

Redundancy Support for Employers

Type of Support	Further Information
<p>Signposting to relevant agencies and support services</p> <p>Rapid Response Service : Flexible, responsive, proactive, tailored support to all companies who are making people redundant by helping employees to identify transferable skills, job focused training to develop vocational skills, CV and jobsearch support, and advice on claiming benefits. Taking claims on employers' premises, advice sessions to employees on premises</p> <p>EURES adviser: can arrange for an adviser to visit companies where significant numbers of people from a single European country are being made redundant</p>	<p style="text-align: center;">Jobcentre Plus</p> <p style="text-align: center;">Employees</p> <p style="text-align: center;">Help for Jobseekers</p> <p style="text-align: center;">Employers</p> <p style="text-align: center;">Employing People</p>
<p>The Government's online resource for businesses containing essential information for employers who are handling redundancy situations</p>	<p style="text-align: center;">Business Link</p> <p style="text-align: center;">http://www.businesslink.gov.uk/bdotg/action/home</p> <p style="text-align: center;">0845 600 9 006</p>
<p>Retraining opportunities for individuals while still employed and under threat of redundancy through Employer European Social Fund (ESF)</p>	<p style="text-align: center;">Skills Funding Agency</p> <p style="text-align: center;">Skills Funding Agency</p> <p style="text-align: center;">0345 377 5000</p>
<p>Signposting service to other relevant support agencies. More information is available on the website. Support JCP to link companies who have workers facing redundancy to those who are recruiting</p>	<p style="text-align: center;">Basingstoke and Deane Borough Council</p> <p style="text-align: center;">Basingstoke and Deane Borough Council</p> <p style="text-align: center;">01256 844844</p>
<p>Signposting service to other relevant support agencies.</p> <p>Support to assist in any restructures including upskilling / retraining existing or remaining staff through completing Organisational and Training Needs Analysis' in partnership with Eastleigh College</p>	<p style="text-align: center;">Eastleigh Borough Council</p> <p style="text-align: center;">Eastleigh Borough Council</p> <p style="text-align: center;">Eastleigh College</p> <p style="text-align: center;">http://www.eastleigh.ac.uk</p> <p style="text-align: center;">02380 911000</p>

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<p>The council together with its partners provides business advice, information and support as well as sign posting to relevant agencies</p> <ul style="list-style-type: none"> • Grants: The Village Community Grants Schemes available to rural communities and businesses that have lost income as a result of Post Office closures. For more information on grants and funding available, please visit the Grants pages at www.easthants.gov.uk/business. • Information, advice and guidance on redundancy issues and the recession can be accessed at Recession Advice and www.easthants.gov.uk/business. The web page also provides information on the help available from other agencies and has links to partner websites. 	<p style="text-align: center;">East Hampshire District Council</p> <p style="text-align: center;">East Hampshire District Council</p>
<p>Signposting to other relevant agencies and gain an understanding of what support employees will require Additional support is sourced through other relevant agencies</p>	<p style="text-align: center;">Fareham Borough Council</p> <p style="text-align: center;">Fareham Borough Council</p>
<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies and gain an understanding of what support employees will require Additional support is sourced through other relevant agencies Can respond immediately to support required where redundancy numbers are as low as 5. Flexible response service tailored to individual situation</p>	<p style="text-align: center;">Gosport Borough Council</p> <p style="text-align: center;">http://www.investingosport.co.uk/</p>
<p>The County Council together with its partners offers a proactive signposting service to relevant agencies, via www.hants.gov.uk/business. Runs and supports a number of projects to provide support to employers and/or employees:</p> <ul style="list-style-type: none"> • Smarter Working Centre Network <p>8 local centres offering low-cost, internet connected, work, meeting or training space bookable by the hour. www.hampshireswc.org</p> <ul style="list-style-type: none"> • Commercial property search & links to business experts such as UKTI <p>Available at www.investinhampshire.co.uk</p> <ul style="list-style-type: none"> • Enterprise First <p>Not for Profit Enterprise Agency covering the whole of Hampshire offering free and impartial business advice www.enterprisefirst.co.uk</p> <ul style="list-style-type: none"> • Flexible bespoke response <p>A staff member is available to go onto company premises with Jobcentre Plus to talk about services and provision on offer and local labour market information. Contact us economic.development@hants.gov.uk</p> <ul style="list-style-type: none"> • External funding service http://www3.hants.gov.uk/business/externalfunding.htm 	<p style="text-align: center;">Hampshire County Council</p> <p style="text-align: center;">http://www3.hants.gov.uk/business/advice-information.htm</p>

