

Outplacement Case Studies

Industry: Manufacturing
Position: Software Development Engineer

Story

Losing a significant contract forced the company to do large-scale lay-offs. A Software Development Engineer, employed by the company for over nine (9) years, was included in the group.

Having pre-planned a six week long holiday back home to visit family the individual was concerned about how to manage a job search with an inability to start for some time in the future. During some initial discussion and guided reflection with the outplacement consultant, the client recognized that first and foremost they needed some time to recuperate from the long workdays and demands of the previous position. A decision was made to put the job search on hold until after the holiday.

The outplacement consultant and client met regularly to provide a structure for the client to move forward. With a plan in place, the client researched potential employers they were interested in working for. Immediately, the client's apprehension and anxiety dropped and the individual was able to focus on managing the upcoming three months.

Having enjoyed the summer as well as the month back home with their family, the client returned invigorated and ready to look for work. Providing the client with a targeted résumé, cover letter and interview coaching, increased their confidence and also resulted in numerous invitations to interviews.

Result

Very shortly thereafter, the client was offered a position with a salary package which was quite attractive to the individual. The client accepted.

Client Feedback

"Thanks for everything..."