

PHARMACEUTICALS

One of the largest Contract Research Organizations (CRO) in the world, with facilities in over 80 countries, recently acquired a new company, which resulted in the elimination of positions. As a CRO, the company is dedicated to improving lives through its research and support of treatments, therapies, and drugs—and as an employer, improving the lives of its employees.

COMPANY INFORMATION

Headquarters: Raleigh, NC
 Ownership: Public
 Founded: 1976
 Company Size: ~10,000

This Contract Research Organization provides support for the pharmaceutical, biotechnology, and medical industries in the form of development, research, and testing on a contract basis.

CHALLENGES

This company prides itself on the way it takes care of its people—all 10,000 of them across six continents. As the company continues to grow and change, it has great need to ensure that the quality of that care remains high, even as it adapts to its recent IPO and restructures its workforce. Over the years, the company had previously contracted a traditional outplacement provider, but recognized that, as a legacy provider, that outplacement firm had grown complacent in its responsiveness and service. Before acquiring its newest company, the organization sought a provider that would put the results in “results-based outplacement” and provide greater accountability.

SOLUTIONS

The company turned to Randstad RiseSmart for responsiveness and results. Not only did the company receive timely responses to requests for reporting, but it also found that Randstad RiseSmart’s expert-designed transition methodology better met the needs of their exiting employees. During the three month program, participating employees landed new roles significantly faster than the national average.

RESULTS



(1) According to the BLS, the average duration of unemployment is 231 days (Nov 2014).
 (2) Based on the Journal of State Taxation, the average unemployment claim costs a company approximately \$4500 per person.
 (3) Estimate based on 45% faster time-to-land with Randstad RiseSmart over competition.