



PEER NETWORKING

WELCOME



PEER NETWORKING

The AFL-CIO has a long history of assisting dislocated workers in Michigan through Human Resources Development, Inc.(HRDI) which was established in 1982 as a private, non profit 501C3 corporation and is the largest independent provider of dislocated worker services in the State of Michigan.



PEER NETWORKING

The AFL CIO Peer to Peer Program is designed to enhance the ability of dislocated workers to regain and retain employment. This will be done by maximizing participation levels in workforce development programs and services and assessing individual needs and addressing other underlying, and oftentimes, complicating, problems which prevent successful transition of a dislocated worker to a new job.



PEER NETWORKING

A statewide AFL-CIO Peer to Peer Manager will work with the State Rapid Response staff to provide Peer to Peer services in the event of a facility closing anywhere in Michigan, and in areas currently served by HRDI, will make the linkage with HRDI office which will oversee the training.



PEER NETWORKING

. The program will use trained staff and peer mentors to provide counseling services. The AFL-CIO will train a small group of workers to collect and provide accurate information to the affected workforce and make referrals to those in need.



PEER NETWORKING

This service would be offered to the company and union, if one exists, much like the Joint Adjustment Committee as a means to bring additional dislocated workers into the MWA's One Stop system as well as to service the dislocated workers prior to layoff. The dual benefit can only enhance the dislocated workers ability to regain and retain employment.



PEER NETWORKING

Peers may be hired through the Employer, SAG, statewide HRDI Peer to Peer Program or other special funding.



PEER NETWORKING

Expected Duties Of Peer Councilors.

- Assemble accurate contact information for all effected workers.**
 - Peer will advocate for dislocated workers with community service providers**
- Establish contact by phone, mail, visits, etc., with all effected workers.**
- Complete assessment of workers needs.**



PEER NETWORKING

- Assist workers and MWA's in completing WIA intake packets: explain contents, copy documents (for prospective students), gather signatures.**
- Introduce and guide visiting workers through the MWA One Stop.:**



PEER NETWORKING

Explain Labor Exchange, computerized applications (if necessary), and touch-screens, etc.

-Receive visits, phone calls, etc., from affected workers needing information or help.

-Assist workers to access job referrals using One Stop Centers.



PEER NETWORKING

- Communicate with workers about One Stop services, workshop schedules, and Job fairs, etc.,**
- Coordinate attendance as needed.**
- Create and maintain record of activities for each worker, to assist Career Counselors in scheduling and coordinating services.**



PEER NETWORKING

- Help workers with resumes, letters, preparing for interviews, etc.**
- Monitor progress of workers enrolled in training**
 - assist with access to services.**
- Help schedule appointments with counselors and other One Stop staff**
- Provide information and facilitate access to health care and insurance**



PEER NETWORKING

-Coordinate workers' access to community services available through United Way and other agencies



PEER NETWORKING

- Assist and advocate, as warranted, for workers who are denied services.**
- Help One Stop staff solve problems involving workers.**



PEER NETWORKING

Begin development of a resource list of available services in the area. This resource list should include service providers in the following categories:



PEER NETWORKING

**All job training programs in the area.
Financial Assistance programs.
Housing Programs.
Healthcare Programs.
Employment Assistance Programs.
Family Counseling Services.
Any other similar social service providers.
such as food banks, clothing assistance, legal
assistance and so forth.**



PEER NETWORKING

If there is an AFL-CIO Community Services Liaison at the local United Way, the liaison should be able to provide assistance in development of the resource list.

Most MWA's already have a resource list



PEER NETWORKING

. Resource lists should be developed during the first week of the program. It will be fairly common for the counselor to discover other resources throughout the program but the bulk of the list should be compiled that first week.



PEER NETWORKING

After the resource list has been developed the AFL-CIO Peer Counselor will begin contacting dislocated co-workers. Several strategies have been developed that will establish and maintain the lines of communication between the workers and available programs and services.



PEER NETWORKING

The Peer program will use three outreach strategies.

individual contacts.

Mailing

phone contacts.



PEER NETWORK

In a facility closing or mass layoff a Peer Network gives workers accurate information about employment and training services. This is provided through Michigan Works One-Stops, linking them firmly to the dislocated worker program.

