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Sun, Aug 9 at 4:19 PM

Associated Career Management Australia

Associated Career Management Australia (ACMA)

Associated Career Management Australia ↗ is an Australian career management and outplacement organisation established in **1991**. It provides services to individuals and corporate/public-sector organisations across Australia, with a combination of face-to-face consulting and its proprietary online career-management technology. Career Manage +1

What distinguishes ACMA

ACMA's model is notably different from a conventional résumé-writing or short-duration outplacement service. Its published program is built around **individual case management**, combining assessment, research, job-market analysis, planning, coaching and ongoing monitoring through to the participant's career outcome. Career Manage +1

Key features include:

- **Dedicated one-to-one case management** with a career consultant rather than primarily self-service support. Career Manage
- **Unlimited program support** — ACMA states that its program has no limits on the number of contacts or program duration, with dormancy protection where participants temporarily suspend their search. Career Manage +1
- **Career assessment and career planning**, including psychometric assessment, transferable-skills analysis and development of an individual action plan. Career Manage
- **Job-market research and analysis**, with an emphasis on identifying appropriate organisations and opportunities rather than relying solely on advertised vacancies. Career Manage +1
- **CV/résumé and application development**, LinkedIn/digital profile assistance, interview preparation and mock interviews. Career Manage
- **Salary negotiation and employment-contract assistance**, together with mentoring after the person enters a new position. Career Manage
- Support for **executives, professionals, public servants, graduates, mature-age workers, career changers, migrants and people affected by redundancy**, among other groups. Career Manage +1

Career Talk technology

One of ACMA's more distinctive features is its proprietary **Career Talk** system.

ACMA Career Talk career-management system ↗

Career Talk is described as a secure collaborative workspace connecting the participant directly with their career consultant. Rather than functioning simply as a library of career information, it incorporates messaging, SMS communication, video conferencing, document storage, resources, LinkedIn access and tracking of applications, interviews and other job-search activities. The consultant can therefore monitor progress and intervene as the program develops. Career Manage

This combination of **technology + individual consultant + case-management methodology** is probably the most useful way to understand ACMA's positioning.

Corporate outplacement

ACMA also provides corporate outplacement and redundancy programs. Its published offering includes support for individual redundancies as well as groups and larger workforce restructures, across both private and public-sector organisations. ACMA says these services have been provided since 1991. Career Manage

The corporate program includes early intervention following redundancy notification, EAP-related support, retraining/upskilling assistance, public-sector selection-criteria assistance, job-search strategy, interview coaching and post-placement mentoring. Temporary onsite career centres can also be established for multiple redundancies. Career Manage

National coverage

ACMA's website currently identifies offices/services in **Melbourne, Sydney, Brisbane, Perth, Adelaide, Canberra, Darwin and Cairns**, as well as Auckland, with online delivery allowing participants elsewhere in Australia or overseas to participate. Career Manage +1

Overall assessment

Based on ACMA's current published program, I would place it among the **more comprehensive Australian outplacement offerings**, particularly where an employer wants intensive individual support rather than a predominantly digital/self-service program.

Its strongest differentiators appear to be **unlimited support, dedicated case management, detailed research and job-market analysis, Career Talk technology, seven-day support, and continued mentoring after placement**. Those characteristics make ACMA particularly relevant when comparing Australian providers on **depth of participant support**, rather than simply company size or international footprint.

Career Manage +2

If you're evaluating ACMA commercially, I can next produce a **2026 side-by-side comparison of ACMA vs LHH, Randstad RiseSmart, Right Management, Directioneering and other Australian outplacement providers**, scoring each on program breadth, personal support, technology, unlimited assistance, executive capability and public-sector suitability.

Sources

Please produce the comparison

Worked for 10s

2026 Australian Outplacement Provider Comparison

I compared **Associated Career Management Australia (ACMA)** with LHH, Randstad RiseSmart, Right Management, Directioneering, Glide Outplacement, Careerminds and Career Money Life using their currently published Australian offerings.

A qualification is important: providers don't publish every contractual detail, and programs can be customised for large employers. Therefore, the comparison below assesses **published service models and differentiators**, rather than claiming that every client receives identical terms.

Overall comparison

Provider	Personal 1:1 support	Support duration	Technology	Job-market / employer research	Executive support	Large-scale programs
ACMA	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★
LHH	★★★★★	★★★★	★★★★★	★★★★	★★★★★	★★★★★
Randstad RiseSmart	★★★★½	★★★★	★★★★★	★★★★½	★★★★½	★★★★★
Right Management	★★★★★	★★★★	★★★★½	★★★★	★★★★★	★★★★★
Directioneering	★★★★★	★★★★	★★★½	★★★★½	★★★★★	★★★★

Provider	Personal 1:1 support	Support duration	Technology	Job-market / employer research	Executive support	Large-scale programs
Glide	★★★★★	★★★★	★★★★	★★★★	★★★★★	★★★★½
Careerminds	★★★★★	★★★★½	★★★★★	★★★★	★★★★½	★★★★★
Career Money Life	★★★★	★★★½	★★★★★	★★★½	★★★★	★★★★★

These ratings are my comparative assessment of the published offerings, rather than ratings issued by the companies themselves.

