



Complete Guide of Relocation Services



What is talent mobility?

Talent mobility is critical to your organization's ability to dynamically develop and align your current and future workforce to strategic business needs. It's the process of moving talent from role to role. In other words: The right people, with the right skills, in the right place, at the right time.

Sometimes this process can take place in a different location of your company. Maybe your head quarter is in Paris and you need to move your talent to Mexico because you have needs in that location.

You also need to consider if in the country you're moving your talent have special regulations so you can consider it in your plan of relocation.



Relocation mobility trends

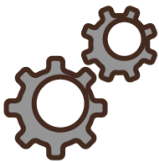
Having access to the best talent continues to be a challenge for CEOs and business leaders—with 97% of CEOs in PwC’s annual global CEO survey saying that having the right talent is the most critical factor for their business growth. In addition, 79% of CEOs said they would be changing their strategies for managing talent as a result of the downturn—and 55% said they would look to change their approach to global mobility including international secondments. In the wake of a foreseeable upturn, the winners and losers of the next decade will be defined by those who are able to attract, retain, and deploy their key talent globally. The sentiments outlined above are well aligned with the key findings of this report:



- Our data reveals that assignee levels have increased by 25% over the last decade; we predict a further 50% growth in assignments by 2020 (see Figure 1). There will be more assignees, more business travel, more virtual tools, and especially more quick, short-term, and commuter assignments.



- The growing importance of emerging markets will create a significant shift in mobility patterns, as skilled employees from emerging markets increasingly operate across their home continent and beyond, creating greater diversity in the global talent pool.



- Mobility strategies will need to become more sophisticated and complex as organizations meet growing deployment demands, while simultaneously managing the very different needs and expectations of three generations of workers.



- Governments and regulators will accept the economic benefits of talent mobility to stimulate economic growth. This acceptance will lead to greater collaboration between governments and businesses, and within the business community, to remove some of the barriers to mobility around the world.



- The millennial generation will view overseas assignments as a rite of passage, an outlook that will change the way workers and organizations approach overseas opportunities in the future.



- Organizations will adopt “destination pay and local plus” remuneration methodologies as compensation levels across some skill sets and industries will begin to harmonize across the globe.



- Technology will play a key role in global working arrangements and help to support compliance obligations; however technology will not erode the need to have people deployed “on the ground”.

As the responsible of Human Resources at your company you need to adapt your strategies and plans fast because of all the globalization we are leaving in. So you need to answer some of the following questions; how will your business operate in this new environment? What talent will you need to compete, and how will you safeguard your talent pipeline for the long term? How can you reduce costs and work more efficiently?



EXPATS IN MEXICO

Mexico is a destination known for its culture, traditions, colors and food, but also it's always at the top 10 countries expats love being relocated at.

Here we present you the Expat insider 2019 with the global ranking;

The Top Expat Destinations 2019



TOP 10

- | | |
|------------|-------------|
| 1 Taiwan | 6 Singapore |
| 2 Vietnam | 7 Bahrain |
| 3 Portugal | 8 Ecuador |
| 4 Mexico | 9 Malaysia |
| 5 Spain | 10 Czechia |

BOTTOM 10

- | | |
|------------|----------------|
| 64 Kuwait | 59 India |
| 63 Italy | 58 UK |
| 62 Nigeria | 57 Greece |
| 61 Brazil | 56 Russia |
| 60 Turkey | 55 South Korea |

We present you the summary and the key findings of Mexico as an expat destination;

MEXICO



QUALITY OF LIFE INDEX
30th out of 64

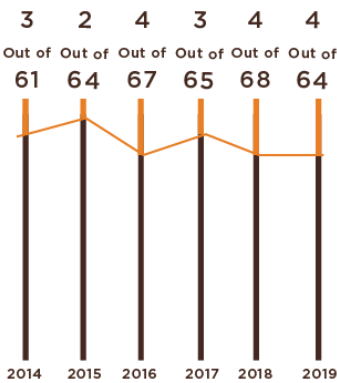
- 31 Digital Life
- 3 Leisure Options
- 32 Health & Well-Being
- 54 Safety & Security
- 3 Personal Happiness
- 28 Travel & Transportation



FAMILY LIFE INDEX
16th out of 36

- 27 Family Well-Being
- 6 Availability of Childcare & Education
- 12 Costs of Childcare & Education
- 13 Quality of Education
- 24 Childcare options
- 11 Options for children's Education

