



Governor's Dislocated Worker Task Force Business Retention & Workforce Transition

BRIEF OVERVIEW OF SERVICES

Arkansas' Business Retention & Workforce Transition Team assists dislocated workers - workers who lose their jobs because of permanent business closures or mass layoffs due to economic climate or as a result of natural or man-made disasters. The Business Retention & Workforce Transition Team helps employees during layoffs by providing information about retraining, job opportunities, filing for unemployment insurance benefits and other local, state and federal services. The Business Retention & Workforce Transition Team includes representatives from Arkansas Department of Workforce Services (Unemployment Insurance and Job Service), the Trade Adjustment Assistance (TAA) programs, the area Health Services, the Department of Labor, Local Workforce Investment Areas (LWIA), Arkansas Insurance Commission, and other agencies, as deemed necessary to meet the needs of dislocated workers.

SERVICES AVAILABLE

Refer to the Workforce Transition Process for visual representation of the services provided to the Dislocated Workers.

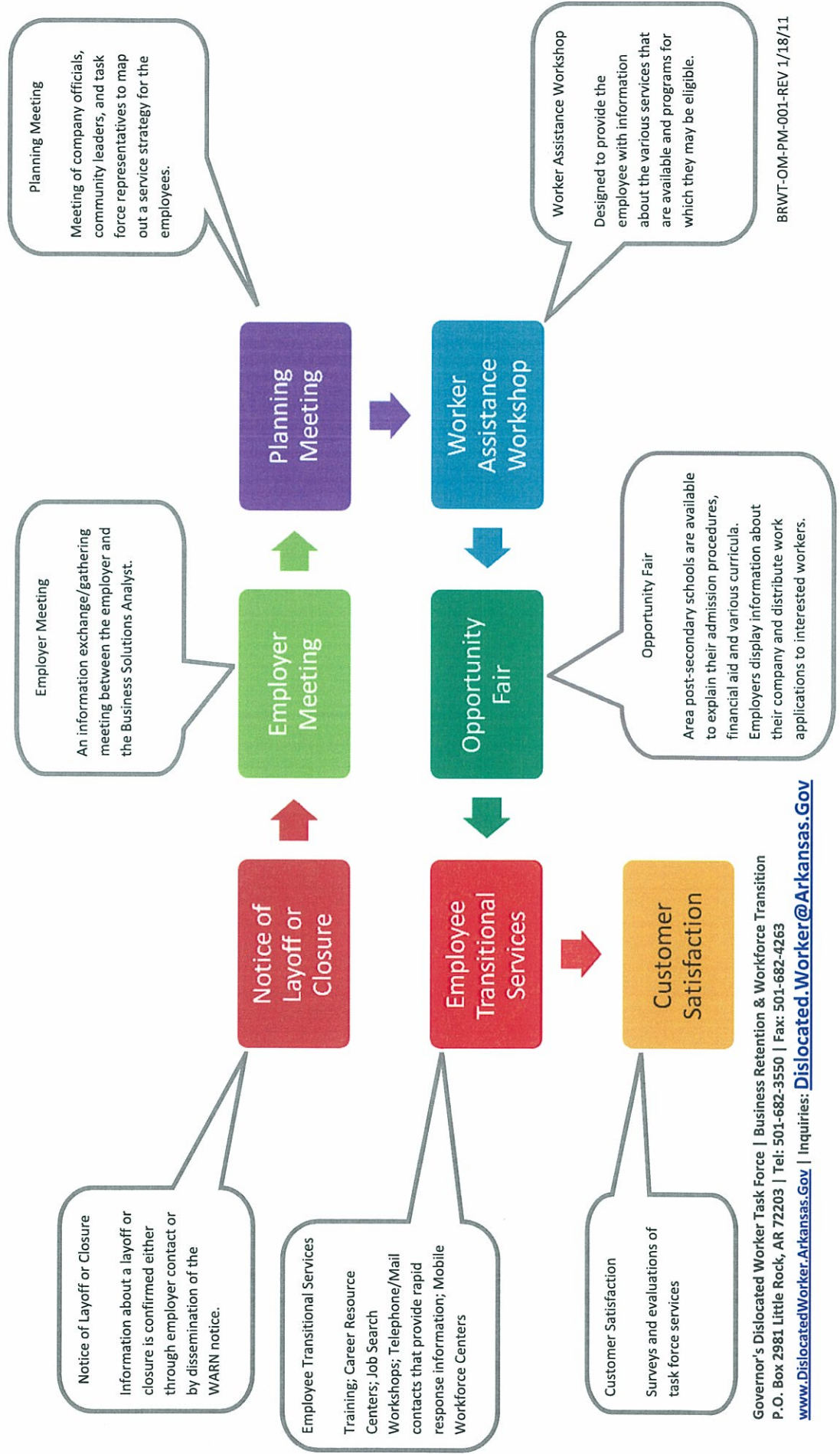
- An initial employer meeting to plan transitional services for employees
- On-Site Meeting, Planning Meeting, Worker Assistance Workshop, Mobile Workforce Centers
- Presentations to employees on available community services
- Reemployment prospects for employees
- Information on local comprehensive One-Stop system services, Unemployment Insurance Benefits, employment- training activities, and the Trade Adjustment Assistance (TAA) programs
- Educational referral and assistance.
- Adult Education skill advancement, GED preparation and testing.
- Health Services
- Assistance to industries and communities in marketing facilities vacated as a result of plant closings.
- Staff assigned to the local Department of Workforce Services employment office to provide career counseling, labor market information, and job placement assistance.
- Coordination of Trade Adjustment Assistance (TAA) for workers affected by foreign imports.
- Job search workshops.
- Opportunity Fairs.
- Assist in formation of labor/management committees for the job loss transition
- Other services determined necessary to meet the needs of employees



