



Preparing people for an even better career

... when the path ahead is not always obvious



ADVANTAGE TECH*Inc.*

Career Transition, Coaching, Relocation

Why use Advantage Tech for Career Transition?

Since 1980

AdvantageTech.com

Advantage Tech Inc. 403-237-8855 AdvantageTech.com
Suite 3000, TD Canada Trust Tower, 421 7th Avenue SW, Calgary, AB T2P 4K9

Career Transition Counselling

*100 percent of those that fully utilize
our Career Transition Programs are successful.*
WE GUARANTEE IT!

What is a Career Transition?

Career transition is the process of discovering and pursuing a new position or career. This can involve a career shift or change, seeking a new opportunity in the same industry (even same company) or a different industry, with an organization whose corporate culture or management style is in-synch with your professional objectives.

Preparing people for an even better career

Advantage Tech Inc. and its Principal, Samuel L. Travis, J.D., LL.M., CPHR have provided Career Transition Counselling services since 1980. Originally to the Oil & Gas sector and subsequently to a wide variety of industries and government entities.

The Career Transition process



There are FOUR PHASES to Career Transition:

1. **Dealing with the Transition-Shock**, addressing financial, emotional, and family concerns
2. **Career Outlook and Planning** and starting the re-write of your resume. Identifying opportunities and challenges
3. **An Efficient Job Search**, LinkedIn, Social Media & online Job Search tools
4. **Handling Interviews and Salary Negotiation**, to get the job you want and deserve

We have developed this process **over our 40+ years of counselling** and assisting **over a thousand individuals** from **over a hundred firms** with their career transitions. *Our process is smooth and efficient, which gives us the luxury of dealing with special situations and individual needs.*

Our **Private Client Area** of our website provides Advantage Tech's **Career Continuance Counselling Manual, Entrepreneurial Tests**, and extensive **On-line Job Search** databases.

Career Counselling for Individuals

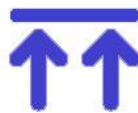
What Advantage Tech does for you

For over 40 years, we have considered it a privilege to help people learn to advance their careers by finding new employment within the same or a different industry. And helping advance more quickly in their current organization by marketing / selling themselves more effectively. We also help guide those pursuing an entrepreneurial opportunity to be in business for themselves.

Our Career Transition handles three streams



In same or different industry



Advance faster in current organization



Pursue entrepreneurial opportunities

Which stream best suits YOU?

Realize unexpected results

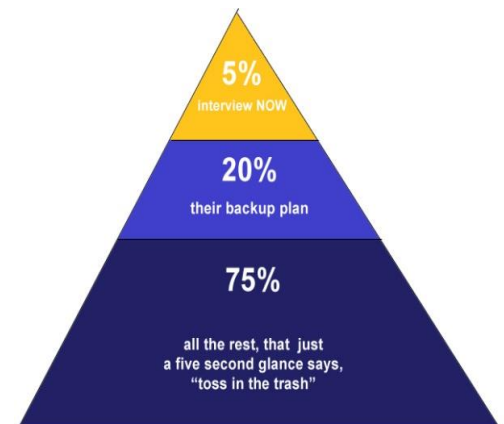
We've had several clients who had planned to work in a better (and better paying) job in another company, and when their employer realized the individuals were massively under-appreciated, under-utilized, and under-valued, they were given an unexpected significant raise or new opportunity in their current organization, rather than risk such a dynamic individual leaving them.

Get yourself in the **Top Five Percent** of applicants

You need to be Upper 5% in everything, and we know how to get you there.

All of Advantage Tech's Career Transition Programs are designed to show you how to market yourself more effectively as an Upper 5% member of your peer group.

That means, if 100 people send in a resume for a position, if you are in the Upper 5%, you have eliminated 95% of your competition.



Not only will we get you to the job you want, but we'll save you money on your taxes, getting there:

Tax Deductibility for Individuals

Advantage Tech is unique in that it has been recognized by Canada's Minister of Employment & Immigration by certifying the firm as an Educational Institution under the Canadian Income Tax Act.

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Career Transition for Organizations

What Advantage Tech does for you

When companies, businesses or organizations are doing career transition, downsizing, outplacement, or layoffs (these all mean the same thing from an organization's perspective), **we help organizations mitigate their responsibility to workers** when downsizing.

- Advise employer managers about the exit interview
- Properly counsel staff
- Help them through the transition
- Help realize the value of their training, experience, and accomplishments
- Rebuild their confidence to quickly get on their feet to begin their job-hunting process and find new employment.

How do we support your departing employees?

We work with your organization to create a customized program to support transitioning employees. This is delivered through a blend of one-on-one coaching, group classes, technology-enabled support, and virtual meetings.

First-rate online support since 1995

We have had **online training resume writing courses, job hunting courses, job hunting resources**, and **video conferencing for interview preparation** long before the advent of COVID. And we have been active on **LinkedIn** pretty well since it began! You can do all our training, meet with our professionals, all from your own home, and on your own schedule. We can handle transitioning employees **across Canada**, and we have also done so **around the world**.

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Benefits of our Outplacement Services

Liability Protection	Brand Management	Retain Positive Relationships	Maintain Employee Productivity	Reduce Unemployment Period
Outplacement services ensure a smooth transition for departing employees to mitigate potential legal liability and any legal action directed against you as the employer.	Providing helpful and supportive outplacement services can help protect a positive brand image for your company. This positive reputation provides benefits including increased job satisfaction by your remaining employees which helps with future recruitment.	You may wish to rehire former employees in a better market, so setting them up for future success ensures a healthy relationship.	Layoffs can create a negative work environment and can de-motivate your remaining workforce. Creating a supportive atmosphere for departing employees can help keep things positive for everyone.	Career coaching, resume writing, job search help, and interview preparation can help people return to the workforce faster.

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