

## **PersonalTransfer – we manage change**

Founded in 1998, PersonalTransfer GmbH is a private, independent consulting company which offers many areas of labour market expertise for companies, employees, stakeholders and public institutions.

Realizing the so-called employment transfer schemes (§§ 110/111 SGB III) for companies as its core business, we are one of the most experienced German transfer management agencies implementing this instrument. Until 2014, more than 130 companies with more than 10.000 employees used our transfer schemes solutions. We offer customized, tailor-made and effective services for businesses having to respond to structural change.

Using transfer schemes with a mixture of financing sources obtained by companies, employees and the state unemployment insurance, this instrument is the only one in Germany which can be referred as the social partners' common labour market instrument, aiming at avoiding unemployment by switching pending redundancies into fixed-term contracts, offering coaching, training and matching into new jobs. For that reason, PersonalTransfer is indeed independent, but due to a close cooperation with trade-unions, works councils, management levels of companies and business associations strongly bound to act in accordance with the principle of social dialogue and to balance the interests between social partners.

In addition to that main business, we provide a broad range of other labour market-related consulting services such as knowledge transfer and/or securing of knowledge, empirical research and evaluation, assessment of qualification requirements, application and implementation of labour market instruments at different levels.