Governor's Dislocated Worker Task Force

Business Retention & Workforce Transition

WORKFORCE TRANSITION PROCESS



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AFFECTED WORKER SERVICES



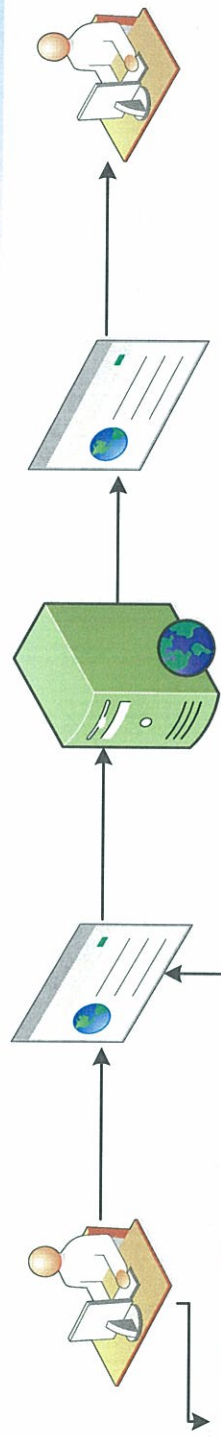
ARKANSAS DISLOCATED WORKER RAPID REEMPLOYMENT MODEL



Arkansas Governor's Dislocated Worker Task Force
Business Retention & Workforce Transition



TORQ 3.1



Business Solution Analyst Upload Dislocated Worker List of Skill Sets Available

- Data Elements to Upload
- Company Name
 - Number of Worker Available
 - Skills List/Job Titles
 - City
 - County
 - Sector
 - Time elapsed Since layoff or closure

1. Business Solution Analysts would enter layoff data into TORQ, which would include occupation codes and quantity of positions.
2. Arkansas Economic Development Commission would evaluate dislocated worker occupation codes with those of growing or incoming businesses.
3. Governor's Dislocated Worker Task Force would evaluate KSA gaps for training needs and begin coordinating for layoff aversion efforts.
4. Governor's Dislocated Worker Task Force would advise local WIBs of training gaps for possible funding.
5. Governor's Dislocated Worker Task Force would coordinate and work in tandem with AEDC to help dislocated workers move to growing or incoming industries.
6. Arkansas Economic Development Commission would use TORQ data to determine labor force for recruiting new or expanding industries.
7. Governor's Dislocated Worker Task Force would monitor growing and incoming business projects from Arkansas Economic Development Commission to identify layoff aversion opportunities in their regions.
8. All project data between Governor's Dislocated Worker Task Force and AEDC would be shared allowing for a higher level of situational awareness for all involved, which would create a more productive economic growth atmosphere for all of Arkansas.

