

Reductions in Workforce

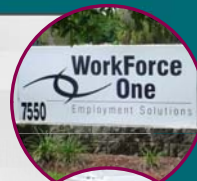
Rapid Response Session



An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Florida Relay #711

Facing the Loss of Your Job

- **Part One**
 - WorkForce One Job Search Assistance and Services
- **Part Two**
 - Unemployment Compensation Benefits Eligibility and the Claims Procedure
- **Part Three**
 - Final Thoughts to Help YOU Move in the Right Direction



Part One

- **Is This for Real?**
 - Assessing the Present
- **Workforce One Employment Solutions**
 - Getting the Most Value from WorkForce One Career Centers
- **It's Your Move**
 - Creating a New Future



Is This for Real?

- **Don't be surprised by...**
 - Denial/shock
 - Believing: This can't be happening
 - Anger
 - Reacting: Feeling betrayed
 - Bargaining
 - Pleading: If I get this job, I promise to...
 - Grief
 - Dwelling: Sadness from the loss of friends, coworkers, and professional identity



Is This for Real?

- **Before You Get to...**
 - **Acceptance**
 - Realizing: It's only a temporary setback
 - Deciding: It's time to get on with your life



Is This for Real?

- **Dislocated Worker**
 - A person who has been laid off by his/her employer through **NO FAULT** of his/her own due to downsizing or closing of the business



Is this for Real?

“The biggest mistake that you can make is to believe that you are working for somebody else. Job security is gone. The driving force of a career must come from the **INDIVIDUAL. Remember: Jobs are owned by the company. **YOU OWN YOUR CAREER.**”**

Earl Nightingale

WorkForce One Employment Solutions

- Has provided employment and training services to the residents of Broward County for more than 30 years
- Provides services to employed workers, unemployed individuals, and underemployed residents of Broward County



WorkForce One Employment Solutions

- **Our Customers**

- **Unemployed People**
 - Dislocated Workers
 - People in Job Transition
- **Underemployed People**
 - Employed Individuals Wanting a Better Job
- **Employers**
 - Hiring Managers Needing Jobs to be Filled



WorkForce One Employment Solutions

- **Special Services**

- **Veterans**
- **People with Disabilities**
- **Older Adults (55+)**
- **Youth (16-21)**
 - Employment Information
 - Career Information



WorkForce One Employment Solutions

- **Mission**

- To provide innovative solutions through the professional delivery of quality services which consistently and effectively meet workforce needs

- **Vision**

- To be the premier workforce agency promoting better jobs and providing quality workers that enhance the quality of life and build a sustainable economy for Broward County



WorkForce One Employment Solutions

- **Three Centers in Broward County**

- **WF1 North**

- 2301 West Sample Road, Bldg 7A
Pompano Beach, Florida 33073
(954) 969-3541

- **WF1 Central**

- 2610 West Oakland Park Boulevard
Fort Lauderdale, Florida 33311
(954) 677-5555

- **WF1 South**

- 7550 Davie Road Extension
Hollywood, Florida 33024
(954) 967-1010



WorkForce One Employment Solutions

- **Palm Beach County**
 - Palm Beach Alliance
 - www.pbcalliance.com
- **Miami-Dade County**
 - South Florida Workforce
 - www.southfloridaworkforce.com



WorkForce One Employment Solutions

- **Resource Center - Your Place of Business while Job Searching**
 - Individual Stations
 - Personal Computers
 - Internet Access
 - Laser Printers
 - Copiers
 - Telephones
 - Fax Machine

All at NO COST to you!



WorkForce One Employment Solutions

- **Online Access**

- www.wf1broward.com

- Job Seeker Tab – first tab on left; provides links to information and services
 - Orientation Videos – click picture button on home page for access to online videos; watch videos at any time
 - Money for Training – third item under Job Seeker Tab; connects you to approved schools and training; click link and complete online application before meeting a WF1 Success Coach



It's Your Move

- **Employ Florida Marketplace (EFM)**

- www.employflorida.com

- Account Registration
 - Resume Posting
 - Skills Assessments
 - Career Information
 - Online Job Search



It's Your Move

- **Career Success Seminars**
 - **Job-Readiness Classes**
 - Job Search in Action
 - Resume Workshop
 - Interview Skills
 - Professional Placement Network (PPN)
 - **Computer Workshops**
 - Basic PC
 - EFM Basics
 - Social Media Networking



