

The State Rapid Response Team (SRRT) is called to respond to all plant closings or mass layoffs within the state. We can help you comply with federal and state mass layoff regulations and bring a variety of free services to your employees in your workplace. If you are considering a closure or layoff, please contact us.

LAYOFF AVERSION

The SRRT can work with your company to explore options that could prevent layoffs and/or minimize the impact of job losses on your business, workers, and community. Available programs include but may not be limited to:

Shared Work Program

Selected employees will work reduced hours during a temporary slowdown. They receive unemployment benefits to offset their reduced wages.

- Keep experienced and trained staff
- Avoid future hiring and training costs
- Increase operations quickly when business conditions improve
- Avoid a layoff which creates goodwill and financial stability for the workforce and community

<https://www.uimn.org/employers/alternative-layoff/index.jsp>

Email: shared.work@state.mn.us

On-the-Job Training (OJT)

Hire and train skilled workers and get reimbursed for your efforts. You'll benefit from more efficient recruiting, more targeted training, and assistance with training expenses.

- OJT specialists help you find the right talent when you need it, reducing time, effort, and money spent on recruiting.
- The technical skills you need may be hard to find. OJT helps you train workers to meet your requirements.
- You receive up to 50% of the costs to provide on-the-job training for individuals you hire through the public workforce system.

Incumbent Worker Program

Training designed to meet the needs of an employer (or group of employers) to retain a skilled workforce or avert the need to lay off by helping workers obtain the skills necessary to retain employment and the competitiveness of the employee and/or employer.

- Provides marketable expertise to employees
- Builds and maintains a quality workforce
- Retains a skilled workforce and/or averts layoffs

Many additional programs and services exist to help!

LAYOFF SUPPORT

If you're considering a major layoff or plant closing, the SRRT can guide you through what may be a difficult process for your company and a difficult time for your employees. We will connect your employees to programs and services designed to get them reemployed as quickly as possible.

Dislocated Worker Program provides:

- Career planning and counseling
- Job search assistance
- Education and Training support for qualified individuals
- Support services

Step One: Initial On-site Employer Meeting

We meet with management and union leaders (if applicable) to determine layoff details, explore layoff aversion options and explain our programs.

Step Two: Informational Meetings with Workers

Meetings occur at the work site or online. We offer an overview of services and survey the needs of the workforce. We will form a Planning and Selection Committee if there are 50 or more employees interested in the Dislocated Worker program. The committee members include company management, employees, and union leaders. We will provide information on resources available including unemployment insurance, CareerForce job search assistance and MNsure.

Step Three: Planning and Selection Committee (PSC) Meets

Under the facilitation of our team and company cooperation, the committee identifies worker needs and match those with services offered by the Dislocated Worker program. Committees generally meet twice. The committee will select a Dislocated Worker program service provider that best matches the needs of the workforce.

Step Four: PSC and Provider Refine a Grant Proposal

Services to workers can begin quickly, often within 24 hours of the PSC's final meeting. While services are underway, the PSC and the service provider will collaborate on a grant application to the state. The grant will ensure all workers are able to access the needed services. Services are provided by the chosen service provider and could include onsite enrollment sessions, recruitment events, resource fairs and more.

EMPLOYMENT AND TRAINING PROGRAMS DIVISION

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