



NH Division of
Economic Development 

**Layoff Aversion /
Employee Retention**

Fran T. Allain
Project Manager


Fran T. Allain Department of Resources and Economic Development

Human Resources 



o Service Information o Link through process
o Front Lines o Process conflict
o Manage the event o Vulnerable to affects


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Employee Retention 

- Support companies when first faced with issues that could impact the workforce
- Coordinate state services to address those issues
- Consult with company as needed throughout the process and beyond

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WHY?



"Experts estimate that, for every 1000 job losses, it may be possible to save 250 jobs through effective use of layoff aversion strategies."

Thomas Craft, Executive Director
State Policy Advisory, LLC
Executive Director of Development of
Human Resources / Layoff Aversion Guide
U.S. Department of Labor


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Evolution of Layoff a Framework

<i>Phase I: The Management Phase</i>	}	Optimal Intervention
<i>Phase II: The Speculation Phase</i>		
<i>Phase III: Pre-Layoff Phase</i>	—	Joint Intervention
<i>Phase IV: Layoff Phase</i>	—	Rapid Response
<i>Phase V: Post Layoff Phase</i>	—	Recovery

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Client Services



- Assess current issues as well as business and workforce impact
- Bring in applicable partners for solutions
 - Business Resource Center services
 - BRC Partner services
- Develop "cure plan" with company and partners
- Implement both operational and workforce plans
- Introduce Rapid Response as needed

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Partners



- Business Resource Center (BRC)
(Division of Economic Development)
- BRC Partners
- Rapid Response Coordinator
- NH Employment Security **
- Communication Network

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Rapid Response




- Assists Human Resources with a layoff
- Coordinates State Services
 - Benefits
 - Training
 - Supportive programs
 - Mortgages
 - Insurance

<small>Agencies</small>
<small>DHHS</small>
<small>CAP</small>
<small>VR - Dept. of Education</small>
<small>Others - customized</small>
<small>Interpreters</small>


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Guarantees



- Confidentiality
- State involvement
- Early warning
- 1 hour
- No obligation
- Free Information

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