

# Outplacement Services For Materials Organizations

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

# Program Menu

## 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

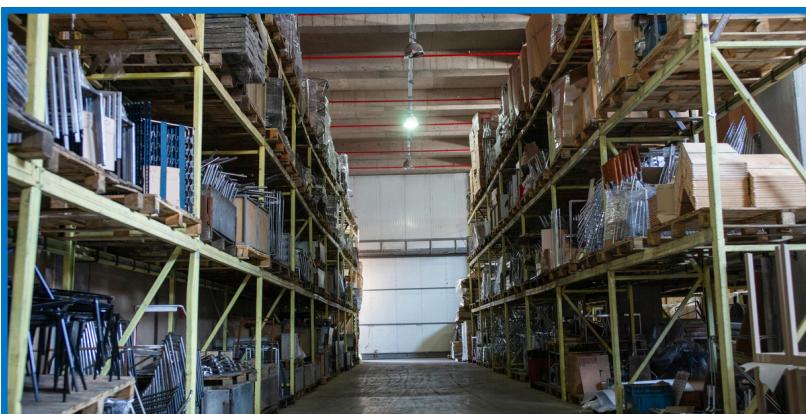
## Outcomes and Reporting

### 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?**

Visit: [www.Relevante.com](http://www.Relevante.com)

Email: [outplacement@relevante.com](mailto:outplacement@relevante.com)

Phone: 484-403-4121

**Relevante**