

# Outplacement Services For Industrial Sector

# Relevante

Support workforce transitions while protecting productivity, safety culture, and brand reputation across manufacturing, logistics, and engineering operations.

## Who We Serve

- Manufacturing & Production
- Aerospace & Defense
- Construction & Engineering
- Transportation & Logistics
- Automotive & Heavy Equipment
- Industrial Automation & Controls
- Energy Infrastructure & Utilities Support

## What We Deliver

### Speed and stability

- Rapid setup in 24–48 hours HR and supervisor communication toolkit

### Human Support for People

- 1:1 career coaching for all roles Resume & LinkedIn for industrial talent profiles

### Visibility for HR & Leadership

- Participation dashboards Program tracking and escalation support for large sites



## The Industrial Workforce Reality

Industrial workforces face complex challenges skill diversification, automation, safety sensitivity, and unionized labor environments. Layoffs can disrupt production and morale. Relevante's industrial outplacement programs protect employer reputation, minimize downtime, and help skilled tradespeople, engineers, and corporate professionals move forward quickly.

### Key Pain Points:

- Balancing production schedules with workforce transitions
- Managing union and safety communication sensitivities
- Varied job families: plant floor to program management
- High local visibility brand impact in tight labor markets

## Industrials Role Coverage Grid

**Operations & Production:** Plant operations, assembly, quality, maintenance

**Engineering & Technical:** Mechanical, Electrical, Manufacturing, Aerospace, Systems

**Corporate & Support:** Finance, Procurement, HR, EHS, Program Management

**Supply Chain & Logistics:** Warehousing, Distribution, Transportation, Procurement

**Field Services & Trades:** Technicians, Installers, Line Maintenance, Welders, Operators

## What HR Gets

- Launch plan and supervisor talk track
- Employee orientation templates & sign-up workflow
- Weekly reporting with real-time participation metrics
- Escalation support for plant leaders and union liaisons
- Optional on-site group orientation sessions

## Program Design

### Core (Staff)

- Career assessment, resume and LinkedIn development, interview coaching, job search plan

### Professional (Manager and Engineers)

- Includes Core + role-targeting strategy, network outreach, and salary negotiation coaching.

### Executive (Directors & Plant Leaders)

- Includes Professional + executive branding, market mapping, and thought leadership support.

## Industry Specific Modules

- **Union & Workforce Transition Planning:** Alignment with labor relations and EHS protocols.
- **Safety & Compliance-Aware Coaching:** Addressing OSHA-related roles and certifications in career framing.
- **Skilled Trades & Engineering Pathways:** Targeted employer network in manufacturing and aerospace.
- **Operational Continuity Support:** Messaging and timelines to reduce production risk during transitions.
- **Community Impact Management:** Coordination with local officials and media for large site reductions.



## How We Run It

- **Day 1-2:** HR kickoff and program configuration
- **Week 1:** Employee orientation and first coaching sessions
- **Weeks 2-4:** Branding, networking, and outreach activation
- **Weeks 4+:** Interview cycles and momentum coaching
- **Ongoing:** Weekly reporting and trend summaries to leadership

## Outcomes And Reporting

### What we track

- Enrollment and engagement rates
- Time to first interview
- Offer activity and reemployment velocity
- Site-by-site participation summaries
- Common themes (technical vs operations roles)

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

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