

CASE STUDY

Outplacement Support for County Council

What was the client need?

Following a review of Council provided services, our client, a large County Council in a predominantly rural area of England, asked us to provide outplacement and career transition services to some of its staff who were facing redundancy. Some 38 staff were in scope at 18 different council locations – widely spread across the region. Help was required as those leaving ranged across several internal grades and had varied leaving dates. Given the rural nature of some of the locations local job opportunities were limited.

What did INTOO do?

INTOO were asked to deliver a range of workshops supplemented by one-to-one support and underpinned by access to online resources. In addition to core workshops around CVs, Interviews, Social Media presence and Accessing the Job Market, support was also provided to those looking at Retirement options and Self Employment.

Alongside delivery of the core job-search activities, additional one-to-one support helped people assess skills and think how these skills could then be positioned across a varied employment landscape. Individuals were encouraged to have confidence around applying for roles that they may have initially passed over – feeling (incorrectly) that they were not suitably qualified; the reality was that rural employers were happy to consider those who may not have had all the skills but demonstrated a strong desire to learn. Utilising the recruitment expertise of our INTOO's Parent Company – Gi Holdings - we were able to uncover significant numbers of vacancies that welcomed applications from people with a strong employment background and work ethic.

What was the outcome?

All individuals who sought future employment were successful in their job-search across a range of industries (including hospitality, IT, Agriculture, Manufacturing and Healthcare). Several individuals opted to 'slow down' and use the redundancy as an opportunity to improve their work-life balance, opting for voluntary roles in order to maintain a sense of purpose. Two were re-employed shortly afterwards by local District Councils.



Georgia – HR Manager Central Services

“INTOO delivered a range of interactive workshops to staff leaving as a result of redundancy. We were pleased with the clear and straightforward advice we were given and in how the Company listened to our situation, changing elements of their services as required. I was very happy with INTOO and would certainly recommend them to others”.

