

# Redundancy support

## Redundancy or Downsizing

Reducing the size of your workforce for whatever reason is never an easy situation either for the business or its employees. The partners in Discover Opportunities have extensive experience of supporting employers and their workforce through redundancy situations to achieve positive outcomes for individuals. Our partnership approach to dealing with redundancy situations means that you and your workforce will have access to the wide range of services which are quick and effective as a way of getting people made redundant into alternative employment or training as quickly as possible. Discover Opportunities partners participate in the Skills Development Scotland led PACE initiative – Partnership Action for Continuing Employment.

## Services available

- Support for companies before they reach a point when redundancies are inevitable.
- Co-ordinated response and contingency planning developed locally and adapted quickly to suit your particular situation.

## Support Offered

Support will be tailored to individual needs and circumstances, and will include:

- **Financial advice and support** – benefits advice, welfare rights, money advice, debt counselling.
- **Redeployment support** – job search and matching, vocational guidance, identify needs to meet job availability.
- **Information** on retraining courses and finance available.
- **Self employment opportunities** – small business start-up support via Business Gateway.

## Role of companies

- It is important to contact us as early in the process as possible and ideally before redundancies occur to determine what support is available.
- When job losses become inevitable, co-operation and support from the company is crucial to the level and support that we can provide. It is appreciated by all that it is a very difficult and distressing time for those affected. It is important therefore that companies work with us to ensure that the workforce has early access to the full range of support available. Many companies offer assistance in terms of funding for outplacement services or training opportunities.

For further information regarding redundancy support services available contact:

### Discover Opportunities Centre

Tel: 01382 434460 or the

### PACE Redundancy Helpline

Tel: 0808 100 1855

[www.skillsdevelopmentscotland.co.uk/our-services/services-for-employers/facing-redundancy-issues](http://www.skillsdevelopmentscotland.co.uk/our-services/services-for-employers/facing-redundancy-issues)