

Supporting Career Transition



Golder Associates is a global, employee-owned organisation providing independent consulting, design, and construction services in earth, environment, and energy. Golder is dedicated to living up to its company values of Integrity, Excellence, Teamwork, Caring, and Ownership and committed to looking after its employees through every step of the employee lifecycle.

THE CHALLENGE

Market changes impacting the hydrology business called for a corporate decision to restructure and subsequently make 40 jobs redundant across Australia. Roles included administrative support as well as professional technical positions. Golder engaged OPRA with the objective of supporting staff whose roles were made redundant and enabling them to secure alternate roles as quickly as possible.

OPRA'S SOLUTION

An Outplacement and Career Transition programme was created. OPRA consultants were on site, across multiple national offices shortly after the news of the restructure had been communicated to Golder employees.

Given the significant impact of the change, it was important that where practical, qualified OPRA psychologists were present to deal with the impact of the transformation. From there, employees were given the opportunity to participate in the programme, of which key topics included:

- Taking Stock – Understanding and effectively managing the emotional reactions to job change.
- Assessment – Identifying skills and achievements through psychometric assessment and feedback sessions.
- Preparation – Time management skills; resume writing and cover letter preparation; telephone techniques.
- Avenues to Job Hunting – Tapping into the hidden job market; responding to advertisements; connecting with recruitment consultants.
- Interviews – Formats; preparation; how to achieve a success.

Due to the varying needs and job-search experience of participants, the programme was tailored accordingly, whereby participants were able to focus on topics most relevant to them.

RESULTS

- 40 redundancies
- 78% participation rate
- 48% completed the programme
- 84% employed within 3 months

“Partnering with OPRA in the provision of Career Transition / Outplacement services gave us the confidence that our staff members would be well-looked after during this difficult time. Being able to speak to an OPRA consultant, someone outside of the organisation, made a significant difference to those affected, as they were provided with the advice, support and direction to seek, and take advantage of their next employment opportunity. In many cases, staff have commented how much they value the service”

*Zoe Smith
HR Manager, Golder*