

## What is a Rapid Response?



Arizona's Rapid Response Program was developed as a strategy designed to respond to business needs, before and up to the time of a layoff or business closure, by quickly coordinating services and providing immediate assistance to affected companies and their workers.

The Yuma Private Industry Council, Department of Economic Security and partnering agencies coordinate Rapid Responses to affected employers as soon as they become aware of a projected business closure. The rapid response team works with the employer and designated employee representatives to begin preparing a transition strategy that minimizes the disruptions that a layoff could have on a company, affected workers, and the community. Services are customized to each situation and to each company's needs and expectations.

Providing rapid response services to workers before layoffs or plant closings provides benefits to an employer:

- Lower unemployment insurance costs as workers are re-employed more quickly when rapid response services are initiated before the layoff.
- Higher productivity, higher morale, and lower absenteeism during the layoff period – workers will be happier despite circumstances when they know the employer has worked hard to help them during difficult times.
- Better public relations for an employer – layoff assistance teams help employers demonstrate good business citizenship in the community, which will improve a company's public image.

In working with the rapid response layoff assistance team, employers can expect:

- Help in managing Human Resource and Unemployment Insurance/Workers Compensation costs.
- A quick response to transition planning needs.
- Confidentiality concerning business decisions.
- Assistance in understanding government regulations.
- Information about alternatives that may help reduce/avoid the layoff or possible future layoffs.
- Help in conducting an orderly shutdown.
- Pre-layoff services designed to help workers shorten their transition time.
- Assistance in maintaining worker morale and productivity during the transition.
- Assistance in preparing affected workers to find new employment.

During the rapid response, specialist's help workers cope with job change will gather information on workers' needs and begin to organize the services necessary to help them get back to work. Additionally, rapid response on-site meetings will introduce workers to representatives of many other programs that can help them in the time of transition. After the initial meeting on-site, all other meetings will be held at the YPIC offices. Some of the services that affected employees might receive include:

- Career counseling
- Job search assistance
- Resume preparation workshops
- Local labor market information
- Unemployment insurance information
- Information about education and training opportunities
- Information on health benefits and pensions

For companies desiring assistance with a rapid response due to a pending layoff or closure, please contact Patrick Goetz at (928) 329-0990 x 177.

There are many people who have been affected by a layoff and if you have been laid-off or know of someone who hasn't been in to seek our services, it isn't too late. Please let them know about what we can do for them.

The Yuma Private Industry Council Career Resource Center is located at 3826 W. 16<sup>th</sup> Street and the phone number is (928) 329-0990.