manage redundancy, recruitment and retention in your business.



Redundancy

A process of restructuring is daunting for everyone involved. We help you support the health and wellbeing of your employees through this difficult time, tailoring our service to the needs of your business and employees.

Our experienced advisers are sensitive and responsive to your employees' needs. They help those facing redundancy to come to terms with their situation, maintain their self-confidence and prepare for a positive future by:

- Identifying transferable skills and strengths
- Creating a targeted action plan
- Identifying retraining needs
- Finding courses and training
- Developing employability skills



Recruitment

Recruitment is a costly and time-consuming process. We can take the pressure off your Human Resources team saving you time and money by helping to maximise your success rate when recruiting.

Our free support includes:

- Preparing candidates for interviews
- Ensuring they are aware of the values and ethos of your company
- Ensuring they understand fully what the job requires
- Running practice assessments with candidates
- Delivering group activities to observe behaviours and establish a shortlist of the best candidates
- Supporting unsuccessful candidates in a constructive and helpful way

Retention and development

Retaining good employees is essential for any business. Development is key to staff retention: it helps your staff remain loyal to your organisation and prepares them not only for their current roles but also for the future.

We can undertake a skills analysis of your employees to help you make effective use of the Apprenticeship Levy. We also provide free workshops to support existing and new employees who are looking to develop and progress within your organisation, including:

- Developing resilience
- Confidence building
- Support for apprentices
- Application and interview techniques for internal applicants