

Outplacement Case Studies

Industry: Manufacturing
Position: Mechanical Development Senior Engineer

Story

A Mechanical Development Engineer with twelve (12) years' Canadian experience and intermediate English skills was laid off from a manufacturing position with twelve (12) months severance. Having always had cutting edge skills in the current organization, this individual was concerned that his skills had not kept up pace with his colleagues in other companies.

After some discussion with the outplacement consultant, the client decided to take a short course at a well recognized school in the US to upgrade their skills and make themselves more marketable in the local economy.

Upon his return from the training, an ex-colleague informed him about a position at the company he was working for at the time. With some coaching from the outplacement consultant on the most strategic method of handling the situation, the individual moved forward and contacted his manager at the previous company, indicating his interest in the posted position within the new company.

With the ex-colleague's support and a series of six job search workshops behind him which included, but not limited to targeted resumes, cover letters and effective interviewing skills, the individual applied for the position.

Result

The individual not only had a series of three interviews with the company he was interested in, but also had interviews with a number of other companies, culminating in two job offers. After discussing the two offers with the FutureWorks outplacement consultant and brushing up on their negotiation skills, the individual negotiated an enhanced package with the company he was most interested in. The client started work shortly thereafter, a full ten months ahead of severance.

Client Feedback

"...FutureWorks helps people to identify their competencies and weaknesses in order to re-market themselves to fit the current employment market. During the job application process, FutureWorks provided coaching for understanding the job description and highlight what was needed and what was important. During the interview process FutureWorks helped me to be well prepared for possible questions and answers. During the final selection and offer stage, FutureWorks provided some critical help to help me think of which option is the best for me.

..provided me with hands on suggestions and is a good listener and willing to understand the requirements in different industries. Also the suggestions she provided were also good quality and very objective. She could always see our blind spot in career change."