



# Case Study

## Opportunity Links

**Project:** Response to Redundancy

**Business Sector:** Not for profit

**Location:** Cambridge

As a non-profit organisation, Opportunity Links had specialised in creating and implementing strategies to reduce poverty in the long term, devoting resources to promote public-private sector collaborations in the Cambridge area.

When it was announced that Opportunity Links would be closing down, HR Manager, Louise Foubister knew that she wanted her staff to receive the best redundancy support available.

After speaking to Jobcentre Plus, Louise was put in touch with TCHC Response to Redundancy coordinator, Lorraine Gimson who explained the details of the project and how it could help the staff that would be leaving Opportunity Links.

Lorraine visited the company, alongside Job Centre Plus and delivered a presentation to the staff at risk where she spoke about the support available to them and the best ways to go about planning for the future. As Lorraine explains, the staff were keen to find out more. It was also necessary to act swiftly, as the staff were leaving within three weeks.

“After presenting, many staff wanted to have one-to-one IAG sessions to career plan. After these we delivered CV Writing and Interview techniques training via workshops delivered in the workplace.”

Despite the difficult situation that Opportunity Links was in, they have since managed to sell two thirds of the company, resulting in the transfer of 29 staff to a new organization.

Louise feels that the Response to Redundancy programme has been instrumental in making the process as painless as possible for the staff of Opportunity Links and although they were in a regrettable situation, many of the staff had since applied for training to support them in their search for new employment.

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Louise Foubister, Managing Director,  
Opportunity Links



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