

CAREER TRANSITION CASE STUDY

Our client, a large aged care facility, announced the closure of one of its oldest sites.

— THE FACTS —

95 total years in operation	60 total employees impacted	90 total project days
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OUR ROLE

Trevor-Roberts supported all staff to:

✓ Organised and established a 1-day career fair for impacted employees, attended by government agencies, recruitment/contracting agencies, superannuation representatives, potential employers, financial advisors and union representatives.

Identify
career
direction

Define
job search
strategy

Prepare
resume and
develop
interview
skills

✓ Designed and established an onsite career centre for individuals to utilise for meetings, drop-ins and as a job-hunting resource hub.

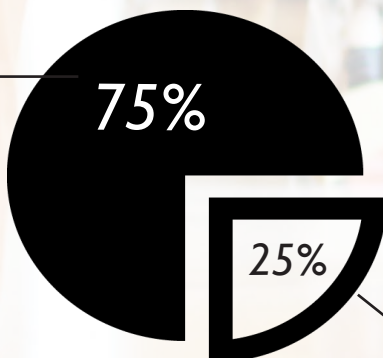
✓ Through an analysis of staff demographics, we found that 80% of workers lived in a 10km radius of the centre. Subsequently, we identified and contacted prospective employers within that range and invited them to participate in the career fair.

✓ Operational requirements of the project changed after one month, with the total site shut down accelerating from 6 months to 3 months.

OUTCOMES

100% SUCCESS RATE

At final site shutdown 3 months later, 75% of workers had new roles



A quarter of the employees transitioned to semi or full retirement

Employer brand remained intact

The facility was like a second family to the workers. All employees reported feeling supported, and retained respect for the organisation.



WHAT OUR CLIENT SAID

“The closure of any facility is a difficult time and the rapidity of this closure process was in itself stress generating. Without your support the task would have been most difficult. We appreciated your sensitive approach, guidance and assistance provided to staff as they adjusted to and recognized that their employment with [us] was drawing to a conclusion.”

- Executive Manager