

IT'S NOT ABOUT US, IT'S ABOUT YOU!



Case Study: Supporting Businesses Through Outplacement Services with Clockwork Recruitment

The Challenge:

Redundancy situations are among the most challenging experiences both for employees and businesses. While companies face the difficult task of downsizing or restructuring, their employees are often left feeling uncertain about their future. Redundancies can lead to low morale, job insecurity, and emotional stress among the affected individuals.


While businesses understand the need for redundancy, many are unsure how to provide the right support to help their employees transition successfully to new opportunities. Employees may need practical guidance on finding new roles, but many organisations don't have the expertise or resources to offer the comprehensive career support that individuals require.

The Solution:

Clockwork Recruitment, in partnership with an independent HR Advisor, provides tailored outplacement services designed to help businesses support their employees through redundancy. Our goal is to ensure a smooth, empathetic, and effective transition by offering a complete career development package for affected individuals, while also providing businesses with strategic guidance on managing the redundancy process.

Key Takeaway

With the right guidance and encouragement, the right people find the right roles — even when
Our services include:

- **Careers Advice:** We offer personalised career counselling, helping individuals identify transferable skills, strengths, and career goals. Our team works with employees to create clear, actionable plans for their next career move.
 - **CV Writing:** Our expert consultants assist employees in creating a professional, impactful CV that highlights their experience and skills in a way that resonates with hiring managers. We ensure their CV stands out in competitive job markets.
 - **LinkedIn Profile Optimisation:** A polished LinkedIn profile is crucial for job seekers today. We optimise LinkedIn profiles, helping individuals highlight their strengths, connect with recruiters, and expand their professional network. This includes crafting strong headlines, summaries, and recommendations.
 - **Job Application Support:** We guide employees through the job application process, from identifying job opportunities to tailoring cover letters and applications that are tailored to each specific role.
 - **Interview Preparation:** Our interview coaching ensures that employees are confident and prepared for interviews. We offer mock interview sessions, feedback on responses, and tips on how to navigate difficult questions with poise.
 - **Workshops & Training:** We provide group workshops and webinars on essential job search skills, including personal branding, networking strategies, and how to adapt to a changing job market.
 - **Ongoing Support:** We don't stop at the first stage. We provide continuous support to employees throughout their job search process, ensuring they have access to advice and guidance until they secure a new role.
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The Result:

By working with Clockwork Recruitment, businesses gain not only a compassionate partner in supporting their employees through redundancies but also a strategic advantage.


Our services help:

Reduced Employee Stress: Employees who are well-supported during a redundancy process are more likely to feel confident about their future, making it easier for them to transition to new roles.

Increased Success Rate of Job Placements: Employees who receive comprehensive outplacement support have a higher rate of securing new positions faster. They're better prepared for the job market and equipped with tools to succeed.

Enhanced Employer Brand: Companies that offer outplacement services show that they care about their employees, even after they've been let go. This can help maintain positive relationships with exiting employees, reduce negative sentiment, and protect the company's reputation.

Time and Cost Efficiency: Providing employees with the right tools to succeed in their job search leads to faster placements, reducing the company's exposure to unemployment claims and the legal risks that sometimes arise from redundancies.



TESTIMONIAL

“Following the decision to close our Woking office, we engaged Clockwork Recruitment to provide outplacement support for our employees.

Their team delivered professional, compassionate, and highly effective guidance through services such as CV writing, interview preparation, career coaching and job search support. Employee feedback was overwhelmingly positive, with many reporting increased confidence in navigating the job market.

We were highly satisfied with the quality of service provided and would not hesitate to recommend Clockwork Recruitment to other organisations.”

Lisa Witcher

(RPS)

Why Clockwork Recruitment?

At Clockwork Recruitment, we specialise in providing a bespoke outplacement service that is completely tailored to the unique needs of your business and its employees.

Our expert team work together to deliver a seamless, comprehensive solution that supports both the business and its employees throughout the redundancy process.

**CALL: 01483 331382
TO DISCUSS YOUR NEEDS**

