



OUTPLACEMENT COMPARISON SHEET

RS Works vs. Traditional Outplacement

A guide for HR leaders evaluating modern career transition support

Traditional outplacement was built for a different era. Multi-thousand-dollar packages, in-person consultants, weeks of onboarding, and one-size-fits-all programs that were not designed for the realities of modern workforce transitions. RS Works delivers comparable quality with AI-powered career coaching infrastructure at a fraction of the cost, deployed in days instead of weeks.

Side-by-Side Comparison

	Traditional Outplacement LHH, Randstad RiseSmart, Right Management, Challenger Gray	RS Works
Per-employee cost	\$2,000 to \$7,500+	A fraction of traditional pricing
Tiered by employee level	Sometimes, often inflexible	Yes: entry-level, professional, and executive packages
Time to deploy	2 to 6 weeks	Days
Professional resumes & cover letters	Consultant-dependent, variable	Unlimited materials, tailored to each application, benchmarked 25/25 against 13 leading tools
Interview prep	Scheduled coaching calls	AI Interview Coach 24/7 with instant feedback
Career matching	Generalist guidance	4 aptitude assessments and AI-friendly career path recommendations
Reporting for HR	Limited, often delayed	Real-time dashboard showing engagement and outcomes
Scalability	Capacity-constrained	Built for cohorts of any size
Minimum commitment	Often required	None

Why HR Leaders Are Switching

Cost predictability. Tiered packages let you allocate budget by employee level instead of paying the same flat rate for an entry-level worker and a senior director.

Speed. RIF announcements often come with compressed timelines. RS Works can be live for transitioning employees in days, not weeks.

Modern experience. Today's professionals expect AI-powered tools that work the way they do. Traditional outplacement often feels dated, slow, and disconnected from how people actually job search.

Future-ready career matching. RS Works guides employees toward AI-friendly career paths using four aptitude assessments and skills-based role recommendations.

Better outcomes data. Most traditional providers report on engagement rather than outcomes. RS Works gives HR teams real-time visibility into resume completion, application activity, and placement.

Brand protection. How you treat departing employees shapes how your remaining team feels about working for you. Modern, dignified, well-resourced support sends the right message.

Tiered Outplacement Packages

RS Works offers three package tiers, designed to match the right level of support to the right employee level.

STANDARD

Entry-Level & Hourly

Full platform access with AI Resume Creator, Cover Letter Creator, AI Interview Coach, and Career Matchmaker. Designed for transitioning employees who need quality tools and guidance.

PROFESSIONAL

Mid-Level & Specialists

Everything in Standard, plus individual session with career coach. For professionals navigating role transitions. Includes expanded interview prep, tailored career matching, and support.

EXECUTIVE

Senior & Specialized

Everything in Professional, plus high-touch support for senior employees with more complex transitions. Includes personalized interview coaching and networking support.

What HR Leaders Are Saying

As a public servant in a leadership role, I oversee the instructional development of more than 1,000 employees within the City of Chicago workforce. Throughout the engagement, their professionalism, compassion, and subject-matter expertise were consistently evident. Employees who participated in these services expressed a high level of satisfaction, particularly with the quality of their newly developed resumes and cover letters. In addition, Andrea Gerson facilitated two professional development workshops for the City of Chicago, delivering valuable insights on positioning public sector professionals for executive-level advancement. For organizations seeking to enhance workforce development and support career progression, I confidently recommend Andrea Gerson and her team.

Everett Foney, City of Chicago Dept. of Public Health

Real Results

280

**EMPLOYEES
TRANSITIONED**

1 Week

**TIME TO
DEPLOY**

~80%

**LOWER COST VS.
TRADITIONAL**

Have an upcoming transition? Talk to us at rsworks.app/outplacement
RS Works | AI-Powered Career Transition Support