

CASE STUDY

Outplacement Support for a Property & Construction Organisation



What was the client need?

A large construction firm with over 100 employees faced a downturn in their industry sector resulting in some tough decisions and the redundancy of approximately 20 employees roles. However, instead of simply letting people leave, it was decided to invest in a high-quality outplacement service which had a proven track record of helping people find new roles in the industry. INTOO were asked to deliver a range of outplacement / career transition support to an on-site workforce. The client wanted to ensure that, as far as possible, employees who would be leaving were supported with regard to future career moves.

What did INTOO do?

INTOO delivered a range of group workshops covering a number of topics, including help with CV writing, self-employment, interview coaching, and access to job listings. They also provided change support for those who were struggling with the impact of redundancy.

Following the workshop activity, an INTOO career coach was made available on a 'clinic'-day basis – allowing individuals to book sessions and discuss specific questions related to their future career options. This support extended over a 3-month period, thereby allowing individuals the opportunity to build a 'trusted friend' relationship with the coach – an individual who became a familiar face on site. In conjunction with the local Gi branch, local employers were invited to connect with a highly-skilled workforce that would soon be 'on the market'.

Provision of online career-portals, app-enabled, to further enhance accessibility, were provided in order to address the varying learning styles through which individuals accessed information.

What was the outcome?

Over 87% of those who received outplacement support were able to secure a new role shortly after leaving. This not only helped the employees to move on with their careers but also helped to ensure the company maintained its image as a 'caring' employer locally. A small number of individuals transitioned into a range of self employment roles.

The client stated, the support from INTOO helped to reduce the negative impact of redundancy on their employees and provided the right support, with employees quickly moving on to new roles within the industry and maintained their reputation as a good employer.

Joseph - Construction Supervisor

"Receiving the news of redundancy hit hard and the stress, anxiety and fear about my lack of job security flooded my emotions.

When I learned that support was to be made available, this eased the stress and negative emotions associated with my situation and allowed me to focus on what I would do next.

My INTOO career coach took time to really understand what I wanted to do and showed me how to present myself to new employers. This support allowed me to have a positive outlook towards my future.

I've found a new job (closer to home) and formed a new career path within the industry".