It's Your Move

- **Social Networking**
 - **Facebook**
 - www.Facebook.com/WorkForceOne
 - **Twitter**
 - www.Twitter.com/WorkForceOne
 - **LinkedIn**
 - Company search > WorkForce One
- **Social Media Networking**
 - **The Hidden Job Market**
 - **Tools and Tips to Succeed**
 - Online Brand Creation
 - Relationship-Building



It's Your Move

- **Start your job search today**
 - Job search is a full-time job
 - Network! Network! Network!
 - Don't sit idle and let your unemployment compensation expire



It's Your Move

- **Placement Department Services**
 - Individual Career Counseling
 - Skills Assessment
 - Job Search and Referrals
- **Individual Training Services**
 - Success Coach Support
 - On-the-Job Training (OJT) Services
 - Individual Training Plans



It's Your Move

- **Skills Upgrade**
 - Individual Training Accounts (ITAs)
 - No Jobs in Field
 - Requiring Higher Skill Level
 - Short-term Training
 - High-Demand Occupations
 - Up to \$6,000.00 (Broward)
 - Approved Schools
 - Pell Grants
 - Up to \$5,350.00
 - www.fafsa.ed.gov



It's Your Move

- **Unemployment Unaffected**
 - As long as you are attending an approved training you **WOULD NOT** have to look for work, be available for work, or acquire suitable work
 - Training Education and Guidance Letter
 - DOL (TEGL 21-08)
 - DOE (DCL-Gen-09-05)
 - www.opportunity.gov



It's Your Move

- **Universal Center Orientation**

- **Weekly at Centers**

- WF1 North (954) 969-3541
- WF1 Central (954) 677-5555
- WF1 South (954) 967-1010
- www.wf1broward.com > Events Calendar

- **Anytime Online**

- www.wf1broward.com > Orientation Videos



It's Your Move

- **Health Concerns**

- **COBRA**

- Continued healthcare benefits for up to 18 months
- Employee Benefits Security Administration (954) 424-4022; (866) 444-3272
- www.dol.gov/ebsa.org

- **Family Insurance**

- Qualifying Event
- Dependent on Spouse's Health Insurance



It's Your Move

- **Health Concerns**

- **Cover Florida**

- Individuals ages 19 – 64, unemployed or six (6) months without coverage
 - Pre-existing health conditions not a deterrent
 - (888) 419-3456
 - www.coverfloridahealthcare.com

- **Florida KidCare**

- Children from birth through 18
 - (954) 467-4885; (800) 821-5437
 - www.floridakidcare.org; www.healthykids.org



It's Your Move

- **Stress Reduction**

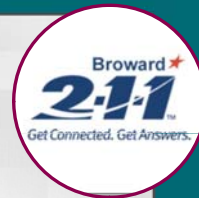
- **24 hours/day, 7 days/week**

- **Dial 211 on Telephone**

- Representative identifies needs and directs to an appropriate program

- **Online Search**

- Visit www.211.org; www.211broward.org



It's Your Move

- **Maintaining Household**
 - Department of Children & Families (DCF)
 - Cash Assistance
 - Medicare Program
 - SNAP Benefits
 - (866) 76-ACCES [22237]
 - www.myflorida.com/accessflorida



It's Your Move

- **Financial Well-Being**
 - Keep Pension and 401K Plans
 - Contact Your Creditors
 - Payment restructuring due to hardship
 - Consolidated Credit Counseling
 - Non-profit; assists families to end financial crisis and money management problems through education and counseling
 - (800) 210-3481
 - budgetlounge.com
 - Federal Trade Commission (FTC)
 - www.annualcreditreport.com



It's Your Move

- **Explore Your Other Options**

- Are you an entrepreneur?
 - Do you like taking risks?
- What type of business should you start?
 - What skills do you possess?
- Do you have what it takes to begin your own business?
 - Where can you find support and resources?



