

# Healing Transitions: Reimagining Outplacement for Healthcare Careers

Relevante

Protect your employer brand, support impacted employees, and stabilize operations across care delivery, payer operations, and life sciences.

## Who We Serve

- Providers and Health Systems
- Hospitals and Ambulatory Networks
- Payers and Managed Care
- Pharma and Biotech
- Medical Devices and Diagnostics
- Long-Term Care and Senior Living
- Health IT and Digital Health

Health Care leaders have to balance cost pressures and restructuring with patient experience, compliance expectations, and talent retention for critical roles. Relevante's Health Care outplacement approach blends high-touch coaching with modern job search execution so impacted employees move forward quickly while your organization protects trust.

## The Health Care Workforce Reality

- Patient-first cultures make reductions especially sensitive
- Credentialed roles have unique job search pathways (licensure, certifications, clinical references)
- Revenue cycle, finance, IT, and operations roles require different search strategies than clinical roles
- Confidentiality, compliance, and reputation matter more than ever (patients, members, regulators, donors)



## What We Deliver

### Speed and stability

- Launch support within 24 to 48 hours
- Clear communication toolkit for HR and leaders
- Program structure that reduces disruption and rumor cycles

### High-touch care for people

- 1:1 coaching and role-specific job search plans
- Resume, LinkedIn, interviewing, networking execution
- Confidence-building support for high-stress transitions

### Visibility for HR

- Live participation dashboard and status reporting
- Role and function trend insights (what employees need most)
- Program metrics for internal leadership and board reporting

## Health Care Role Coverage

### Clinical and patient-facing

- Nursing, allied health, clinical operations, care coordination

### Corporate and payer operations

- Revenue cycle, finance, HR, compliance, member services, claims

### Life sciences and technical

- R&D, lab operations, QA/RA, manufacturing operations, supply chain

### Technology and analytics

- Health IT, cybersecurity, data and analytics, PMO

## What HR Gets

- Launch plan and kickoff scripts
- Employee enrollment workflow
- Weekly status summary template
- Escalation path for sensitive situations
- Optional manager coaching add-on

# Program Design

## Core (Staff)

- Orientation + career assessment
- Resume and LinkedIn refresh
- Interview preparation
- Job search plan and weekly accountability

## Professional (Manager and Specialist)

- Everything in Core
- Role-targeting strategy (titles, sectors, geographies)
- Networking plan, outreach scripts, recruiter strategy
- Negotiation support (offer review, compensation framing)

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

- Everything in Professional
- Executive narrative, board bio, leadership branding
- Market mapping and targeted outreach strategy
- Thought leadership support (LinkedIn posting, speaker bio)



## Health Care Specific Modules

- **Credentialed job search support:** licensure and credential framing, clinical references strategy
- **Regulated environment readiness:** compliance-safe messaging, risk-aware career narrative
- **Role family playbooks:** revenue cycle, care operations, payer operations, med device commercial, R&D
- **Sensitive transition support:** grief-aware coaching, reputation protection, dignity-first comms

## Health Care Organization Restructuring

- Population: Mixed corporate and operational roles
- Challenge: High uncertainty, limited time, reputational sensitivity
- What we did: Rapid kickoff, tiered coaching, weekly HR reporting, role playbooks
- Result: Faster stabilization, strong participation, consistent employee experience

## How We Run It

- **Day 1 to 2:** HR kickoff, program configuration, messaging toolkit
- **Week 1:** Employee orientation, intake, assessment, first coaching session
- **Weeks 2 to 4:** Branding (resume, LinkedIn), targeting, networking activation
- **Weeks 4+:** Interview cycles, offer negotiation, momentum coaching
- **Ongoing:** Weekly employer reporting, escalations, and outcomes tracking

## Outcomes and Reporting

- Enrollment rate
- Engagement (coaching sessions completed)
- Time to interview activity
- Offer activity (when available)
- Top barriers and themes by population (clinical vs corporate, etc.)

## Need a Rapid Outplacement Launch?

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