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<p>Signposting to support from other relevant agencies and gaining an understanding of what support employees will require Information on the help available from other agencies and links to partner websites</p>	<p>Isle of Wight Council</p> <p>Isle of Wight Council</p>
<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies and gain an understanding of what support employees will require Additional support is sourced through other relevant agencies Can respond immediately to support required where redundancy numbers are as low as 5. Flexible response service tailored to individual situation</p>	<p>New Forest District Council</p> <p>New Forest District Council</p>
<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies and gain an understanding of what support employees will require Additional support is sourced through other relevant agencies Can respond immediately to support required where redundancy numbers are as low as 5. Flexible response service tailored to individual situation A staff member is available to go onto company premises with Jobcentre Plus to talk about local services and provision on offer and local labour market information.</p>	<p>Portsmouth City Council</p> <p>Portsmouth City Council</p>
<ul style="list-style-type: none"> • Leaflet for employers detailing support available • A programme of free seminars for small businesses, providing practical advice on current issues, including finance and cash flow • Leaflets and council magazine signposting to additional support through other relevant agencies • initiative to reduce the regulatory burden on SMEs. • with Enterprise First, setting up a Smarter Working Centre at Enterprise First's offices in Aldershot. practical support to local businesses, including around the business rate deferral scheme and small business rate relief. 	<p>Rushmoor Borough Council</p> <p>Rushmoor Borough Council</p>
<p>Co-ordination of local agencies to support through existing contracts. Updated information on website to focus on likely needs of business</p>	<p>Southampton City Council</p> <p>Southampton City Council</p>

Redundancy Support for Employers

Type of Support	Further Information
A proactive service offering a rapid and flexible response to signpost to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting. Additional support is sourced through other relevant agencies Business networking opportunities all listed on www.testvalley.gov.uk/business	Test Valley Borough Council Test Valley Borough Council
A proactive service offering a rapid and flexible response to signpost to other relevant agencies and gain an understanding of what support employees will require. Work with employers to help find alternatives to staff redundancies including reducing premises costs, seeking alternative markets	Winchester City Council Winchester City Council
Help to resolve legal, money and other problems by providing free, independent, impartial and confidential information and advice. Delivery and co-ordination of a range of financial and support initiatives across the region. Some bureaux can also provide bespoke advice sessions in situ to offer advice relevant to specific situations.	Citizens Advice https://www.citizensadvice.org.uk/
National Careers Service: information and advice service on all aspects of work and learning; practical help in applying for a new job, preparing CV's and job applications, coaching to prepare for interviews, help to find suitable re-training courses. Qualified careers advisers to help those looking for a change of career.	National Careers Service National Careers Service 0800 100 900
Assistance with starting up a new business and development of existing small businesses	Enterprise First Enterprise First
Advice on employment rights	ACAS http://www.acas.org.uk 0300 123 110
Business law and employment matters	DBIS DBIS 020 7215 5000
General advice for those facing redundancy and economic difficulties	Direct GOV http://www.direct.gov.uk
Advice on Tax and National Insurance Contributions	HMRC http://www.hmrc.gov.uk National Insurance contributions – 0300 200 3500 Tax – 0300 200 3200

