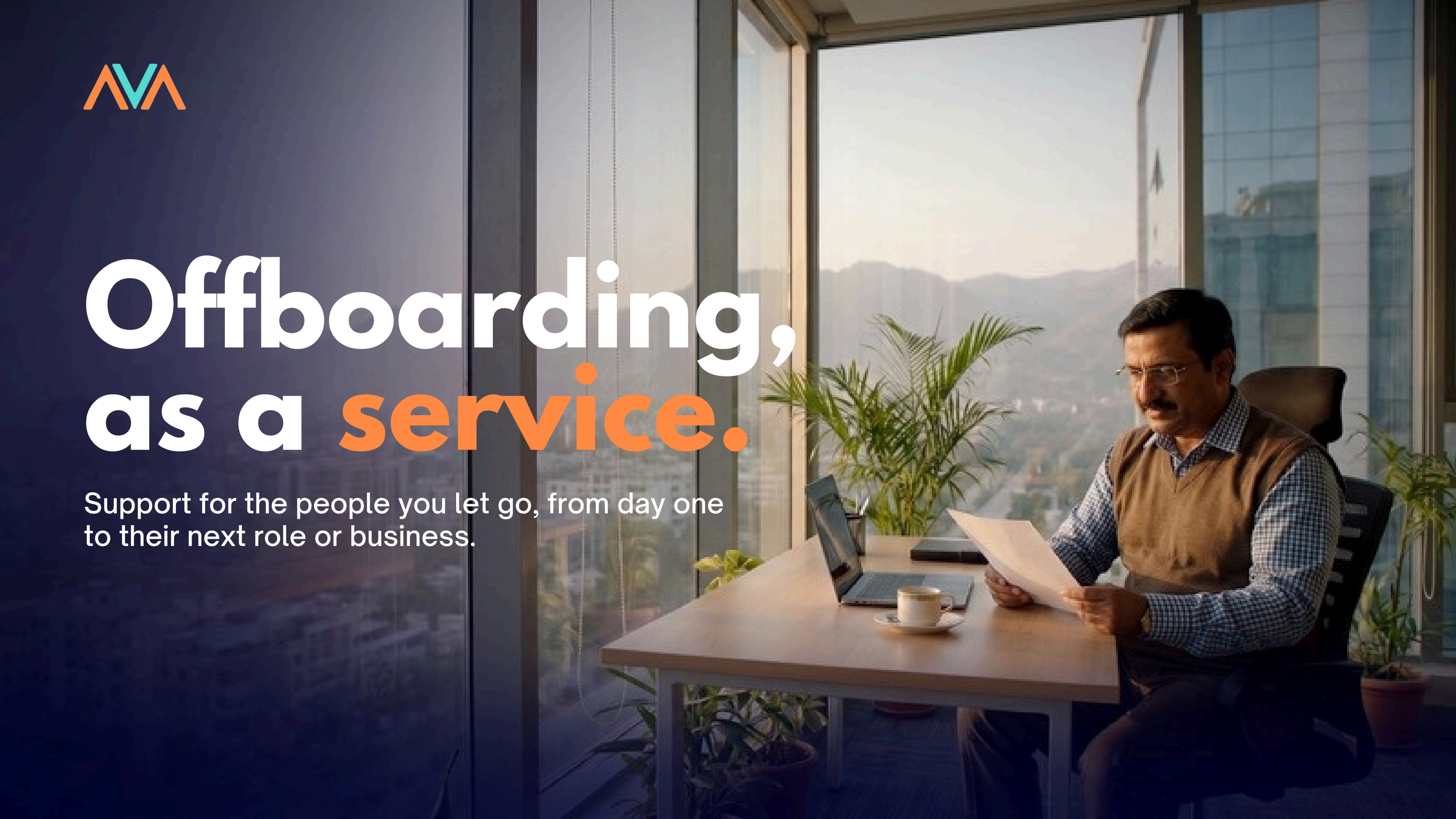
Offboarding, as a service.

Support for the people you let go, from day one to their next role or business.



ADVENTURES ACADEMY PRESENTS

A SHORT FILM · 3 MIN



AN OFFBOARDING STORY

THE SAME DAY.

One day, three companies, three people let go, and what our support looks like from that day on.