A group of workers are provided Peer training, usually on release time. They are prepared to help other workers cope with the emotional and social trauma of job loss. Peers bring their training directly to the shop and office floors giving affected workers immediate information on:

- New Jobs
- Job Training
- School Funds



Peers may be chosen by the company or the employees or both. Training is a two day event which prepares them to assist fellow workers.

In a facility closing or mass layoff a Peer Network can be an effective means of reducing the negative impact of a dislocation. Peer networks perform similar functions and have similar benefits as other forms of Labor-Management Committees.



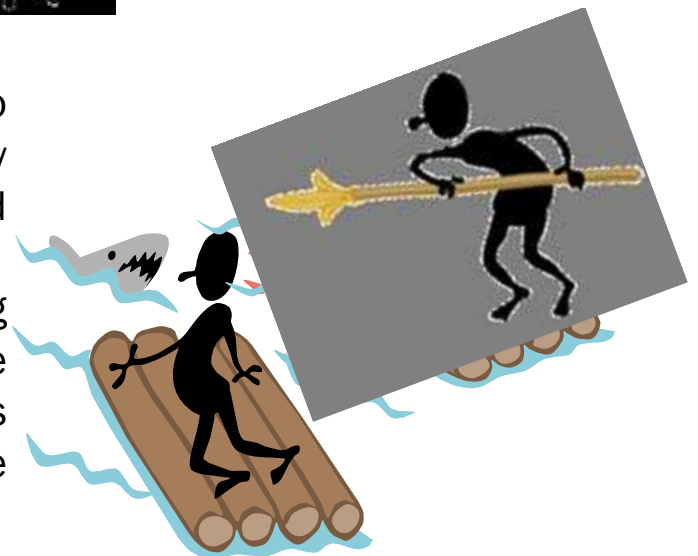
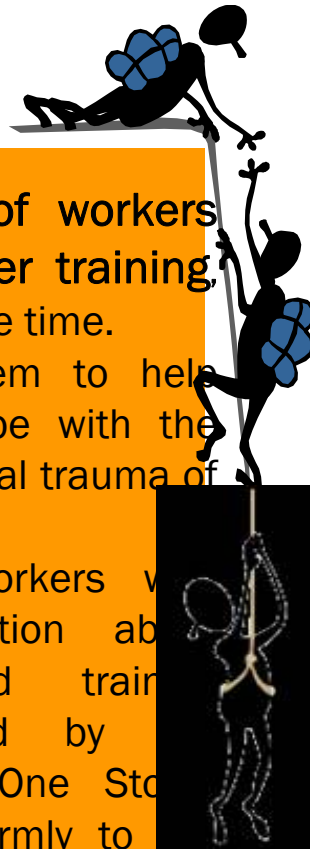
A small group of workers are provided Peer training, generally on release time.

This prepares them to help other workers cope with the emotional and social trauma of job loss.

Peers provide workers with accurate information about employment and training services provided by Michigan Works One Stop and links them firmly to the dislocated worker program.

.Peers also make referrals to the United Way Community Services and other local and State resources.

Peers bring their training directly to the shop and office floors where affected workers have immediate access to the information.





Peers may be chosen by the company or the employees or both.

Training is a two day event.

The training can take place at the worksite or off-site.

The first day of training will cover subjects related to the dislocation.

The second day of training will cover the services provided by the Michigan Works One Stops, and will include a visit to a One Stop.



If the Michigan State AFL-CIO HRDI determines Peer services are required after the actual closing of the facility and HRDI is not under contract with the local Michigan Works Agency , a service contract between the Peer or Peers and the Michigan State AFL-CIO HRDI can be put into effect

The Contract is for a 30-60-90 day period and not to exceed forty hours a week .



January 2007 through January 2008

Peer Participation at State Rapid Responses	Companies that Choose to Participate in the Peer Training Program	Number of Peers Trained	Number of Peers Retained on a Peer Contract	Total Number of Workers Affected by the 63 State Rapid Responses	Total Number of Workers Served by the Peer Program
63	37	94	47	15,526	11,710