Redundancy Support for Employees

Type of Support	Further Information
<p>Advice on benefits and jobsearch Internet Site with advertised job vacancies Telephone booking for benefit claims Rapid Response Service e.g. taking claims on employer premises, advice sessions to employees on premises, skills analysis to identify transferable skills, action fund to overcome short term barriers to taking up job offers e.g. travel to work Provide information about alternative jobs within the labour market Matching to known vacancies Help with drawing up CVs Help to enhance jobsearch skills DirectGov website - Practical help and advice when applying for jobs Additional adviser and jobsearch support when required Work Experience for 18-24 years old Signposting to Work Clubs Signposting to volunteering EURES Adviser for employees from other European countries: provides advice about vacancies, labour market conditions, tax and benefits. Signposts to EURES advisers in other European countries</p>	<p style="text-align: center;">Jobcentre Plus Help for Jobseekers</p> <p style="text-align: center;">Jobseeking</p> <p style="text-align: center;">Making a claim: 0800 055 6688</p> <p style="text-align: center;">Apply for Universal Credit</p> <p style="text-align: center;">www.eures.europa.eu</p>
<p>Retraining opportunities through Employer ESF whilst still employed but under threat of redundancy and once made redundant. Skills support for Redundancy programme which offers re-training support for employees under consultation or notice of redundancy and to individuals recently made redundant. This is funded through ESF. A number of providers across Hampshire and the Isle of Wight are offering flexible re-training in a wide choice of programmes and courses. The training will help individuals to find another job either in their current sector or in a new sector. Programmes can be delivered in the workplace, in agreement with the employer – where individuals are under consultation or notice of redundancy or in training centres for those already made redundant or unemployed. The providers are: Basingstoke College of Technology, Eastleigh College, Brockenhurst College, Isle of Wight College, Highbury College, Manley Summers Housing Association.</p>	<p style="text-align: center;">Skills Funding Agency</p> <p style="text-align: center;">Skills Funding Agency</p> <p style="text-align: center;">0345 377 5000</p>
<p>The government's online resource for businesses containing essential information whether you work for a large organisation or are on your way to starting up</p>	<p style="text-align: center;">Business Link http://www.businesslink.gov.uk/bdotg/action/home</p> <p style="text-align: center;">0845 600 9 006</p>

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<p>Signposting service to other relevant support agencies. More information is available on the website</p>	<p style="text-align: center;">Basingstoke and Deane Borough Council</p> <p style="text-align: center;">Basingstoke and Deane Borough Council</p> <p style="text-align: center;">01256 844844</p>
<p>A range of services are available in Eastleigh to support people back into work - including training, confidence building, business start up advice, job search, internet skills etc. More information available on our website http://www.eastleigh.gov.uk/ or www.eastleigh4business.co.uk</p> <p style="text-align: center;">Courses available through Eastleigh College</p> <ul style="list-style-type: none"> • Initial Advice & Guidance sessions • CV Writing, Job Search and Interview Techniques training • Accredited and non-accredited industry focused training (both short and long form courses) <ul style="list-style-type: none"> <li style="padding-left: 20px;">The Meadows Centre to help people find work or training • free computer use and courses • training courses to improve your skills • advice on looking for work • help with CVs and interviews • help with writing job applications • job club 	<p style="text-align: center;">Eastleigh Borough Council</p> <p style="text-align: center;">Eastleigh Borough Council</p> <p style="text-align: center;">Eastleigh College</p> <p style="text-align: center;">http://www.eastleigh.ac.uk</p> <p style="text-align: center;">02380 911000</p> <p style="text-align: center;">The Meadows Centre</p> <hr style="width: 20%; margin: auto;"/>
<p>Information on benefits and links to other agencies e.g. Jobcentre Plus is available on the Housing and Property pages at www.easthants.gov.uk</p> <p>Signposting to agencies e.g. Business Link & Enterprise First that offer business start-up advice for people considering self-employment.</p> <p>The Council is currently offering grants for business through our Start-up Business Incentive Grants Scheme. For details, please visit the Grants pages at www.easthants.gov.uk/business</p> <p>Information, advice and guidance on redundancy issues and the recession can be accessed at Recession Advice and www.easthants.gov.uk/business. The web page also provides information on the help available from other agencies and has links to partner websites.</p>	<p style="text-align: center;">East Hampshire District Council</p> <p style="text-align: center;">East Hampshire District Council</p>
<p>Signposting to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting etc.</p> <p>Additional support is sourced through other relevant agencies</p>	<p style="text-align: center;">Fareham Borough Council</p> <p style="text-align: center;">Fareham Borough Council</p>