Overall Ranking



EASE OF SETTING IN INDEX
1st out of 64

- 2 Feeling at Home
- 1 Finding Friends
- 2 Friendliness
- 9 Language



WORKING ABROAD INDEX
20th out of 64

- 6 Career Prospects & Satisfaction
- 34 Economy & Job Security
- 12 Work & Leisure



EASE OF SETTING IN INDEX
4th out of 64



WORKING ABROAD INDEX
4th out of 64



TOP FINDINGS

- Friendly locals help to push Mexico into the top spot for ease of setting in.
- Expat parents still fear for their children's safety, despite being satisfied with childcare and education.
- Mexico ranks #3 for personal happiness in general, in spite of ranking #54 for safety and security.
- 77% of expats say moving abroad has made them happier (vs. 61% globally)



Regulations of Having Expats at Your Organization

The Federal Labor Law establishes a limit of foreign collaborators that must exist in a company established at Mexico.

Every company or establishment has to have 90% of Mexican workforce. This is provided in the article 7 of the Federal Labor Law (LFT). You can have more percentage of expats in your company if you can proof that the talent you need in a specific role you can't find them in Mexico.

It also mentions that these foreign workers will have the obligation, together with the employer, to train Mexican personnel to carry out that job in the future.

Requirements to work in Mexico

Those who wish to obtain their permission to work in exchange for remuneration must meet the following requirements:

- The Mexican company has proof of employer registration issued by the National Institute of Migration.
- The Mexican company extends the job offer in favor of the foreign person.
- Process a visa with permission to carry out paid activities.



What are the benefits of outsourcing relocation programs?

Companies that want to stay ahead of their competitors and attract highly qualified employees offer a well-designed corporate relocation program.

Employees look for relocation programs that provide them with a wide range of benefits and services to ensure they have a smooth and easy relocation process. Companies that offer a relocation program that is fully managed in-house face several challenges when trying to meet the demands and expectations of a large workforce.

There are five key challenges in internal relocation programs and five crucial benefits that outsourcing provides to help businesses' relocation programs succeed:

1 Program administered by multiple locations or individuals

Human Resources teams may have different interpretations of programs and policies depending on the country where they are located despite belonging to the same company, so these variations may affect the benefits received by those relocated to the foreign country.

Benefits of outsourcing your relocation: Company relocation programs benefit from central program management with local support. At all times, a consistent and coherent program is managed and fully supported in all locations, with no variation by local or individual interpretation.

2 Local employees or HR assume additional responsibilities

A company that decides to offer an internal relocation program must rely on current employees and local HR teams to take on additional responsibilities. Some current employees may not have experience with relocation programs, so there may be a learning curve that requires additional time and training.

Benefits of outsourcing your relocation: Fully trained relocation expert teams ensure that relocated employees receive a smooth transition at all times.

3 Frequent "Special Offer" Exceptions

Internal relocation programs are subject to frequent "special treatment" exceptions when employees try to find ways to help transferees and their families with unique challenges. Companies often do not have the resources to understand the unique challenges of relocation and how they have been addressed by other companies, which likely results in unforeseen and unbudgeted obligations.

Benefit from outsourcing your relocation Relocation experts with significant industry experience can use their knowledge to help companies understand how best to manage exceptions, minimizing costs and process disruptions.

4 Relocation costs are not effectively tracked

More than 70% of companies that manage internal relocation do not know the internal operating costs of their program. Without effective tracking of relocation program expenses, the true costs are hidden and therefore cannot be effectively controlled or minimized.

Benefits of outsourcing your relocation: Providers are used to ensure that transferees and their families receive exceptional services while costs can be fully identified, tracked and reviewed for budgetary impact and program performance.

5 Increased likelihood of allocation failures

Companies that offer a relocation program expect their transferees to have a successful relocation. However, the likelihood of assignment failure is high due to the lack of experience and knowledge of the internal team in helping transferees and their families understand and address the unique challenges they face during the relocation process.

Benefits of outsourcing your relocation: Companies can benefit from an outsourcing solution that specializes in unique relocation needs, visa applications and compliance reporting. Working with relocation experts who have extensive experience in these and other areas can help a company avoid the risks associated with requests for guidance and advice.



RELOCATE YOUR TALENT WITH A SUCCESSFUL PROCESS

Here are the phases that you should consider in your expatriation process to make everything a success:

- Phase, Previous and Beginning
- Development phase
- Repatriation Phase

Preliminary Phase and Start

Selection → Selecting the best talent will help you achieve your strategic goals.

- The factors most valued by companies, according to the IESE and EY study, to select expatriates are technical knowledge, experience and the consideration of their professional career.

Communication → it is important that in this step your communication with the relocated person is clear and precise in terms of position, responsibilities and obligations.

