



## **Delivering Successful Internal Redeployment Support Programs - Case Study from the University of Sydney**

David Scoppa, *The University of Sydney*

The University of Sydney is committed to retaining and developing talent. The Career Development Program supports employees who are impacted by redundancy offering a range of career related services, information and tools to help people secure new roles. The dedicated redeployment team have secured roles for over 90% of impacted staff over 6 years with considerable savings to the institution.

### **TARGET AUDIENCE:**

Practitioners working with clients impacted by redundancy and/or supporting organisational-wide change programs.

### **RELEVANCE TO THEME:**

This workshop will inspire excellence based on internal successes from real-life examples from the University of Sydney.

Redundancy and redeployment are a part of life for the local and global workforce as more and more of people experience this event in their careers. Career professionals need to be aware of successful strategies and approaches to minimise the impact of redundancy on clients. Effective strategies and expertise in this area can support our clients in the quest for a healthy life, access to education and training, and access to sustainable work opportunities. Our success at the university will bring ideas and strategies that are real and ready for application in the sectors participants work in.

### **KEY LEARNING OUTCOMES:**

- Best practice internal redeployment activities
- Career transition strategies that work

Workshop will provide participants with an overview on how implementing redeployment into policy and procedures and having an internal proactive redeployment support structure, can bring significant benefits to staff members impacted by redundancy, as well as saving on severance payments for the organisation.

Participants will be encouraged to think about their experience and practice in supporting people impacted by redundancy, and how they can provide effective support to improve support offered to internal organisations.

The session will provide a blended learning experience where attendees will be invited to participate in session through a Q&A and scenarios based on real examples.