It's Your Move

- **Support and Resources**

- **Small Business Administration (SBA)**
 - (800) 827-5722
 - www.sba.gov
- **Metro Broward Economic Development Corp.**
 - (954) 587-3755
 - www.metrobroward.org



It's Your Move

- **Support and Resources** (Continued)
 - **Internal Revenue Service**
 - Taxes: (800) 829-1040
 - Website Helpdesk: (800) 876-1715
 - www.irs.gov/smallbiz
 - **Service Corps of Retired Executives (SCORE)**
 - (800) 634-0245
 - www.score.org



It's Your Move

- **Support and Resources** (Continued)
 - **Broward College**
 - (954) 201-2204
 - www.broward.edu
 - **Florida Atlantic University
Small Business Development Center (SBDC)**
 - (800) 801-6520
 - www.fau.com



It's Your Move

- **Support and Resources** (Continued)
 - **H. Wayne Huizenga School of Business Development Center (SBDC)**
 - (800) 670-7223
 - www.huizenga.nova.edu
 - **Florida Woman's Business Center (FWBC)**
 - (866) 353-3790; press 3 for directory
 - www.flwbc.org



It's Your Move

- **Support and Resources** (Continued)
 - **American Association of Home-Based Businesses**
 - (888) 823-2366
 - www.smallbusinessadvocate.com
 - **National Association for the Self-Employed**
 - (800) 232-6273
 - www.nase.org



Part Two

- **Unemployment Compensation (UC)**
 - What is Unemployment Compensation?
 - Are you eligible to file for UC benefits?
 - How long do you receive these benefits?
 - Will other sources of income affect UC?
- **UC Filing Procedures**
 - How do you file for UC benefits?
 - What do you need when filing?
 - When should you file?
- **UC Considerations**



Unemployment Compensation (UC)

- **Employer contributes 100%**
- **Not a loan—temporary assistance**
- **Benefits provide money to workers unemployed through no fault of their own**
- **No guarantee that you will receive benefits**
 - Eligibility is determined weekly
 - Weeks determined by wage earnings
 - \$832.00 - \$7,150.00 maximum benefit amount
 - \$32.00 - \$275.00/wk
- **Other sources of income may cause UC ineligibility**



Unemployment Compensation (UC)

- **Base Period**

1st 4 Quarters of previous 5 Complete Quarters

2009	2010				2011			
OCT NOV DEC	JAN FEB MAR	APR MAY JUN	JUL AUG SEP	OCT NOV DEC	JAN FEB MAR	APR MAY JUN	JUL AUG SEP	OCT NOV DEC
Wage Earnings Base Period 10/1 – 9/30				X	Claim Filed			
Wage Earnings Base Period 1/1 – 12/31				X	Claim Filed			
Wage Earnings Base Period 4/1 – 3/31					X	Claim Filed		
		Wage Earnings Base Period 7/1 – 6/30				X	Claim Filed	

Unemployment Compensation (UC)

- **Federal Emergency Unemployment Compensation (EUC)**

- Additional benefits may be granted to unemployed workers who exhaust their regular state claims
 - Tier I: Up to 20 additional weeks
 - Tier II: Up to 14 additional weeks
 - Tier III: Up to 13 additional weeks
 - Tier IV: Up to six (6) additional weeks



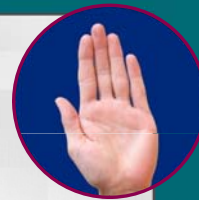
Unemployment Compensation (UC)

- **Disadvantages of leaving a job before the layoff date**
 - Will be deemed voluntarily unemployed
 - Will be ineligible to receive UC until layoff date arrives
 - Severance package may be forfeited



Unemployment Compensation (UC)

- **Payments affecting UC**
 - **Pay in Lieu of Notice**
 - Health insurance coverage indicates you are still on payroll
 - Ineligible to receive UC until off payroll
 - **Pension/Retirement/Social Security**
 - May make you ineligible to receive UC



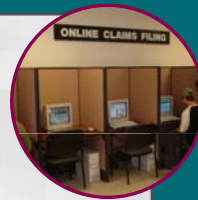
Unemployment Compensation (UC)

- **Payments which DO NOT affect UC**
 - **Sick/Vacation Pay**
 - Accrued benefit during employment
 - **Severance Pay**
 - Amount based on years of service
 - Given in a lump sum or installments
 - **Pension/Retirement/Social Security**
 - You must be actively seeking employment



UC Filing Procedures

- **There is no longer a UC office**
- **Ways to file your claim**
 - **Internet**
 - www.fluidnow.com
 - www.floridajobs.org/unemployment
 - Available 24 hrs/day; 7 days/week
 - **Phone**
 - (800) 204-2418; (866) 788-7356
 - Monday – Thursday, 8:00 a.m. – 5:00 p.m.
 - Land lines preferred; cell phones can lose connection



UC Filing Procedures

- **Ways to file your claim** (continued)

- **Mail**

- Agency for Workforce Innovation
Tallahassee Claims Center
P.O. Box 5300
Tallahassee, FL 32314-5300

- **Fax**

- (850) 921-3865
- Keep all original documentation for your records.



