

Outplacement Services For Materials Organizations

Relevante

Support workforce transitions while protecting plant continuity, safety, customer fulfillment, and compliance across chemicals, metals and mining, paper and forest products, and building materials.

Who We Serve

- Chemicals and Specialty Chemicals
- Metals and Mining
- Steel and Aluminum Producers
- Aggregates, Cement, and Concrete
- Glass, Ceramics, and Industrial Materials
- Packaging and Containers
- Pulp, Paper, and Forest Products
- Building Materials and Distribution



What We Deliver

Speed and Stability

- Launch in 24 to 48 hours
- Plant-ready leader toolkit and separation talk tracks
- Enrollment workflows designed for shift populations

High-touch Support

- 1:1 coaching across hourly, technical, and leadership tiers
- Resume and LinkedIn aligned to manufacturing and industrial norms
- Interview execution and job search accountability

Visibility for HR

- Dashboards by site, region, and job family
- Weekly progress reporting and theme tracking
- Escalation support for sensitive roles and leaders

The Materials Workforce Reality

Materials workforce transitions often happen in continuous operations and are influenced by macro cycles, construction demand, pricing pressure, safety events, or energy and input cost changes. Companies must maintain production schedules, quality standards, and safety discipline while managing skilled trades, technical roles, and multi-site operations. Outplacement must be built for shift schedules, plant environments, and specialized certifications, while also supporting engineers, sales, and corporate teams impacted by restructures.

Common Sector Challenges

- 24/7 plants, shift work, and limited availability for frontline teams
- Safety, environmental, and quality compliance requirements
- Specialized skills and certifications across trades, equipment, and process operations
- Multi-site workforce actions with high community visibility

Role Coverage Grid

Plant and Operations

- Operators, maintenance, supervisors, production leads, plant managers

Skilled Trades

- Electricians, mechanics, millwrights, welders, instrumentation, HVAC

Engineering and Technical

- Process, mechanical, electrical, reliability, quality, EHS professionals

Supply Chain and Distribution

- Procurement, planners, warehouse, transportation, customer fulfillment

Commercial and Corporate

- Sales, customer success, finance, HR, IT, legal, communications

What HR Gets

- Launch plan and leader talk track with plant-ready messaging templates
- Orientation options for crews and shifts (virtual cohorts, recordings, scheduled sessions)
- Weekly dashboards by site and job family plus escalation support
- Optional add-on: manager enablement support for frontline separations in safety-sensitive environments

Core (STAFF and Frontline)

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

Professional (Supervisors, Engineers, Specialists)

- Everything in Core
- Targeting strategy by role family (ops, trades, engineering, supply chain)
- Networking 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 positioning and communications support (as needed)

Materials Specific Modules

- **Safety and compliance narrative:** positioning OSHA, environmental, and audit readiness experience
- **Shift-based job search execution:** scheduling and workflows for frontline talent
- **Project and process outcomes:** translating throughput, yield, scrap reduction, downtime, and cost savings into market value
- **Trades pathways:** mapping skilled trade talent to contractors, industrial services, utilities, and adjacent sectors
- **Commercial impact storytelling:** translating customer delivery, quality, and reliability into sales and account narratives



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

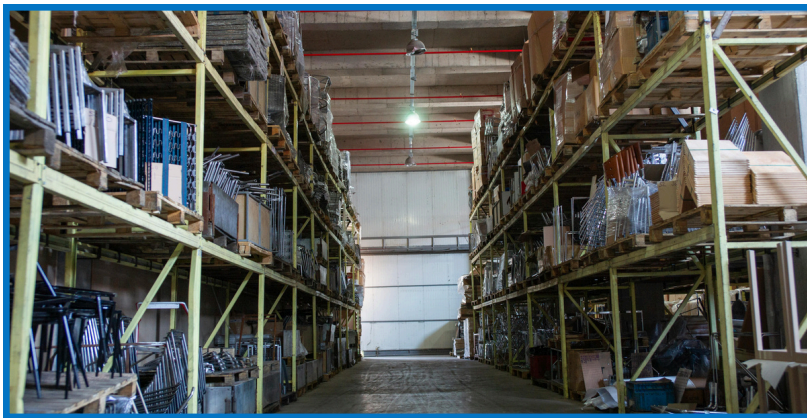
Outcomes and Reporting

What we track

- Enrollment and engagement by site, shift, 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 (ops vs trades vs engineering vs supply chain)

What HR receives

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



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

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