WATCH IN ENGLISH

WATCH IN URDU

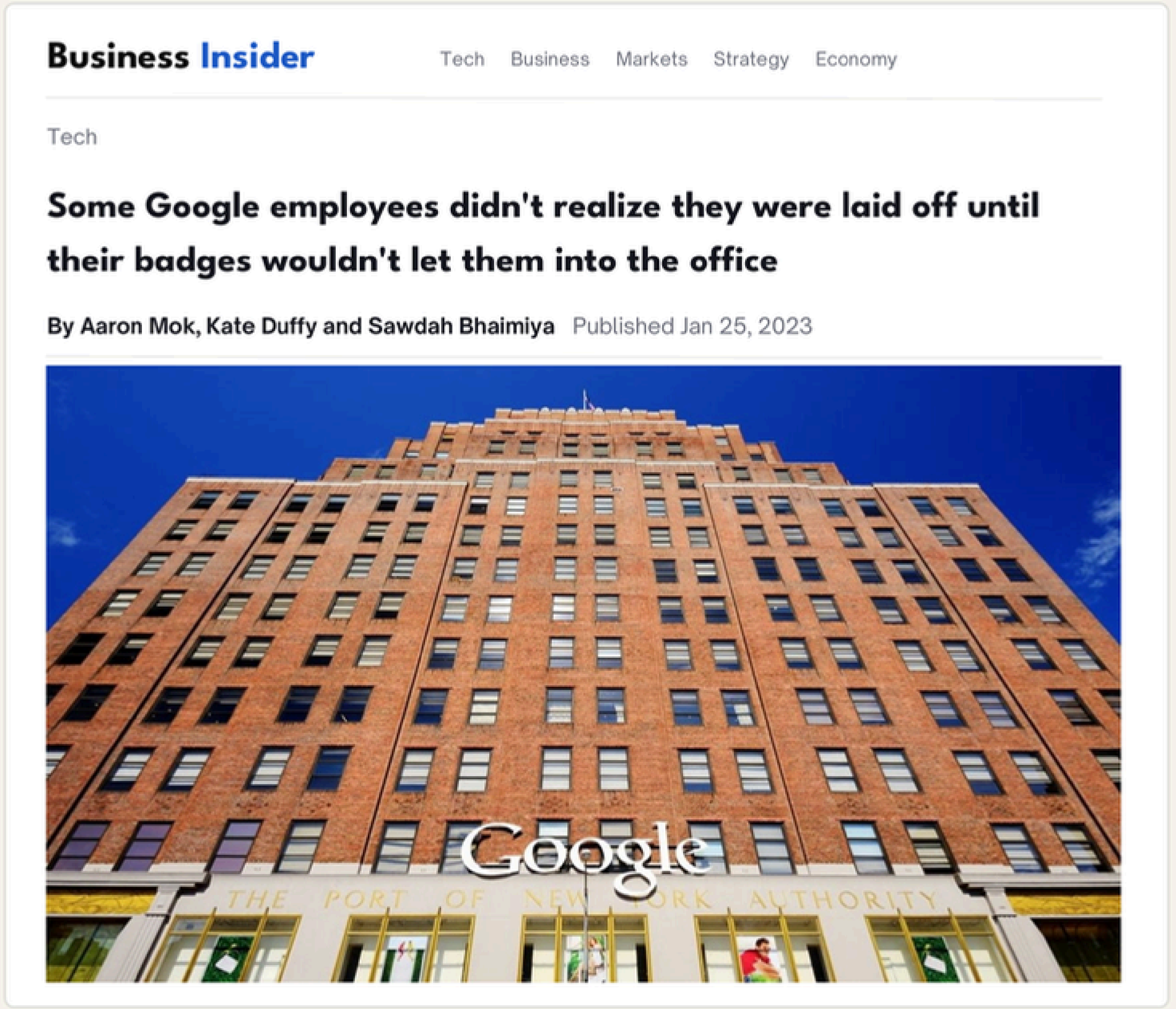
Click to play · opens in Google Drive

EMPLOYEE NOTIFIED · EMOTIONAL SUPPORT · ONE-ON-ONE ASSESSMENT · JOB OR BUSINESS · FOLLOW-UP

HOW NOT TO DO IT

GOOGLE LET 12,000 GO BY EMAIL, OVERNIGHT.

