

Facts About...

Rapid Re-employment and Action Centres

The Rapid Re-employment Training Service (RRTS) initiative launched in January 2007 by Employment Ontario (EO) and the Ministry of Training, Colleges and Universities (MTCU)

- helps job-threatened and laid-off workers across Ontario
- creates a Response Team for lay-offs affecting more than 50 people
- develops a Service Action Plan in collaboration with other provincial ministries

The Service Action Plan is intended to

- identify and clarify provincial ministry responsibilities and actions in the labour adjustment situation
- present and communicate a coordinated response within the community
- tell affected employees, employers, and the community of the services available to them during an adjustment situation
- implement a plan that includes timelines and objectives to evaluate the effectiveness of services and monitor labour adjustment achievements

The Service Action Plan includes

- an analysis of local labour market information
- a list of the potential agencies that could deliver services, which includes training, skills upgrading, job placement, income support and relocation services

Local Adjustment Committee is

- established to implement the Service Action Plan
- led by an independent chair
- made up of members representing the displaced workers, the employer and/or the local community
- responsible to hire an action centre coordinator

The local action centre

- is created as a one stop centre to support affected employees
- will identify agencies listed in the Service Action Plan that can deliver workshops, training, information sessions, and focus groups

LBS programs can help in the RRTS initiative by

- ensuring the capacity information provided to your network for the Service Action Plan is up to date – don't commit to something you don't have the capacity to provide
- thinking creatively about programming that can be delivered
- offering time-limited, employment-related "courses" in areas such as Essential Skills, computers, and goal setting
- offering programming at the action centre
- offering employment-related "courses" at your LBS site if you are unable to go to the action centre

Remember, displaced workers face

- loss of their livelihood
- separation and possible isolation from their workplace friends and community
- emotional reactions that range from anger, shame, and a sense of failure and worthlessness to worry about the future, despair, and a sense of abandonment
- employment at a lower-skilled job, possibly at lower wages and benefits
- potential relocation from their home and community

When responding to a labour adjustment situation

- recognize that there is likely no additional funding available
- understand the financial and personnel capacity of your program

Networks support RRTS by

- gathering and updating program information and capacity for the Service Action Plan
- offering Educational Interviews which assess workers' skills and make referrals to appropriate LBS programs
- providing information sessions on the LBS program to the action centre committee, peer helpers, and displaced workers

