

CAREER TRANSITION SUPPORT

Company name : J.P. MORGAN BANK S.A.

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

As part of our internal mobility program, we have put together a complete Career Transition Program with our internal recruitment team, external outplacement and training partners, as well as with the ADEM.

Context

This program is dedicated to employees whose roles are at risk (eg reorganisation of structure) to support them in their career transition plan.

Approach

Employees get direct access to all JPMorgan job opportunities, can participate in a group workshop on how to prepare a career plan, have access to an individual coaching on CV and interview preparation. HR dept organises also information sessions with our external outplacement partner and also invites our training vendor to support employees in their career and training plans.

Objectives

Employees impacted by the loss of their job feel supported and prepared for a career change.

We have above 50% of our open vacancies filled in by internal candidates (great mobility stories).

Impact

- Support employees in their career and assist them through the job changes.

« To do »

- Communicate regularly with the collaborators and involve managers as well as staff representatives.
- Organize small groups and individual sessions for the coaching with the partners (recruitment/ outplacement/ training).

« Not to do »

- Do not underestimate the practical questions for the employees.