Redundancy Support for Employees

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<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting etc. Additional support is sourced through other relevant agencies Flexible response and immediate service tailored to individual redundancy situation</p>	<p>Gosport Borough Council</p> <p>Gosport Borough Council</p>
<p>There are a number of recession measures which the County Council has made available to employers, employees/individuals and the third sector. Smarter Working Centre Network - offering an agency supported (Business Link, Enterprise First, Hampshire Chamber and Job Centre Plus) working environment for start-up, home-based and micro businesses. Each local centre offers low-cost, internet connected, work, meeting or training space bookable by the hour. Specially created, free to access 'job-search' on-line resources for entrepreneurs, recently redundant professionals and executives complete the line-up. Find your nearest SWC work-hub at www.smarterworkingcentreshiow.org.uk</p>	<p>Hampshire County Council</p> <p>Hampshire County Council</p>
<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting etc. Additional support is sourced through other relevant agencies Flexible response and immediate service tailored to individual redundancy situation</p>	<p>Havant Borough Council</p> <p>Havant Borough Council</p>
<p>Signposting to support from other relevant agencies and gaining an understanding of what support employees will require. Information on the help available from other agencies and links to partner websites For Council Employees A proactive service with coordination of a number of options and choices to staff to ensure relevant responses to need:</p> <ul style="list-style-type: none"> ◦ Regularly updated pages hosted on the intranet providing information, advice and guidance with direct links to relevant web sites and telephone numbers. ◦ Workshop sessions to; improve CV and interview skills; analyse transferable skills; develop job search techniques; prepare for redundancy/retirement ◦ Information sessions with representatives from (amongst others) JCP, HMRC, CAB, local college, health & wellbeing - to advise and signpost staff. ◦ Provision of a room to support work search activities, away from normal work stations, equipped with internet access, resource materials, and local and regional vacancy information. ◦ Coaching and mentoring to support a range of individual needs. 	<p>Isle of Wight Council</p> <p>Isle of Wight Council</p>

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<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting. Additional support is sourced through other relevant agencies. Flexible response and immediate service tailored to individual redundancy situation. One-to-one help is available from the Information, Advice and Guidance centre and Pride in Pompey regarding help to get back to work. Pride in Pompey is able to offer introduction and improves IT skills via Learndirect. Several locations offer UK Online provision to access IT facilities to seek work.</p>	<p style="text-align: center;">Portsmouth City Council</p> <p style="text-align: center;">Portsmouth City Council</p>
<p>Leaflets and council magazine signposting to additional support through other relevant agencies Work with Enterprise First to advise residents on setting up new businesses. Hampshire Credit Union now operating in the offices of Pavilion Wessex in Aldershot and from the Council offices in Farnborough. Working with JCP to identify the skills needed by new employers, so the local work force can be upskilled.</p>	<p style="text-align: center;">Rushmoor Borough Council</p> <p style="text-align: center;">Rushmoor Borough Council</p>
<p>Co-ordination of local agencies to support through existing contracts and in conjunction with Continuous Employment Support Service (CESS) Co-ordinating free workshops which bring together all relevant local information and advice agencies e.g. CAB, HMRC, JCP, City College. Attendance is by self referral for those under threat of redundancy with signposting to jobs, employment support and training. Link through website to advice and information</p>	<p style="text-align: center;">Southampton City Council</p> <p style="text-align: center;">Southampton City Council</p>
<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies, gain an understanding of what support is required and supply advice regarding CVs, other employers who are recruiting etc. Additional support is sourced through other relevant agencies. A series of one day seminars in partnership with Andover College and Sparsholt College:- writing a CV, developing interviews skills, introduction to business start up and upgrading your core skills Business Incentive Grant to start up businesses Advice and support from Enterprise First which the Council continues to fund Job Clubs in Andover, Romsey and North Baddesley Business networking opportunities all listed on www.testvalley.gov.uk/business</p>	<p style="text-align: center;">Test Valley Borough Council</p> <p style="text-align: center;">Test Valley Borough Council</p>