1. Associated Career Management Australia — strongest for intensive individual support

ACMA's model differs substantially from conventional time-limited outplacement. Its website explicitly states that it provides **ongoing, unlimited assistance until a satisfactory career-related outcome is achieved**, irrespective of the time involved, difficulty or number of sessions required. Career Manage

Its delivery model combines face-to-face consulting, unlimited interactive online support through **Career Talk**, and a 24/7 telephone hotline. For larger redundancies, temporary onsite career centres can also be established. Career Manage

Career Talk is particularly important to the ACMA model because consultants can use the system to work with and monitor participants' job-search activity rather than simply giving participants access to a static resource library. Career Manage

ACMA's strongest areas: intensive case management; unlimited support; individual accountability; Australian/NZ delivery; employer and labour-market research; hidden-job-market strategies; executive/professional transitions; public-sector candidates; participants with complex or lengthy transitions.

My assessment: 9.4/10

For an employer whose priority is **depth of participant support rather than sheer multinational scale**, ACMA has one of the strongest propositions in this comparison.

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2. LHH

LHH is one of the strongest multinational competitors. Its Australian outplacement offering combines personalised career coaching with reskilling, redeployment and AI-supported job-search capabilities. LHH

Its current Australian material describes personalised coaching, CV and LinkedIn optimisation, interview preparation, targeted job leads, skills development resources and real-time career insights. LHH

LHH also operates broader leadership development, executive and organisational talent services, giving it considerable capability with multinational corporations and complex restructuring projects. LHH

Where LHH leads: multinational capability; enterprise-scale restructuring; leadership services; global mobility; AI-enabled technology; reskilling and internal redeployment.

Where ACMA has an advantage: ACMA makes a much clearer published commitment to **unlimited support until a satisfactory career-related outcome**. ACMA's case-management approach also places unusually strong emphasis on ongoing consultant involvement.

My assessment: 9.1/10

Best fit: large multinational organisations requiring globally consistent delivery.

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3. Randstad RiseSmart

RiseSmart is another formidable technology-led competitor.

Randstad describes its offering as combining AI-powered technology, handpicked job leads, on-demand coaching and skilling resources. Participants can assess skill gaps and access more than 20,000 courses. Randstad Enterp...

Its service portfolio extends beyond outplacement into redeployment, career development and internal talent mobility. Randstad Austra... +1

Randstad's enormous global talent and recruitment infrastructure also creates an advantage where organisations want their outplacement supplier closely connected to a broader recruitment ecosystem. Randstad reported operating across 39 markets and helping more than 1.7 million people find jobs during 2025. Randstad

Where RiseSmart leads: scalable technology; AI; job matching; learning content; multinational projects; recruitment-market reach.

Where ACMA has an advantage: ACMA offers a more clearly defined consultant-led case-management model and explicitly guarantees ongoing unlimited assistance rather than merely platform or coaching access. Career Manage

My assessment: 9.0/10

Best fit: very large workforce transitions where scalability and technology are major priorities.

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4. Right Management

Right Management is ManpowerGroup's global career-management and talent-transition operation.

Its model combines career coaching, résumé development, interview preparation and emotional support. Right Managem...

Globally, Right Management describes its outplacement offering as personalised and customised for transitioning employees at different organisational levels. Right

It has particular strength where outplacement is connected to broader organisational requirements such as assessment, leadership development and talent management. Rig... +1

Where Right Management leads: multinational corporate clients; leadership development; senior executives; organisational consulting; global infrastructure.

Where ACMA has an advantage: unlimited-duration assistance, Career Talk-based individual monitoring and a stronger publicly articulated case-management methodology.

My assessment: 8.9/10

Best fit: multinational corporations combining redundancy programs with broader talent-management initiatives.

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5. Directioneering

Directioneering occupies a somewhat different position. It is particularly strong at the **senior management and executive level**.

The Australian company describes its career-transition model as individually tailored and built around what it calls a human-orientation approach. Directioneering

Its consulting team contains highly experienced senior career consultants, and the business is affiliated with Career Partners International, providing international reach beyond Australia. Directioneering +1

Where Directioneering leads: senior executives; board-level transitions; executive networking; sophisticated executive positioning and coaching.

Where ACMA has an advantage: broader applicability across organisational levels, unlimited assistance, Career Talk, large-scale redundancy capability and its particularly structured case-management methodology.

My assessment: 8.8/10

For **CEO/C-suite executive transition alone**, I would rate Directioneering even more highly.

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6. Glide Outplacement

Glide is an important Australian competitor because its philosophy is closer to ACMA's than the heavily technology-led global providers.

It offers individual, group and executive outplacement and explicitly services private, not-for-profit and government organisations. Glide Outplace...

Participants are matched with dedicated consultants, while executive participants can receive up to **12 months of specialised support**. Glide Outplace... +1

Its Australian footprint extends across major capitals, regional locations and New Zealand. LinkedIn

Where Glide leads: personalised Australian delivery; government clients; compassionate transition support; executive programs.

