

Rapid Response Services

Rapid Response Services for Employers

The Northern Virginia **SkillSource** Centers, in cooperation with, and through the Virginia Community College System (VCCS), frequently assist with Rapid Response Services available through the State and delivered at the local level.

Rapid Response Services are available in layoffs that involve 25 or more workers, and plant closings or mass layoffs that affect fewer than 25 employees but occur in a business or industry that forms the economic base of a small community (population 50,000 or less). Workers affected by layoffs of under 25 individuals, who do not receive Rapid Response Services through the State, may access Workforce Investment Act (WIA) services directly through their local Workforce Investment Board (WIB).

Services are designed to help employers manage the multiple priorities created by a layoff at no cost. The sooner workers start to manage the job transition, the better the outcome for themselves and the employer. Studies show that change can be smoother once workers know that people are concerned about their transition.

Rapid Response Services can help employers:

- Better manage human resource needs, unemployment insurance costs and workers' compensation insurance costs during the transition.
- Assist affected employees return to work and maintain their standard of living.
- Demonstrate good corporate citizenship in the community.

A Rapid Response Team has been established by the VCCS to provide employment transition information to dislocated workers covered by the Worker Adjustment and Retraining Notification Act (WARN). The information identifies resources and services available for career planning, classroom training opportunities, financial guidance, job placement assistance, unemployment benefits, stress counseling and much more.

For additional information on Rapid Response Services, please contact **Gregory Vaughn** at **(703) 404-7336** or at **gvaughn@nvcc.edu**.

When called upon by the State Rapid Response Unit, the SkillSource Centers pitch in to provide onsite services both to the employer and affected workers