Redundancy Support for Employees

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<p>A proactive service offering a rapid and flexible response to signpost to other relevant agencies and gain an understanding of what support employees will require.</p> <p>Assisting employees to find alternative income including seeking further skills for work, other employment opportunities, and entrepreneurship routes</p>	<p>Winchester City Council</p> <p>Winchester City Council</p>
<p>Help to resolve legal, money and other problems by providing free, independent, impartial and confidential information and advice.</p> <p>Delivery and co-ordination of a range of financial and support initiatives across the region.</p> <p>Some bureaux can also provide bespoke advice sessions insitu to offer advice relevant to specific situations</p> <p>The online service provides information on a range of topics, including benefits and housing, employment rights and discrimination, debt and tax issues.</p> <p>Information in a wide range of languages a wide selection of fact sheets to print off details of other reliable online sources of information.</p>	<p>Citizens Advice</p> <p>Citizens Advice website</p>
<p>National Careers Service: information and advice service on all aspects of work and learning; practical help in applying for a new job, preparing CV's and job applications, coaching to prepare for interviews, help to find suitable re-training courses. Qualified careers advisers to help those looking for a change of career.</p>	<p>National Careers Service</p> <p>National Careers Service 0800 100 900</p>
<p>Completion of technical certificates for apprentices or advanced apprentices.</p> <p>Programme led apprenticeships for employees wishing to change career direction.</p> <p>Literacy and numeracy level 2 for 19-25 year olds</p> <p>Level 1 employability qualification with work experience opportunities</p>	<p>The Isle of Wight College</p> <p>Isle of Wight College</p>
<p>Assistance with starting up a new business and development of existing small businesses</p>	<p>Enterprise First</p> <p>Enterprise First</p>
<p>Advice on employment rights</p>	<p>ACAS</p> <p>http://www.acas.org.uk 0845 47 47 47</p>
<p>Business law and employment matters</p>	<p>DBIS</p> <p>DBIS 020 7215 5000</p>
<p>Advice on Tax and National Insurance Contributions</p>	<p>HMRC</p> <p>http://www.hmrc.gov.uk Individuals 0845 302 1400</p>

Redundancy Support for Employees

Type of Support	Further Information
General advice for those facing redundancy and economic difficulties	Direct GOV http://www.direct.gov.uk
Advice on claiming state pension or pension credit for employees who are 60+	The Pension Service The Pension Service/Direct Gov 0800 731 7898
Problems with debt	The National Debtline http://www.nationaldebtline.co.uk/ 0808 808 4000
For housing debt advice	Shelter www.shelter.org.uk 0808 800 4444
If you have been approached by or suspect that someone is a loan shark(illegal money lender) you can report them by contacting "Report Loan Sharks"	Report Loan Sharks reportaloanshark@stoploansharks.gov.uk 0300 55 2222
Free sales service to help with everything from bank accounts to budgeting, benefits and borrowing. Guides to help manage money are on line.	Money Advice Service Money Advice Service 0800 138 7777
Advice on how to save energy in order to reduce bills	Home Heat Helpline www.homeheathelpline.org.uk 0800 33 66 99
A network of independent advice centres.	Advice UK www.adviceuk.org.uk 0300 777 0107
A co-operative based national trade association for authorised and registered credit unions, credit union steering groups, savings groups, mutual aid societies and credit union support organisations.	Find a Credit Union http://www.findyourcreditunion.co.uk/home