

Rapid Response



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Jobs are Alaska's Future

Rapid Response

Rapid Response is a program that offers high quality services to communities, businesses and individuals who are addressing economic impacts, industry changes, and natural disasters.

What exactly is Rapid Response?

- Rapid Response is a proactive, ongoing, value added business service that can help businesses succeed.
- It's a program that is available to help during any stage of the business cycle.
- It's a service that you have already paid for via your federal taxes.

Rapid Response- a business service

- Can help businesses that are hiring connect with available workers.
- Can help struggling businesses by connecting them with resources available to help with their individual needs.
- Can help businesses retain their workers by providing alternatives to layoffs by exploring layoff aversion strategies.

Rapid Response- a business service

■ Layoff Aversion

- Coordinating pre-feasibility studies
- Exploring employee stock ownership plans
- Upgrading current worker skills in order to maintain their employment
- Business planning, new product development, market exploration
- Coordinating with economic development and other partners

Partnerships

- Partnerships help communities pull together during economic downturns or a dislocation because they can lead to the allocation of additional resources and information to address business needs and/or worker layoffs.
- Allows for a wider array and capacity for services.

Coordination of partner services

- One-Stop Operator
- Local economic development agencies
- Mental health services
- Outplacement Agency's
- Native Organizations
- Health insurance planners
- Financial planners
- Community and faith based organizations
- Educational institutions
- Unions

Why use Rapid Response during worker layoffs?

- Pre-layoff services are aimed at improving worker morale and productivity.
 - Early notification of the layoff helps alleviate workers concerns.
 - Employee loyalty increases when the employer is taking an active role.
 - Promotes a climate where rumors can be identified and addressed.
 - Workers compensation claims and use of sick leave are reduced when businesses offer pre-layoff services.

Why use Rapid Response during worker layoffs?

- Can provide assistance to HR to answer questions, complaints and concerns.
 - Including providing information on the Worker Adjustment and Retraining Notification Act (WARN).
- Establishment of transition teams or peer programs to help the workers transition into new employment.
- Provide pre-layoff services for workers such as informational meetings, resume workshops and career counseling.

Specific worker services

- Worker informational meetings
 - Provided to the workers to explain services available to help them transition into new employment.
 - Unemployment Insurance information
 - Employment Services information
 - Job training information
 - Vocational counseling information
- Knowledge of the programs help workers maintain their eligibility for them.

Specific worker services

- Rapid response can coordinate on-site workshops that are tailored to worker needs
 - Labor Market Information
 - Resume writing
 - Job search skills
 - Interviewing techniques
 - Stress management
 - Financial assistance
 - Tax assistance
 - Mental health support
 - Health insurance information

Rapid Response is sensitive

- Circumstances around business needs and/or worker layoffs are kept confidential.
- Sometimes there are political implications/high visibility.
- Stressful situation for all- employers, workers, families, unions, and community members.

Conclusion

Rapid Response can provide workforce solutions to businesses at all stages of the business cycle.

Our goal today

- Ensure you are aware that this program exists and the types of services that are available to you, -free of charge.
- Ensure you know how to contact us:
rapid_response@labor.state.ak.us

Rapid Response Team

Kenai/Cordova/Kodiak/Valdez - Pascale Dilley 283-2902

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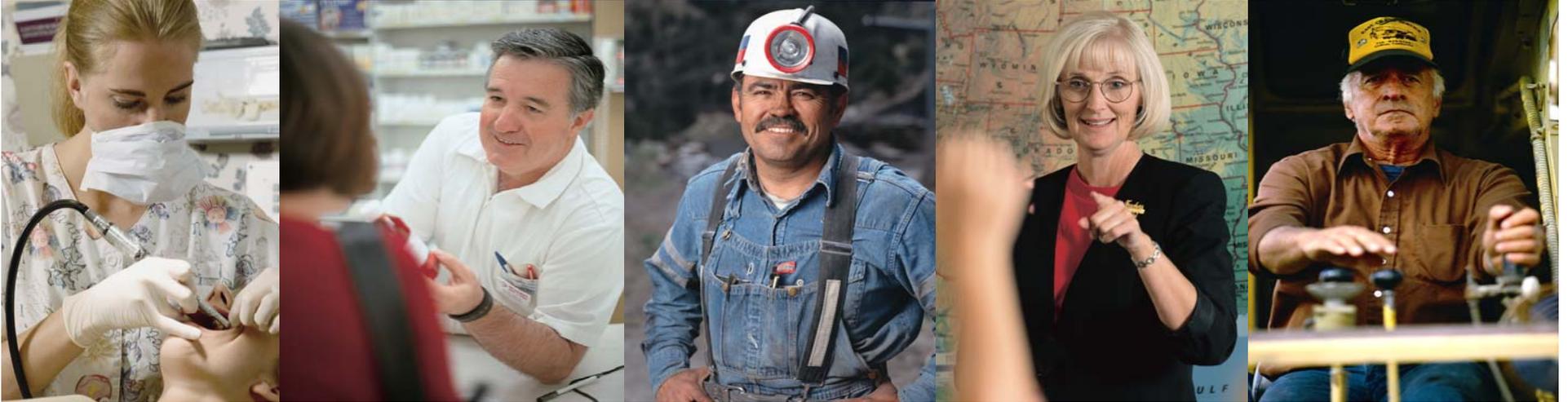
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QUESTIONS?



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Employment Security Division

Alaskans' Future - Jobs