Click on News to view source article



Business Insider Tech Business Markets Strategy Economy

Tech

Some Google employees didn't realize they were laid off until their badges wouldn't let them into the office

By Aaron Mok, Kate Duffy and Sawdah Bhaimiya Published Jan 25, 2023

CLOSER TO HOME

AIRBLUE LET 300+ PEOPLE GO BY EMAIL, OVERNIGHT.

Click on News to view source article

TechJuice

Home Latest Tech Business Telecom Startups

Business

Over 300 Airblue Employees Fired Overnight in Abrupt Layoffs

By Muhammad Haaris Published Nov 5, 2026



THE PROBLEM

ANOTHER OPERATOR CUT STAFF WITH NO SAFETY NET.

Click on News to view source article

TechJuice

Home Latest Tech Business Telecom Startups

Telecom

Around 150 Zong Employees Reportedly Fired Without Compensation

By Abdul Wasay Published Sept 10, 2026



DONE WELL

CANVA LET PEOPLE GO, AND LOOKED AFTER THEM.

Click on News to view source article

People Matters Strategy Talent Culture Technology L&D

Strategic HR

Canva layoffs: 22% employees to exit, company offers six months' salary to affected staff

By Samriddhi Srivastava Published Nov 4, 2026



DONE WELL

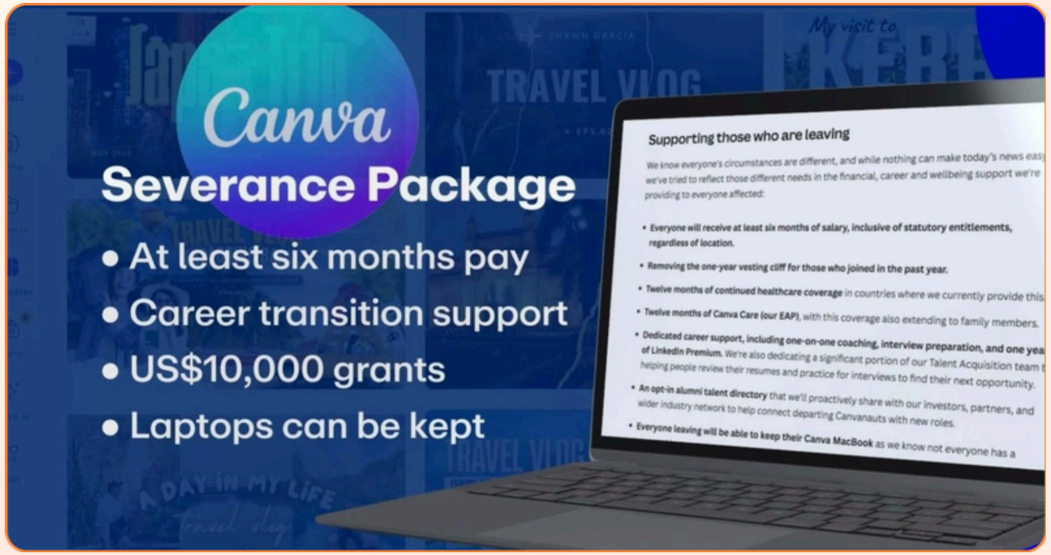
How Canva let people go: two things it got right.



1 The co-founder told everyone herself

Melanie Perkins wrote to every employee, said why,
and set out how Canva would look after them.

Watch the 9News report



2 A package for the people leaving

At least six months' pay, a year of healthcare and
counselling, career coaching, a laptop to keep.

Watch the 9News report

WHAT IS AT STAKE

A good exit protects three things.



01

Your brand name and employer reputation

How people leave is **what future candidates hear**.

HOW WE HELP

Managers trained to deliver the news well.



02

The team that stays

People watch how colleagues are treated, **and decide whether to stay**.

HOW WE HELP

Support that colleagues can see, from day one.



03

The people who leave

A plan, **employer introductions** and someone to talk to.

HOW WE HELP

Each person supported until the next role or business.

HOW IT WORKS

From the day they are told to the next step.

