



## OUTPLACEMENT AND REDEPLOYMENT

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SOLUTIONS FOR TODAY'S OIL AND  
GAS INDUSTRY TRANSITIONS

## CHALLENGES FACING THE OIL & GAS INDUSTRY:

For every **\$10** drop in oil, large oil companies each stand to lose

**\$4.5**  
BILLION

in revenue per year<sup>3</sup>

### The Great Crew Change:

There is a **20 year** hiring gap in the oil and gas industry.<sup>6</sup>

**71%** 

of oil and gas talent is over the age of 50<sup>7</sup>

Oil prices dropped by almost

**55%**

as of December 2014<sup>4</sup>



Economists suggest that the oil and gas industry could **lose 40,000 jobs in 2015** (and **6,000** in oil and gas equipment manufacturing)<sup>5</sup>

**You wouldn't put your equipment in the hands of an inexperienced or unqualified worker. Neither would you make critical drilling, transportation, nor production decisions based on anything but the latest trends, business drivers, or regulations. So why trust your workforce restructuring to anyone but the experts?**

After the last recession, the oil and gas industry added jobs at 10 times the rate of employment.<sup>1</sup> However, as crude oil prices fall to their lowest rate in 5 years, the effects of these price changes could lead to difficult decisions. Cost reduction, downsizing, and mergers are already leading to the loss of thousands of jobs now. At the same time, "The Great Crew Change" has created a hiring gap that will affect your ability to fill roles when oil prices stabilize by 2016 (as has been suggested by certain analysts)<sup>2</sup>. The most effective way to protect your current employees as they transition out of your company (and perhaps the industry) while remaining an employer of choice is to partner with an outplacement provider that truly understands how to support and transition oil and gas talent with efficiency and care.



## DISCOVER THE BENEFITS OF RISESMART'S TRANSITION SOLUTIONS

RiseSmart's unique blend of technology, expert methodology, and service enable your impacted workforce to quickly and effectively make the transition into their next role, whether they will be redeployed within your organization or land a new position.

### RISESMART OIL AND GAS SOLUTIONS:

TIME TO LAND: **93** days .....

"I really do feel that [RiseSmart] hit the target in providing 'a mix of individualized, personal service backed by the latest technology' to help people find work faster."

– John S.

**60%**  
faster than the  
national average\*

**9.2** Outstanding rating of  
Transition Coaches by  
RiseSmart participants

**72%** of participants landed a  
new job during their time  
working with RiseSmart

"[The RiseSmart] team helped me to be more competitive and gain more confidence while searching for opportunities —[RiseSmart] left a great impression and will be remembered." – Abe I.

## APPROACH:

RiseSmart's expert-designed transition methodology and deep understanding of the latest trends in recruitment and hiring help talent transition swiftly and effectively in today's complex job market.

- '' Contemporary: RiseSmart serves the needs of both today's HR professionals and impacted employees and are updated on an ongoing basis to reflect the rapidly changing realities of the job market.
- '' Personalized: RiseSmart's coaches take a 1:1 approach to ensure extensive and on-demand access.
- '' Proactive: RiseSmart's transition methodology places priority on engagement to deliver results five months faster than the national average.

## EXPERTISE:

RiseSmart's team of coaches, resume writers, and job sourcers are vetted for their extensive experience, certification, and proven results.

- '' Specialized: Each participant receives his or her own Transition Coach. RiseSmart's coaches are not just career counselors: they have a minimum of 10 years' experience of combined HR, recruiting, and coaching.
- '' Expert: Credentialed resume writers create unique profiles for each individual to strengthen their personal brand and create opportunities to stand out to recruiters and hiring managers.
- '' Tailored: Full-time, professional job sourcers ensure timely delivery of highly relevant job opportunities to each participant, from non-exempt to top executives, and all functional areas in between.

## TECHNOLOGY:

RiseSmart enhances its services with state-of-the-art and cutting edge technology that facilitate the job search and make managing the transition easier for participants.

- '' Proprietary: RiseSmart has the only job matching technology of its kind, which is highly adaptive to user preferences and understands titles, skills, and industry terminology.
- '' Easy to Use: RiseSmart's portal allows talent to access online resources, webinars, curated job leads, and more, all in one place for a smoother transition experience.
- '' Convenient: RiseSmart's online and mobile platforms allow users to connect at any time, which drives engagement—and results.

LEARN MORE

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RiseSmart is a leading provider of career transition services that strengthen employer brands, improve retention, and re-engage talent. High-performing organizations in more than 40 industries rely on RiseSmart's outplacement solution to help former employees transition into new roles faster. Its innovative, results-driven approach has earned RiseSmart a wide range of awards and recognition and has helped make RiseSmart the nation's fastest-growing outplacement firm.

## LEARN MORE

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