

Pre-Layoff Reduction & In Force

Assistance Program

Arizona's **Rapid Response** to Economic
Downturns
in the Business Cycle.



Here when you need us
most.

What is RapidResponse?

Arizona's **RapidResponse** 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. Layoff Assistance teams will come in early and work with your company to minimize the disruptions that a major layoff could have on your company, affected workers, and the community.

Services are customized to each situation and to each company's needs and expectations, and most services are provided **without cost** to the employer.

Benefits to Employers

Providing Reduction-In-Force services to your workers before layoffs or plant closings has many benefits to you as an employer:

Higher productivity, higher morale, and lower absenteeism during your layoff period – your workers will be happier despite circumstances when they know you have worked hard to help them during a difficult time.

Lower unemployment insurance costs as workers are re-employed more quickly when **RapidResponse** services are initiated before the layoff.

Better public relations for an employer –Layoff Assistance teams help

employers demonstrate good corporate citizenship in the community, which will improve a company's public image.

What You Can Expect

In working with your **Rapid Response** Layoff Assistance team, you can expect the following:

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 and possible layoffs.

Help in conducting an **orderly shutdown**.

Pre-Layoff Services designed to help workers shorten their transition time.

Help in managing Human Resources and Unemployment Insurance/ Worker's Compensation Costs.

Assistance in maintaining **worker morale and productivity** during the transition.

Assistance in preparing affected workers to find **new employment**.



For your Affected Employees

During **RapidResponse**, specialists in helping worker 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, **RapidResponse** on-site meetings will introduce workers to representatives of many other programs that can help them in the time of transition.



Some of the services that you affected employees might receive include:

- Career counseling
 - Job search assistance
 - Resume preparation assistance
 - Interviewing Skills
 - Local labor market information
 - Unemployment Insurance
 - Information about education and training opportunities
 - Information on health benefits and pensions
- And much more!

For more information

Call: (928) 329-0990

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Arizona Workforce Commission Opening Doors Between Job Seekers and Employers