DAY ONE | **STAGE 1 · SUPPORT** | **STAGE 2 · THE PATH**

STEP 1
Employee notified
Support starts the same day

STEP 2
Connected with the Academy
Introduced to our team

STEP 3
Onboarding and profiling
Skills, goals and situation

STEP 4
Welcome kit, WhatsApp group
Peers in the same position

STEP 5
Session 1: motivation
Back on their feet

STEP 6
Emotional intelligence
Handling the change

STEP 7
One-on-one assessment
Which route fits them

STEP 8
Job or business
The route they choose

ALONGSIDE EVERY STEP

A psychologist
for anyone who wants to talk

Planning the severance money
so it lasts the search

THE PROGRAMME

Two routes, and each person chooses.

ONE-ON-ONE ASSESSMENT: WHICH ROUTE FITS?

Employment
Back into a job

- Targeted **CV and LinkedIn**
- On-camera **interview practice**
- Warm **employer introductions**
- Training **workshops**
- First-month **onboarding support**

Entrepreneurship
A business of their own

- **Idea** to **first customer**
- **Mentorship** from founders
- Real **customer validation**
- **Company, tax and banking** set-up
- **Investor** introductions

FOR EVERYONE

- Planning the **severance money**
- **Psychological** support
- People who have **been through it**
- A **place to work** from

OUTCOMES

What each person leaves with.

OUTCOME 01
Peace of mind

Instead of mental stress

- Someone to **talk to**, day one
- Ways to **manage stress**

OUTCOME 02
Financial clarity

Instead of financial uncertainty

- What the **payout covers**
- A **monthly budget**

OUTCOME 03
Stand out on paper

Instead of a CV that gets missed

- An **outcome-based CV**
- A stronger **LinkedIn profile**

OUTCOME 04
Interview ready

Instead of interview anxiety

- Prep for **each interview**
- A **CV tailored** to the role

OUTCOME 05
Warm connections

Instead of a job search alone

- Meetings with **HR heads**
- Roles **off the job boards**

OUTCOME 06
A working business Idea

Instead of just an idea

- An idea **tested with buyers**
- Ready to **register**

ADVENTURES ACADEMY · OFFBOARDING SERVICE

ALONGSIDE YOUR HR TEAM, AND DISCREET

01 **Plan it together**
Who, when and in what groups, before anyone hears.

02 **Prepare your managers**
Training to deliver the news well.

03 **Support from the day they are told**
Each person, privately, from the first conversation.

04 **Stay with them after**
Peer sessions and a community that carries on.

EVERY MONTH, A REPORT FROM ADVENTURES ACADEMY

- People trained
- Interviews
- Placements
- Businesses started

Names stay private.

RESULTS

What six months can look like.



Up to 35% find a new role in months **1 to 3**

+35% more find one in months **4 to 6**

Up to 70% **placed** within six months

AFTER MONTH SIX

Support continues in the **programme community.**



Indicative, from the programme design and market conditions; results vary by role, seniority and hiring activity.

OFFBOARDING COVER: HOW IT WOULD WORK

A COMPANY INSURES ITS PEOPLE.
IF SOMEONE IS LET GO, THE COVER PAYS FOR THEIR OFFBOARDING.

BEFORE | THE DAY | AFTER

1 THE COMPANY BUYS COVER

A small amount for each employee.

PREMIUM PAID

2 SOMEONE IS LET GO

No big bill. The cover is ready.

CLAIM MADE

3 THE INSURANCE PAYS US

It pays our fee for that person.

FEE PAID TO US

4 WE HELP THEM MOVE ON

To their next job or their own business.

SUPPORT GIVEN

COMPANY
Knows the cost in advance.

PERSON
Gets help from day one.

INSURER
Has a new cover to offer.

ADVENTURES
Is paid for each person.

A model we are proposing with an insurance partner. It already works in other countries: see the next slide.

Money — Support

IT ALREADY EXISTS

Other countries already pay for job-loss support.



UAE

Job-loss insurance (ILOE)

60%

of basic salary while they look for work

WHO PAYS

Workers, from AED 5 a month

HOW LONG

Up to 3 months

iloe.ae



MALAYSIA

Employment Insurance (EIS)

80%

of pay in month one, falling to 30% by month six, plus training

WHO PAYS

0.2% of pay each, employer and employee

HOW LONG

Up to 6 months

perkeso.gov.my



GERMANY

Transfer company

67%

of lost net pay while people retrain (60% without children)