UC Filing Procedures

- **Must wait until layoff date to file**
- **UC not automatic; must file claim to be processed for eligibility**
- **Claim week begins Sunday, 12:00 a.m. and ends Saturday, 11:59 p.m.**
- **The week you file is considered a non-paid “waiting week”**



UC Filing Procedures

- **Claim is valid for one (1) year**
 - If you gain and then lose a new job prior to your benefit year ending, you can reactivate your claim without another “waiting week”
- **It takes 3 - 4 weeks to gain UC approval and receive your first benefit payment**
 - Payments follow every two weeks
 - **Payment Options**
 - Direct Deposit
 - 10% withholding for federal taxes



UC Filing Procedures

- **Information needed to file**
 - Social security number
 - Last pay stub
 - Employers name/address
 - Employment dates/wages for last 18 months of employment
 - Driver's license/state ID
 - Alien registration number/work permit
 - Bank account/routing number for direct deposit
 - Approximate filing time is 30 – 45 minutes



UC Filing Procedures

- **Requirements**
 - **Must declare income from temporary, part-time, and seasonal work**
 - Claim for UC while working a temporary job to keep your claim active
 - Report expected gross income for the period worked–NOT when it's paid
 - Will not get UC for a claim week you earn more than the weekly benefit amount
 - Fraud is a third degree felony; you may receive a fine of \$5,000/week



UC Filing Procedures

- **Requirements (continued)**
 - **You must be able and available to work**
 - **Actively looking for full-time employment**
 - Make at least five (5) contacts a week
 - Keep a job search log
 - Certify job search activity every two (2) weeks on assigned call-in dates
 - **You must be ready and willing to accept suitable work**



UC Considerations

- **Before accepting a job offer**
 - **Make sure it is something you want**
 - Suits your personal work, salary, and location requirements
 - You **CANNOT** refuse an offer of suitable work
 - If you accept a job and then quit, you may jeopardize your ability to receive unemployment benefits



Part Three

- **Goals**
 - Vision Boards
 - Structural Tension Chart
- **Reminders**
- **Inspirational Thoughts**



Goals

- **Vision Boards**

- Prepare a board with images and goals showing what you want for yourself

- I am getting the job of my dreams
- I have a loving, supportive partner
- I am fit and healthy
- I have the freedom to choose powerfully
- I can see abundance and prosperity surrounding me

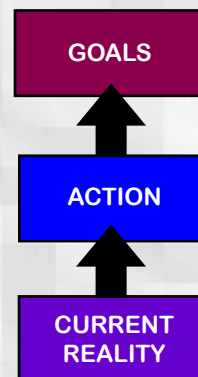


- Focus on these goals and determine how to get there—baby step by baby step

Goals

- **Structural Tension Chart**

- Find tools and support systems which help to keep you moving forward
- Tension is created by the difference between your GOAL and your CURRENT REALITY
- Tension is relieved by your ACTION PLAN
 - The Path of Least Resistance
Robert Frisk



Reminders

- Your employer cares about you; that's why we're here
- The information packets you have received today contain materials which will make your career transition easier
- This information is PRICELESS!!!



Reminders

- WorkForce One Employment Solutions is here for you
- We're committed to provide you with quality services which will help you to shape your future and enjoy your life
- If you have additional questions, please contact your nearest WorkForce One Career Center; there is always someone who can help



Inspirational Thoughts

“People are always blaming their circumstances for what they are. I don’t believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and if they can’t find them **MAKE THEM.”**

George Bernard Shaw

Inspirational Thoughts

“What the Caterpillar Calls the End of the World, the Master Calls a Butterfly.”

Richard Bach



Inspirational Thoughts

“The pessimist sees the difficulty in every opportunity, the optimist, the opportunity in every difficulty.”

L.P. Jacks



Thank You



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