

# Outplacement Services For Energy Organizations

Relevante

Support workforce transitions while protecting safety culture, operational continuity, and stakeholder trust across oil and gas, energy services, pipelines, and renewable energy.

## Who We Serve

- Oil and Gas Exploration and Production
- Oilfield Services and Equipment
- Midstream, Pipelines, and Storage
- Refining and Petrochemicals
- LNG and Marine Energy Logistics
- Power Generation and Energy Services
- Renewables (Wind, Solar, Storage)
- Environmental, HSE, and Industrial Services



## What We Deliver

### Speed and Stability

- Launch in 24 to 48 hours
- Manager communications toolkit and separation talk tracks
- Enrollment workflows built for field, remote, and rotational populations

### High-touch Support

- 1:1 coaching across field, technical, and corporate roles
- Resume and LinkedIn aligned to energy hiring norms and certifications
- Interview prep and job search execution plans

### Visibility for HR

- Dashboards by site, region, and job family
- Weekly progress reporting and theme tracking
- Escalation path for sensitive cases and executives

## The Energy Workforce Reality

Energy workforce transitions often occur in cycles and can be driven by commodity prices, project delays, contract losses, safety incidents, or portfolio shifts. Companies must maintain safety, reliability, and compliance while managing geographically distributed operations. Populations may include union roles, rotational schedules, offshore and remote sites, and specialized technical talent. Outplacement must be safety-aware, logistically flexible, and tailored to roles with certifications, clearances, and regulated requirements.

### Common Sector Challenges

- Cyclical workforce changes and rapid mobilization or demobilization
- Safety, compliance, and training requirements (HSE, OSHA, DOT, PHMSA, etc.)
- Rotational schedules and remote site logistics that limit availability
- Specialized roles with certifications, licenses, and clearance considerations

## Role Coverage Grid

### Field and Operations

- Operators, rig crews, maintenance, electricians, mechanics, supervisors

### HSE and Compliance

- HSE professionals, safety coordinators, quality, regulatory, audit support

### Engineering and Technical

- Mechanical, electrical, process, pipeline, reliability, project engineering

### Project and Construction

- Project managers, schedulers, estimators, construction management, inspectors

### Corporate and Commercial

- Supply chain, procurement, finance, HR, land, legal, sales, customer success

## What HR Gets

- Launch plan and leader talk track with field-ready messaging templates
- Orientation options for remote sites (virtual sessions, recordings, scheduled cohorts)
- Weekly dashboards by location and job family plus escalation support
- Optional add-on: manager enablement coaching for frontline separations and safety-sensitive roles

## Core (Field and Staff)

- Orientation and assessment
- Resume and job search profile support
- Interview prep and rapid reemployment plan
- Weekly accountability coaching

## Professional (Managers and Specialists)

- Everything in Core
- Targeting strategy by role family (ops, engineering, HSE, projects, supply chain)
- Networking plan and recruiter strategy
- Offer evaluation and negotiation support

## Executive (Director, VP, C-Suite)

- Everything in Professional
- Leadership branding and narrative
- Market mapping and targeted outreach plan
- Stakeholder communications and board bio support (as needed)



## Energy-Specific Modules

- **Certifications and credentials packaging:** presenting safety training, licenses, and regulatory qualifications clearly
- **Field-to-field and field-to-adjacent transitions:** moving talent into related sectors (utilities, industrials, renewables, logistics)
- **Project-based career positioning:** articulating scope, schedule, cost, and safety outcomes without proprietary disclosure
- **Remote and rotational job search execution:** cadence planning that fits travel and shift cycles
- **Compensation structures coaching:** per diem, overtime, shift differential, bonus, and contract arrangements



**Ready To Protect Continuity And Brand Trust While Supporting Your People Through Change?**

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## How We Run It

- **Day 1 to 2:** HR kickoff, program configuration, communications toolkit
- **Week 1:** Orientation, intake, assessment, first coaching session
- **Weeks 2 to 4:** Branding, targeting, networking activation
- **Weeks 4+:** Interview cycles, offer evaluation, negotiation support
- **Ongoing:** Weekly employer reporting, escalations, outcomes tracking

## Outcomes and Reporting

### What we track

- Enrollment and engagement by site, region, and role family
- Milestones: branding complete, applications launched, interviews secured
- Time to first interview activity
- Offer activity and placement signals (when available)
- Themes by job family (field vs engineering vs HSE vs corporate)

### What HR receives

- Weekly progress snapshot
- Risk flags and support needs
- Theme summaries and recommended actions for leaders