

# STRATEGIC BUSINESS SERVICES

## Managing Your Workforce in an Evolving Economy

Rapid Response services are offered to businesses and workers affected by workforce reductions and business closings. Piedmont Workforce Network can help coordinate services and resources that can help businesses avoid layoffs or closings. In instances where layoffs or closings do take place, PWN is available to conduct informational sessions where employees can learn about unemployment benefits, job search assistance and training opportunities. The goal is to get affected employees back to work as quickly as possible.

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## Rapid Response & Layoff Aversion

The Business Solutions Team provides resources that can help businesses address issues early on and avoid the necessity of reducing their workforce or closing locations. Help is available to create job descriptions, plan job fairs and post jobs through the Virginia Workforce Connection.

- **Managing through Layoffs and Closings** – If layoffs are to occur, businesses that work closely with Piedmont Workforce Network can lower unemployment insurance costs, decrease the likelihood of sabotage or work disruptions, and experience higher productivity and worker morale by providing affected employees with resources to help them find employment as quickly as possible.
- **Incumbent Worker Training** - Matching funds may be available to cover 50% of the training expense for existing employees who need to develop new skills or train on new equipment in order to retain their jobs.
- **On-the-Job Training** - Employers can substantially lower their training cost for newly-hired employees by taking advantage of On-the-Job Training (OJT) wage subsidies. These wage subsidies can support up to 50% of a new worker's wages for 3 to 5 months.
- **Internships** - Employers may host an intern at no cost to them in an effort to provide individuals with job readiness skills and the possibility of full-time employment. Interns receive incentives and are able to provide the employer with up to 300 hours of labor. Employers would have the opportunity to interview prospective interns and chose the one that best fits their needs.
- **Recruiting/Screening** - Employers may use space in a Virginia Workforce Center location to interview potential job candidates. It is especially effective when an employer is hiring large numbers for entry level positions. Virginia One-Stop Workforce Centers are conveniently located in Charlottesville and Culpeper with satellite centers in the Counties of Albemarle, Fauquier, Louisa, and Orange and Downtown Charlottesville to attract job seekers from all geographic areas of the region.



Piedmont Workforce Network is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 711 Funded by the U.S. Department of Labor.