Governor's Dislocated Worker Task Force Services

Early Detection and Intervention – Through a statewide network and continuous monitoring of labor market information, the Task Force can identify most closings and substantial layoffs in advance. To lessen the impact of dislocation, the Task Force immediately meets with employers on-site to provide information about services available to the affected workers.

Community Involvement – As soon as information is received of a closure or a substantial layoff, the Task Force contacts company officials. A planning meeting is scheduled with local elected officials and business leaders to create action plans that coordinate the resources available in the local area and assist the community and the dislocated workers.

Labor Management Adjustment Committees – The Task Force assists in the formation and operation of labor-management committees. Members of these committees are evenly divided between workers and managers with a neutral chairperson. Their purpose is to determine workers' needs and start the process of providing pre-layoff assistance, such as stress seminars, financial management guidance and job search information.

Department of Workforce Services and Workforce Investment Office Support (Arkansas Workforce Centers or One-Stop Centers) – Staff from the local offices are present at most workshops. They also assist with assessments, career counseling, labor market information, job placement, training or retraining with possible financial assistance.

Vacated Facilities Marketing – The Task Force provides marketing services for commercial, industrial and office facilities that are closed. Information about these properties is sent to prospects around the world.

Worker Assistance Workshops – The Task Force conducts worker assistance workshops to advise dislocated workers on retraining and educational opportunities, unemployment insurance, social service programs, stress management, credit counseling, insurance needs and job search tips. Worker assistance workshops also give the dislocated worker valuable information for establishing successful re-employment plans.

Career Assessment and Counseling – Dislocated workers' needs are evaluated through an assessment, counseling and development of an individual re-employment plan. Those in need of basic education and/or training are referred to the appropriate provider.

Opportunity Fairs – a combined Educational and Job Fair – The Task Force provides educational fairs at which area postsecondary schools explain their admission procedures, financial aid, various curricula and any other helpful information.

Job Fairs – When appropriate, the Task Force coordinates a job fair so affected workers and local employers can meet concerning current job openings. Employers with available positions are invited to attend the fair, display information about their company and distribute work applications to interested workers. Job fairs have proven to be an effective tool in serving dislocated workers and the community.

Emergency Disaster Relief Centers – The Rapid Response motor coaches are equipped with gasoline-powered generators to serve areas in case of emergencies. The motor coaches may be driven to locations and used as temporary offices to organize disaster teams, to serve as command centers for relief workers, to take unemployment insurance claims, to assist state agencies with the public when there is a power outage due to the weather or to help with any other disaster or emergency situation.

Information – The Task Force staff consistently tracks new industrial plant locations and expansion of established industrial facilities. Lists of jobs and training opportunities are kept current and occupational and labor market information is provided as needed or requested. The staff also provides consultation and shares information among the Task Force members regarding economic development and labor management relations.

Mobile Career Resource Centers – One stationary unit and two traveling units can be located at worksites to provide instruction designed for dislocated workers to enhance their employability skills. These units are assigned to company sites prior to a layoff or closure or are centrally located after a company closes.

Trade Adjustment Assistance (TAA) – The Task Force coordinates assistance for workers affected by foreign imports. TAA includes a variety of benefits and re-employment services to help unemployed workers prepare for and obtain suitable employment. Workers may be eligible for training, a job search allowance, a relocation allowance and other re-employment services. Additionally, weekly Trade Readjustment Allowances (TRA) may be payable to eligible workers following their exhaustion of unemployment benefits. TRA benefits are payable to individuals who have approved training, have completed approved training or have a waiver of the training requirement.

TORQ Assessment - TORQ is a web-based assessment system that assists in identifying a client's key knowledge, skills and abilities, based on their previous work experience, then utilizes that information to rank alternate demand occupations based on the ability to easily move into that occupation by identifying any skills gap the client may have. The system combines Arkansas's state and local labor market information, which includes median wage and job outlook in the area for the suggested occupations and provides the client with the most relevant and up-to-date information to assist in identifying any possible career change.