WHO PAYS

The federal employment agency

HOW LONG

Up to 12 months

arbeitsagentur.de



BELGIUM

Outplacement by law

1/12

of a year's pay, as 60 hours of outplacement

WHO PAYS

The employer, from the severance

HOW LONG

Once, for anyone with 30+ weeks' notice

werk.belgie.be

OUR SUCCESS STORIES



Zahid Iqbal
Country Head
Askari Bank



Mudassir Hussain
Deputy Director Operations
Riphah International University



Atif Iqbal
Head of Admin & Security
Pepsi



Waheed Ashraf
Senior Manager
MedAsk



Aftab Hussain Malik
Manager Government Affairs
B. Braun Group



Muhammad Waqas Khan
Chief Operating Officer
PE, PMP, MSO



Farrukh Javed
Chief Operating Officer
Atlantic International Business Network



Muhammad Kamran
Senior Manager Compliance
Global Pharmaceuticals



Zeeshan Akmal
Head of Regulatory Projects
JazzWorld



Muhammad Ali
Senior Involvement Advisor
Imarat Group

OUR TRACK RECORD

Career Launchpad, where academia meets industry.



University chapters, industry connections and **career readiness**: career-focused cohorts and a growing alumni network that help students move confidently into work.

700+
Orientation 2025 attendees

600+
students, Career Summit

100%
alumni job placement rate

200%
salary rise for some alumni

WHERE CAREER LAUNCHPAD ALUMNI WORK

telenor · S&P · Draper University · Nestlé · Binance · pepsi · Super Connector · NAYAtel · Meezan Bank · BAT · motive (Formerly KeepTruckin) · ZONES · atomcamp · arbisoft · dawaai · insure123 · knowledge platform · easypaisa · ezbike · EDWIZ · Jubilee General Insurance · ptcl · Zenith The ROI agency · Unilever · poultail

ACROSS ADVENTURES' PROGRAMMES

50,000+
lives and livelihoods

350+
programmes

100+
partner organisations

OUR TRACK RECORD

Career Launchpad fellows, in Pakistan and abroad.



Syed Muaz
Client Communications Associate
S&P Global



Hamza Ahmed
Team Associate - US Ops
IDR



Rafay Alvi
Head of Operations
International Hustlers



Kumail Raza
Associate Market Intelligence
Systems Limited



Abdul Rehman
Market Research Analyst - EMEA
IDR



Ahmed Muhammad
Data Specialist
S&P Global



Muizzah Khan
Business Analyst
S&P Global



Faris Khan
Senior Technical Support Associate
S&P Global



Syed Abdul Rahman
Business Analyst
S&P Global



Mohammad Mustafa Hassan
Programs and Partnerships Success Manager
Draper University



Aisha Asad
Associate Client Relations
Edge



Elina Hassan
Client Associate
Edge



Humza Khan
Regional Operations Lead
Binance

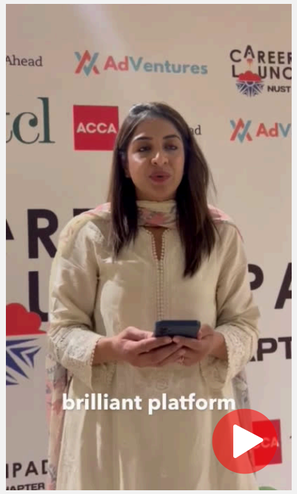


Musa Iftikhar
Business Consultant
EY



Uswa Waheed
Internal Audit Intern
Protiviti Middle East Member Firm

AVA in Practice









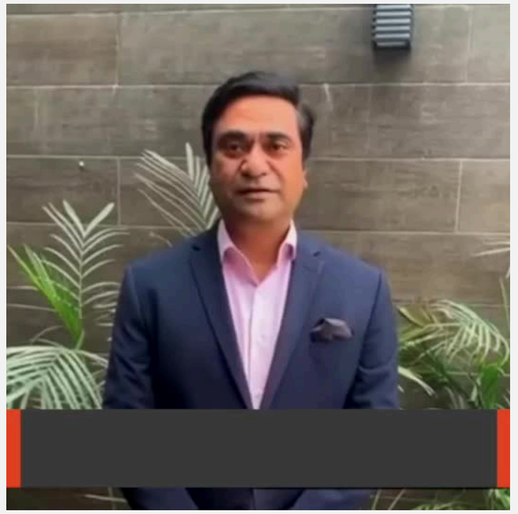
























Our Experience



Our Trainers

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