- 28.7% consider the information provided by the company regarding repatriation to be insufficient.

Advice → Providing advice and assistance to the relocated person and his/her family prior to the move is ideal. The topics of interest are with respect to the work of the spouse, family and professional adaptation, as well as the culture of the country to which they are going.

Remuneration → Communicate to your staff about the economic incentive as it is highly valued by them.

- The economic incentive with the greatest impact on expatriates is the expatriation bonus that aims to reward professionals for the change of job and environment that geographical mobility entails; likewise the bonus tries to recognize the effort and difficulties of moving to certain destinations.

Development phase

Expectations → If communication to the transferee and family was clear, your staff will be happy with their new position and location.

Adjustment → May be difficult for the relocated staff and family because of different culture, traditions, and language. So you need to be close at this stage of the process because if the transferee doesn't adjust correctly all your efforts would be in vain and very important, very expensive.

- 38% of the sample indicate that there is a great cultural difference between their country of origin and the country to which they have been assigned.

Recognition → Almost always the transferee feels this opportunity as recognition from the company.

- 83.9% of the sample says that being selected for the expatriation project is recognition by the company.

Repatriation Phase

Expatriation period → it is advisable to analyze whether the time promised for the staff was as agreed or was greater or lesser. With this, talk to him and see if he felt comfortable with the change.

Process balance → the expatriation process is beneficial for professionals from the point of view of professional development and experience.

Readaptation → On returning to the country of origin, the transferee undergoes a readaptation that can be evaluated in terms of professional readjustment to a job, guarantees of continuity in the company with certain functions and responsibilities, remuneration, communication, evaluation and recognition of the experience acquired, and professional and social status. Stay close to them!



HAVING AN OUTSOURCE RELOCATION SERVICE

First you need to evaluate if outsourcing your relocation service its right for you. We let you some of the questions you need to answer before making the decision.

	YES	NO
Is relocation the provider's core competency?		
Does the provider share your company's values and culture?		
Can the provider offer all of the services you need now and expect to use in the future?		
Does the provider have the ability to meet your needs?		
Does the provider have the demonstrated ability to select and manage supporting suppliers (real estate, house hold, destination services, etc)?		

Do you have the time to focus on your transferee need to make the relocation a success?		
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Do you have a complete team that ensures all the family needs are correctly satisfied?		
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Of all the services a company's human resources department provides, employee mobility is perhaps one of the best candidates for outsourcing. As relocation has become more complex and labor-intensive, it is simpler and more cost-effective to rely on outside experts to manage the function, and it can remove a large burden from your company.

You will also gain valuable time to focus on core strategic priorities. Relocation Services by Out Helping Solutions would be glad to work with you, to help you before, during and after the relocation of your talent



A SCOOP OF OUR RELOCATION SERVICES



Housing

We make sure your employee and his family visit the best housing options available, according to their preferences and the budget allocated by your company.



Short-Term Accommodation

We offer temporary accommodation in suites and hotels while the home search is performed. We also offer transportation from the airport to the hotel.



Moving Coordination

We support during the move (arrival check-list) and the hiring of different household services (Cable TV, telephone, Internet, domestic service, etc.).



Cross-Cultural Training

Through customs and traditions, we prepare the expat and his family for their start in a new culture.



Spanish Classes

Our qualified instructors teach Spanish from native languages such as English, French and German.



Schooling

We assist in finding the school and extracurricular activities for your employee's children, taking into account their interests and hobbies.



Spouse Employment Assistance

We help the partner or spouse find employment, assisting him/her on the local labor market.



Support on Daily Activities

We remain in close contact and follow up any request for assistance on everyday activities.



Departure & Closing

We ensure the expat receives all necessary support, so that his departure is as pleasant as his arrival.



Look& Seek Trip

We offer your employees a first impression of their new city and show them all they need to know upon arriving. The length of the trip is your decision.



Immigration Procedures

We take care of everything concerning permits and procedures that a foreign employee needs to work and live in Mexico.

As well, all requirements that a company needs to comply as indicated by the authorities.



Special Projects

You have a special project in mind? Personalized services for your specific needs. Our special project services can include a contact center or the whole logistics of massive relocation, and anything in between.

At Relocation Services we offer personalized assistance adjusted to the needs of each company and end-user.

We transform the stressful experience caused by a change in residence into a Soft Transition, which integrates the employee and his/her family into the local community.

Keeping close and sensitive to the needs of our customers, we take care of every detail before, during, and after the relocation process.

Live our SOFT TRANSITION! CONTACT US