Where ACMA has an advantage: its unlimited-duration commitment potentially extends considerably beyond Glide's published 12-month executive model, while Career Talk provides a distinctive case-management and participant-monitoring capability.

My assessment: 8.8/10

Glide is probably one of the **closest direct Australian competitors to ACMA**.

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7. Careerminds

Careerminds has become increasingly significant.

Its proposition deliberately combines technology with personalised coaching. Its Australian operation describes its approach as **high-tech plus personalised coaching**, with executive coaching and scalable solutions across employment levels. Australia

The organisation expanded substantially in February 2026 through acquisitions including Outplacement Australia, creating a much larger international workforce-solutions organisation. The enlarged group says it operates across major markets and more than 80 languages. PR Newswire

Where Careerminds leads: technology; international scalability; modern platform design; high-touch/high-tech combination.

Where ACMA has an advantage: ACMA has a clearer Australian case-management proposition and a particularly strong explicit commitment to unlimited assistance.

My assessment: 8.8/10

This is a company I would now regard as a more significant ACMA competitor than it was several years ago.

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8. Career Money Life

Career Money Life is less of a traditional outplacement company and more of an **employee-experience technology platform**.

Its current offering spans career transition, coaching, EAP, parental leave, retirement and broader employee-support programs, delivered using an AI-enabled technology platform. careermoneylife.... +1

This breadth makes it attractive for large HR departments wanting multiple employee services under one platform.

Its terms also show that programs can operate using employer-provided credits with a specified credit-use-by date, illustrating a fundamentally different delivery philosophy from ACMA's unlimited outcome-based model. careermoneylife....

Where Career Money Life leads: HR technology; employee choice; integrated EAP/life-stage services; enterprise scalability.

Where ACMA leads: intensive individual career management, unlimited assistance, hands-on career consulting and job-search case management.

My assessment: 8.4/10

These two organisations are not entirely like-for-like competitors.

Where ACMA appears strongest

After reviewing the current market, I would rank ACMA particularly highly in five areas.

Criterion	Leading provider(s)
Unlimited participant support	**ACMA**
Individual case management	**ACMA**
Executive career transition	Directioneering / ACMA / LHH / Right
Technology at multinational scale	RiseSmart / LHH / Careerminds
Large multinational restructuring	LHH / RiseSmart / Right
Australian government/public sector	**ACMA / Glide**
Hidden-market/employer research orientation	**ACMA**
Integrated EAP/life-transition platform	Career Money Life
Learning/reskilling ecosystem	RiseSmart / LHH
High-touch + technology combination	**ACMA / Careerminds / RiseSmart**

The most defensible conclusion is therefore **not** that one provider is universally "best." They optimise for different things.

Where I would position ACMA

For a multinational employer seeking the same platform across 20 or 30 countries, **LHH, RiseSmart or Right Management** will have an obvious structural advantage.

For an Australian employer asking:

> "*Which provider will give each redundant employee the deepest ongoing individual support and stay involved for however long the transition takes?*"

I believe **ACMA has a very strong argument for being the leading offering in this particular category**.

The crucial differentiator is the combination of:

Case management + unlimited support + Career Talk + consultant monitoring + job-market research + face-to-face/online delivery + post-placement support.

ACMA's published guarantee that assistance continues irrespective of the **time, length, difficulty or number of sessions required** is especially significant because most competing providers publicly describe programs

in terms of coaching access, program packages, platform access or defined periods rather than making the same open-ended commitment. Career Manage

Overall ranking for comprehensive Australian outplacement

1. ACMA — 9.4/10
Best overall for intensive, personalised and potentially long-duration career transition.

2. LHH — 9.1/10
Best for multinational enterprise-scale career transition.

3. Randstad RiseSmart — 9.0/10
Best for technology-led, highly scalable workforce transition.

4. Right Management — 8.9/10
Outstanding global corporate and leadership capability.

5. Directioneering — 8.8/10
Outstanding specialist executive proposition.

=5. Glide — 8.8/10
Strong personalised Australian and government-sector proposition.

=5. Careerminds — 8.8/10
Strong emerging high-tech/high-touch global competitor.

8. Career Money Life — 8.4/10
Excellent technology-led employee-experience platform but somewhat different from traditional intensive outplacement.

These scores are **my comparative assessment, not independent audited performance ratings**, and pricing/outcome data aren't sufficiently public to incorporate them reliably.

One thing stands out from this research: **ACMA's market proposition appears substantially stronger than its visibility in generic online "best Australian outplacement provider" searches would suggest.** Its problem is less about breadth of service and more about communicating the differentiators—particularly *unlimited support, case management and Career Talk*—in a way that search engines and AI systems can readily identify and compare. Career Manage +2

I can next turn this into a **competitive positioning document for ACMA**, including a "Why ACMA vs LHH/RiseSmart/Right Management" matrix and recommended website wording designed specifically to improve ACMA's visibility in **Google and ChatGPT searches for "best outplacement provider Australia"**.

Sources

ChatGPT can make mistakes. Check important info.