



Supporting Employees Through Workforce Transition with a High-Touch Outplacement Program

TRC partnered with a global manufacturing organization following a workforce reduction to provide personalized career transition support for impacted employees. The goal was to help employees confidently navigate their next career move while reducing administrative burden on internal HR teams and reinforcing the organization's commitment to employee wellbeing.

The Challenge: Workforce Reduction

Following a workforce reduction, the client needed a partner that could deliver a consistent, professional, and compassionate transition experience for affected employees. The organization wanted to ensure employees received meaningful support throughout their job search while maintaining visibility into program engagement and outcomes.

Key challenges included:

- Providing individualized support at scale
- Delivering a positive employee experience during a difficult transition
- Reducing administrative workload for internal HR teams
- Maintaining visibility into participant engagement and program outcomes
- Protecting employer brand reputation and demonstrating continued commitment to employees after separation

Our Solution: A 90-Day Career Transition Program

TRC designed and managed a comprehensive 90-day Career Transition Program centered around personalized coaching, proactive engagement, and labor market expertise. The program included:

Individual Intake & Transition Planning

Every participant completed a one-on-one intake session to establish a personalized transition strategy, including career goals, compensation expectations, geographic preferences, industry interests, and job search readiness.

Professional Career Coaching

Participants received structured coaching throughout their transition journey, including career assessments, resume review, job search strategy development, interview coaching, offer evaluation and transition support.



Ongoing Career Support

TRC provided continued guidance through email and phone coaching, resume assistance, networking recommendations, labor market insights, job search strategy consultation, and access to opportunities through TRC's employer network

Program Management & Reporting

TRC served as the central point of coordination for all program activities, including onboarding, scheduling, coaching management, engagement tracking, reporting, and stakeholder communication. This allowed the client's HR team to remain focused on business priorities while maintaining visibility into participant progress.

The Results

The program delivered measurable career transition outcomes while helping the client navigate workforce changes with professionalism, consistency, and a strong commitment to the employee experience.

Business Outcomes:

- **46%** of participants secured new employment during the 90-day program.
- **16%** were actively interviewing at program completion.
- **12%** were actively pursuing new opportunities through active applications.
- **74%** of participants had either secured employment or were actively progressing toward a new role by the end of the program.
- **100%** received personalized career coaching, transition planning, and ongoing support.

Beyond employment outcomes, the program helped the organization provide impacted employees with structured support while demonstrating its commitment to treating employees with dignity and respect throughout the transition process.

Key Takeaways

This program highlights how a **personalized, high-touch outplacement strategy** can support both employees and employers during periods of organizational change.

- Personalized coaching drives stronger participant engagement and career outcomes.
- High-touch outplacement programs help organizations support employees with dignity during workforce transitions.
- Dedicated program management reduces administrative burden on internal HR teams.
- Consistent communication and engagement improve participant success throughout the transition journey.
- Combining career coaching, labor market expertise, and employer network access creates meaningful momentum for participants seeking new opportunities.



Looking to support employees through workforce transitions with confidence?

Learn how TRC Talent Solutions can develop a customized workforce transition program designed to support both your employees and your organization.