

## CASE STUDY

# Outplacement Support for The University of Edinburgh

### What was the client need?

As a leading UK University, Edinburgh required a tailored outplacement programme and career coaching services to support employees departing the University.

### What did INTOO do?

INTOO worked closely with the University HR team to design programmes to meet the needs of employees at the University. Following a personal 'diagnostic' meeting to determine individual needs and aspirations, our support blends dedicated 1:1 career-coaching, access to our leading-edge career development platform and generative Ai. Central to the success of the project was the focus on quality, the tailoring of services to meet the needs of each individual eligible for support and strong project management and IT including regular review meetings and the fluidity to address changing timelines.

INTOO has helped leverage academic backgrounds to support people making a move into industry; assisted PhD researchers determine career paths and coached many others in securing new roles.

### What was the outcome?

Feedback has shown 96% of participants felt more confident and assured in respect of future career options, with the 1:1 coach-led support proving highly rewarding. The majority of individuals have secured new employment within their chosen fields and have been able to transition quickly and efficiently.

INTOO continue to work closely with the University's HR Team providing valued and impactful career services and look forward to many more years of mutual collaboration.



THE UNIVERSITY  
of EDINBURGH

### Nicola Malloch, HR Partner

"INTOO provide a tailored outplacement programme and career coaching services to the University of Edinburgh.

The service is delivered with the individual and their needs as the focus.

The feedback received from users of the service demonstrates high value of the coaching support provided and also the innovative online resources.

Colleagues at INTOO are very responsive and easy to liaise with and all matters are dealt with in a confidential and effective way."

