

AI Outplacement vs. Traditional Outplacement



A cost comparison guide for HR & workforce leaders

Traditional outplacement is priced for enterprise budgets. Most organizations are paying far more than they need to. AI-powered outplacement changes the equation.

Cost Per Employee: Side-by-Side

Service Component	Traditional (Starting at)	Yotru AI
Resume Review & Optimization	\$150	✓ Included
Target Job Optimization	\$100	✓ Included
Cover Letter Writing	\$75	✓ Included
LinkedIn Profile Optimization	\$75	✓ Included
Interview Prep Kit	\$75	✓ Included
1:1 Career Coaching	\$100/hr	AI-guided
Job Search Support	\$50	Automated + personalized
Platform Access	\$50/mo	Flexible / ongoing
Employer Reporting	\$100	Real-time
Setup / Admin	\$300	None
Estimated Total Per Employee	\$800+	From \$49

Typical Program Cost by Workforce Size

Scenario	Employees	Traditional Cost	Yotru Cost
Small RIF	10	\$10,000+	\$490
Mid RIF	50	\$50,000+	\$2,450
Large RIF	200	\$150,000+	\$9,800

The Hidden Costs Most Organizations Miss

Cost Factor	What to Know
Employer brand damage	Employees who feel abandoned post-layoff leave Glassdoor and LinkedIn reviews that directly raise your future cost-per-hire.
Incentive clawbacks	State and local grants, tax credits, and job creation incentives often include maintenance-of-effort clauses. A RIF can trigger full or partial clawback of funds already received.
Community & customer perception	For regional employers, how you treat departing workers is watched by customers, suppliers, and elected officials. Visible support is a meaningful signal.
Survivor productivity loss	Retained employees watch how you treat those who leave. Research shows a 20–30% productivity dip after a poorly handled reduction.

Beyond Cost: What Else to Compare

Speed: Yotru activates same-day. Traditional providers take weeks.	Scalability: AI scales from 5 to 500 departures without added cost.
Consistency: Every employee gets the same quality of support, everywhere.	Reporting: Real-time dashboard — not a report at program end.
Employer brand: Employees who feel supported leave fewer damaging reviews.	

See Yotru in Action

Book a 20-minute demo at yotru.com · No commitment required

Employee Outplacement Progress Report



Demonstrating measurable career transition outcomes, engagement, and placement readiness

Names and data are fictional for illustration purposes.

Employee	Sarah Mitchell	Start Date	Feb 1, 2026
Role	Operations Manager	Program End	Mar 1, 2026
Organization	Acme Manufacturing Ltd	Status	Active — Week 3 of 12

Resume Assessment Summary

Yotru's AI reviewed Sarah's resume against current regional employer and ATS standards. Below is her assessment at program entry and after two revision cycles.

Category	Initial Score	After Revision	Benchmark
Overall Resume Score	54 / 100	81 / 100	75+
Keyword Optimization	48 / 100	84 / 100	70+
Target Job Alignment	45 / 100	83 / 100	70+
Formatting & Readability	61 / 100	88 / 100	80+
Quantified Achievements	42 / 100	79 / 100	70+
ATS Compatibility	55 / 100	90 / 100	80+

Result: Resume quality improved by 50%+, exceeding industry benchmarks across all core screening categories.

Key Recommendations Provided

- Upgrade the professional summary to align with Operations and Supply Chain roles, supported by Yotru's AI Summary Builder.
- Strengthen quantified achievements with at least four measurable results — cost savings, efficiency gains, team leadership, process improvements — using Yotru's Impact Metrics module.
- Expand role-specific keywords including "stakeholder management," "continuous improvement," and "P&L; accountability" through Yotru's Job Matching Engine.
- Maintain the current layout while ensuring full ATS compatibility, using Yotru's resume formats optimized for both single- and multi-column designs.

5. Customize the cover letter to match priority job postings, replacing the current generic version with Yotru's Smart Alignment tool.
6. Complete resume optimization for three priority job targets using Yotru's Target Role Personalization workflow.

Interview Preparation Progress

Sarah completed the Interview Prep Kit with scores across all question sets.

Module	Status	Score	Notes
Interview Prep Kit	Complete	80%	Strong, role-aligned responses mapped to behavioral and competency-based interviews
Target Job Optimization	Complete	—	3 job variation resumes produced
Cover Letter Writing	Complete	—	2 cover letters written
LinkedIn Profile Optimization	In Progress	—	Draft submitted, revision in progress

Engagement Summary — Week 3

Platform Sessions	14	Resume Drafts Submitted	3
Total Time on Platform	6.2 hrs	Job Variation Resumes Produced	3
Cover Letters Written	2	Job Applications Produced	7
Resources Downloaded	8	LinkedIn Profile Updated	In Progress

Engagement levels exceed program averages, indicating strong candidate commitment and placement readiness.

Note to HR / Program Administrator: Full real-time dashboards, cohort benchmarking, and placement outcomes are available via the Yotru employer portal. Custom analytics and program reports are available on request.

Scalable, Audit-Ready Outplacement Programs from \$49 per Employee

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The Outplacement Tool Evaluation Checklist



What to look for — and what to ask — before choosing an outplacement platform

Not all outplacement tools are equal. Use this checklist to evaluate any platform — traditional or AI-powered — before committing. The right tool should save your organization money, protect your employer brand, and give departing employees a genuine path forward.

How to use this guide: Score each vendor on every criterion. The Yotru column shows how we perform against each standard — so you have a live benchmark to compare against.

