

# MANUFACTURING

Constructing a talented workforce—and cementing employee loyalty—is no small feat, even for one of the world’s leading manufacturers of construction and mining equipment. Despite having worked with a traditional outplacement provider during past reductions in force, the company needed a new way to restructure its workforce by digging deep into its current talent pool to mine the best talent.

## COMPANY INFORMATION

Location: U.S. with offices worldwide

Ownership: Public

Employees: 125,000+

Revenue: \$55 Billion

*This Fortune 500 organization is consistently recognized as a most admired company and best global brand.*

## CHALLENGES

This global manufacturer needed a flexible, custom plan for retaining talent, even in the face of workforce reduction. While one division might let talent go, another division might still be hiring. In order to save on recruitment, severance, and unemployment tax, as well as retain talent whose skills and culture already proved a fit, the company needed to engage the services of an outplacement services provider that could tailor an “in-placement” program to meet the company’s needs.

## SOLUTIONS

Successfully transitioning from its previous outplacement provider, this company worked with Randstad RiseSmart to implement a customized in-placement/ outplacement program that helps impacted employees discover and interview for opportunities within the organization during the first 90 days after a layoff and externally thereafter. Through Randstad RiseSmart, each impacted employee is assigned a coach with industry experience to prepare employees for both internal and external interviews, a certified resume writer to create a resume that will appeal to internally- and industry-related positions, a job sourcer for uncovering relevant opportunities, and an online portal for accessing customized career content.

# 90%



Engagement

# RESULTS

### REDEPLOYMENT

TIME TO LAND: **54** days

**78%**

faster than the national average

### OUTPLACEMENT

TIME TO LAND: **82** days

**66%**

faster than the national average

*“When you look at the benefits to the company, Randstad RiseSmart reduces the financial burden, reduces liability, and is hugely engaging to the employee.”*

– Corporate HR Manager, reporting to the CHRO