

Case Study

PARTNERSHIP DISSOLUTION

Large-scale, highly tenured workforce transition.



THE CHALLENGE.

A joint-venture, automotive supplier shut down operations at their Anderson, SC manufacturing facility due to a business partnership dissolution. ***The plant closure displaced 262 salaried, skilled hourly, and hourly associates.***

With a highly tenured workforce, most associates had not conducted a job search in over 15 years, adding to the complexity of the project.



OUR SOLUTION.

HTI's on-site Career Transition Team worked with each of the 262 individuals to create and update resumes, provide job search and interview training, and serve as advisors and coaches through every step of the transition process. Through both group and individual trainings, HTI prepared employees for re-entering the job market while also working with area employers to develop job opportunities.

- Organized two on-site job fairs exclusively connecting area employers in manufacturing and distribution directly to the displaced associates.
- On-site team partnered with operations when associates received offers that would necessitate an early release to ensure production was not negatively impacted.
- Partnered with SC DEW and TAA to provide on-site resources and training to allow associates ease of access to state funded programs.



THE RESULTS.

Participants received the tools and insight necessary to have an advantage against the competition in the job market, resulting in over 80% of the workforce transitioning at production end.

Of those who returned to work, over 80% went into openings that HTI developed.

Of the salaried workforce that took new positions, 60% received pay raises and/or increased responsibilities.

HTI coordinated the use of state and federal programs, so interested individuals could learn new skills or enroll in/return to school.