Pre-Layoff Services

PROGRAM DESCRIPTION

The Department of Workforce Services (DWS) offers Rapid Response Services, which are designed to provide early intervention by providing resources to workers affected due to layoffs.

PROGRAM OBJECTIVE

Providing Rapid Response Services helps alleviate the impact of unemployment. DWS understands the sensitive nature of layoffs and will work with your company to ensure confidentiality.

BENEFITS TO PARTICIPATING EMPLOYERS

Providing rapid response services can result in multiple benefits to you as an employer:

- Higher productivity and worker morale
- Lower unemployment insurance costs
- Decreased likelihood of work disruptions and sabotage
- Better public relations and community image

We offer on-site seminars at no cost that are customized to meet your company needs, including information on the following:

- Unemployment Insurance
- Job search services
- Labor market information
- Health benefits; COBRA and other state options
- 401(k) options

Other Considerations

TRADE ADJUSTMENT ASSISTANCE (TAA):

If job losses are due to foreign trade or shifts in production outside the United States, the rapid response team will work with your company to provide information on the TAA program and the benefits workers can receive if your company is certified as trade-affected.

MEETING GOVERNMENT REPORTING REQUIREMENTS

All employers are encouraged to provide notice to the DWS Dislocated Worker Unit. Under certain conditions, The Worker Adjustment and Retraining Notification Act (WARN) requires employers to give workers 60-days notice prior to a plant closure or layoff.

FOR MORE INFORMATION

http://jobs.utah.gov/employer/business/prelayoff.html
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Auxiliary aids and services are available upon request to individuals with disabilities. Call 801-526-9240. Individuals with speech or hearing impairments may call the state relay by dialing 711. Spanish Relay Utah: 1-888-346-3162.