

WISCONSIN



DWD

Department of Workforce Development

Strategies for Increasing the Effectiveness of Rapid Response



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What is Rapid Response?

- A meeting with an employer?
- A meeting with a group of employees?
- The Gateway to the Workforce Investment System?
- A program designed to get people back to work as quickly as possible?
- A service-delivery system that provides transition management for employers, workers, & communities?

Required RR Activities

What we should be doing...

- 📍 Providing immediate onsite contact with employers to assess:
 - Layoff plans & schedule
 - Potential for averting layoffs (working with public & private economic development entities)
 - Background & potential needs of workers
 - Reemployment prospects in the local community
 - Available resources to meet workers' short & long term needs

Required RR Activities

What we should be doing...

- Providing information about UI, One-Stop services, Employment & Training activities, and TAA
- Assisting in the establishment of voluntary labor-management or worker transition committees
- Providing emergency assistance adapted to the particular event
- Assisting the local board & chief elected official(s) to obtain access to State economic development assistance, including National Emergency Grants (NEGs)



Allowable RR Activities

What we could be doing...

- developing prospective strategies for addressing dislocations
- identifying layoff aversion strategies
- developing & maintaining mechanisms for the regular exchange of information relating to dislocations, assistance, & program effectiveness
- collecting & analyzing information about dislocations and available resources
- capacity building about innovative & successful strategies for serving dislocated workers
- devising & overseeing strategies for layoff aversion, incumbent worker training, and linkages to economic development activities



What *does* RR look like in WI?



What *could* RR look like in WI?





Strategies to Effectiveness

Practices we can implement NOW

- 🕒 Engage the employer
- 🕒 Ask about employer resources & utilize them
- 🕒 Perform upstream & downstream analysis
- 🕒 Collect & use survey data
- 🕒 Connect with hiring employers
- 🕒 Ask our clients how we can improve
- 🕒 Alter our services to meet clients' needs
- 🕒 Be flexible & innovative – don't adopt the cookie cutter approach

Strategies to Effectiveness

Practices we hope to better utilize

-  Better collaboration with economic development agencies
-  Incumbent worker training
-  Peer counseling
-  Worker transition committees

Thank You!



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