01 Core Features

The baseline every outplacement tool should deliver

Criterion	Ask Your Vendor	Yotru
Resume optimization Generic templates don't cut it. Look for AI-driven, ATS-tested resume scoring with actionable feedback.	Does the platform provide scored feedback, not just formatting?	✓
Target job alignment Resumes should be tailored to specific roles, not just polished generically.	Can employees optimize their resume for multiple specific job targets?	✓
Cover letter writing A resume without a matched cover letter loses impact. Both should be job-specific.	Is cover letter creation included — and is it role-specific?	✓
LinkedIn profile optimization Recruiters check LinkedIn before they call. Profile support is non-negotiable.	Is LinkedIn optimization included, or an add-on cost?	✓
Interview preparation Employees need to practice before they walk into an interview, not just read tips.	Does the tool include an interactive interview prep kit?	✓
Job search support Access to job boards alone is not support. Look for structured guidance.	Is job search coaching structured, or just a list of links?	✓

02 Technology & AI Quality

What separates modern platforms from digitized brochures

Criterion	Ask Your Vendor	Yotru
ATS compatibility testing Most resumes fail automated screening before a human sees them. The platform must test for this.	Does the tool test resumes against real ATS systems, or just check formatting?	✓
AI that explains, not just scores A score without a reason is useless. Employees need to know why and what to change.	Does the AI provide specific, actionable recommendations — not just a number?	✓
Multiple resume iterations One draft is never the final version. Employees should be able to revise and re-score freely.	Is there a limit on how many times an employee can revise and re-score?	✓
Mobile accessibility Many displaced workers don't have regular desktop access. Mobile-first matters.	Is the full platform functional on a smartphone?	✓
Regional market alignment ATS keywords and employer expectations differ by market. A US tool shouldn't default to UK standards.	Is the platform calibrated to your regional labor market?	✓

03 Employer Reporting & Visibility

You're paying for this — you should be able to see what's happening

Criterion	Ask Your Vendor	Yotru
Real-time employer dashboard End-of-program reports are too late. You need visibility while the program is running.	Is a live dashboard included, or do you get a report at the end?	✓
Individual employee progress tracking Cohort data is useful, but you need to know which employees are engaged and which aren't.	Can you view progress at the individual employee level?	✓
Output metrics (resumes, letters, applications) Engagement metrics alone don't prove value. Track what was actually produced.	Does reporting show outputs — resumes submitted, cover letters written, applications produced?	✓
Cohort benchmarking How does your group compare to others? Benchmarks help HR justify the program investment.	Can you compare your cohort against program-wide averages?	✓
Exportable reports You may need to share results with leadership, legal, or auditors.	Can reports be exported or shared with stakeholders outside the platform?	Partial

04 Deployment, Speed & Scalability

When a RIF happens, you can't wait weeks to get started

Criterion	Ask Your Vendor	Yotru
Same-day or next-day activation Traditional providers take weeks to onboard. When employees are told they're laid off, support should start immediately.	How quickly can the program be live after agreement?	✓
No minimum headcount requirement Small teams get laid off too. A platform that requires 50+ employees locks out most SMEs.	Is there a minimum number of employees required to launch?	✓
Rapid scale-up capability RIFs don't always happen in neat batches. You may need to add employees mid-program.	Can you add employees to an active program without restarting?	✓
Self-serve onboarding for employees HR shouldn't need to hand-hold each person through setup. Employees should be able to start independently.	Can employees onboard themselves, or does HR need to walk each one through it?	✓
Multi-location support Your workforce may be spread across states or countries. Access should be consistent everywhere.	Does the platform work across multiple locations without per-region setup?	✓

05 Pricing Transparency & Contract Terms

The hidden costs of outplacement are often larger than the headline price

Criterion	Ask Your Vendor	Yotru
Transparent, per-employee pricing Vague pricing models make budgeting impossible. You need a clear cost per person.	Is pricing published, or do you need a custom quote for every engagement?	✓
No long-term contract required A single RIF shouldn't lock you into a 12-month agreement.	Is there a minimum contract length, or can you pay per engagement?	✓
No setup or implementation fees Setup fees can add thousands before a single employee is helped.	Are there any setup, onboarding, or admin fees on top of per-employee cost?	✓
All features included in base price Watch for platforms that charge extra for interview prep, cover letters, or LinkedIn support.	Are all core features included, or are key tools add-on costs?	✓
Discounts for training providers / nonprofits Workforce agencies and training providers operate on thin margins. Volume pricing should reflect this.	Is there preferential pricing for public-sector or nonprofit organizations?	✓

06 Data Privacy & Compliance

Employee data is sensitive — especially during a layoff

Criterion	Ask Your Vendor	Yotru
CCPA / US state data privacy compliance Laid-off employees are in a vulnerable position. Their data must be handled with care.	Is the platform compliant with applicable US data privacy regulations?	✓
Clear data retention and deletion policy Employee data shouldn't linger indefinitely after a program ends.	How long is employee data retained, and can it be deleted on request?	✓
Secure data storage with encryption Resume and career data is personal. It must be encrypted in transit and at rest.	Is all data encrypted both in transit and at rest?	✓
SOC 2 or equivalent security certification Security certifications signal that the vendor has been independently audited.	Does the platform hold SOC 2 Type II or equivalent certification?	Partial
No third-party data sharing or selling Some free or low-cost tools monetize user data. Make sure this is ruled out explicitly.	Does the vendor share or sell employee data to any third parties?	✓

Scoring Guide: Rate each vendor 0–2 per criterion (0 = not offered, 1 = partial, 2 = fully delivered). A vendor scoring below 70% of total points should be scrutinized carefully before committing.

See How Yotru Scores on Every Criterion

Request a walkthrough at yotru.com · No commitment required