

# Outplacement Services For Utilities Organizations

Relevante

Support workforce transitions while protecting grid reliability, safety culture, customer trust, and regulatory compliance across electric, gas, and water utilities.

## Who We Serve

- Electric Utilities and Power Generation
- Transmission and Distribution Operators
- Natural Gas Utilities and Pipeline Operations
- Water and Wastewater Utilities
- Clean Energy and Grid Modernization Programs
- Utility Contractors and Field Services
- Customer Operations and Contact Centers
- Regulated and Public Power Organizations



## What We Deliver

### Speed and Stability

- Launch in 24 to 48 hours
- Leader communication toolkit and separation talk tracks
- Enrollment workflows built for field and shift populations

### High-touch Support

- 1:1 coaching across trades, technical, and corporate roles
- Resume and LinkedIn aligned to utility hiring norms and credentials
- Interview prep and job search execution plans

### Visibility for HR

- Dashboards by location, role family, and business unit
- Weekly progress reporting and theme tracking
- Escalation path for sensitive cases and leaders

### The Utilities Workforce Reality

Utilities operate in a reliability-first environment with strict safety practices, unionized workforces in many settings, and regulated expectations for customer service and outage response. Workforce transitions can be complex due to certifications, licensure, emergency readiness, and community visibility. Outplacement must be built for field and shift populations, support compliance-minded leaders, and maintain employer brand trust in the communities served.

### Common Sector Challenges

- Reliability and emergency readiness cannot slip during transitions
- Safety, certification, and apprenticeship structures for skilled trades
- Union and regulatory considerations in many environments
- High community visibility and customer sensitivity, especially around outages

## Role Coverage Grid

### Field and Skilled Trades

- Lineworkers, substation techs, electricians, mechanics, gas technicians, water operators

### Operations and Control

- System operators, dispatch, NOC equivalents, outage management, reliability teams

### Engineering and Asset Management

- T&D engineers, project engineers, reliability, planning, GIS, asset management

### Customer and Service

- Call center, billing, collections, customer experience, field service coordination

### Corporate and Regulatory

- Compliance, regulatory affairs, finance, HR, legal, communications, procurement

## What HR Gets

- Launch plan and leader talk track with field-ready messaging templates
- Orientation options for crews and shifts (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 sensitive roles

# Program Menu

## Core (Field and Staff)

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

## Professional (Supervisors, Managers, Specialists)

- Everything in Core
- Targeting strategy by role family (trades, ops, engineering, customer, regulatory)
- 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)

## Utilities-Specific Modules

- **Credential and apprenticeship packaging:** licenses, certifications, safety training, and progression pathways
- **Reliability and outage readiness narrative:** translating outcomes into transferable career value
- **Regulated environment coaching:** positioning compliance, audit readiness, and documentation discipline
- **Skilled trades placement strategy:** union vs non-union pathways, contractors, and adjacent industries
- **Public and community sensitivity support:** messaging discipline during highly visible transitions



## 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 location, 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 (trades vs ops vs engineering vs customer vs corporate)

### 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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