



TITLE: RAPID RESPONSE

Purpose

Rapid Response and Layoff Assistance (LOA) are early-intervention services that assist both employers and employees affected by layoffs or plant closures. These services provide access to user-friendly resources and information to help transition affected workers into reemployment. This policy is intended to provide clarity in defining the roles and responsibilities of delivering rapid response services within the Rogue Valley Workforce Area.

Requirements

The Workforce Innovation and Opportunity Act (WIOA) requires states to implement statewide rapid response and layoff assistance activities to assist employers and impacted workers as quickly as possible following the announcement of a permanent closure; mass layoff; the filing of a Trade Act Assistance (TAA) Petition; or a natural or other disaster resulting in a mass job dislocation. The region's Rapid Response Process guide provides a step-by-step narrative regarding expectations for responding to a Rapid Response event.

References:

20 CFR 682.300 to 370

WIOA secs. 3 (511), 133 (a) (2) and 134 (a) (2) (A)

Training and Guidance Letter 19-16

Policy

Rogue Workforce Partnership (RWP) and its sub-recipients and partners work together to provide timely, coordinated and comprehensive Rapid Response services to businesses and affected workers in the Rogue Valley. Any affected worker group that is 1-10 individuals is characterized as a small Rapid Response and groups that are over 10 workers are a large Rapid Response.

It is the expectation that Rapid Response activities result in an early intervention process activated through the state and according to RWP's process. The goal for these activities are to assist dislocated workers in obtaining competitive reemployment as soon as possible and reflect the following:

- A. The establishment of onsite contact with employers and employee representatives and notification to the state and required partners;
- B. The provision of information to the affected worker group, including but not limited to, information on unemployment compensation benefits and programs, health care, assistance provided through the Department of Human Services and other resources to meet basic needs, as well as comprehensive information on accessing available employment and training activities through WorkSource Rogue Valley and applicable partners, including but not limited to information on the TAA program, Pell Grants, etc.;

- C. Assistance in establishing a 'labor-management committee,' voluntarily agreed upon by labor and management, with the goal of creating and implementing a strategy for assessing the employment and training needs of dislocated workers and coordinating services to meet such needs;
- D. The provision of emergency assistance, necessary resources and reemployment services tailored to a particular closure, layoff, or disaster; and
- E. The provision of assistance to the local community in developing a coordinated response, inclusive of access to the state's economic development assistance.

Rapid Response services must be proactively focused on business engagement, incorporate data-driven decision making, and whenever possible, result in averting layoffs or minimizing their impact. When a significant layoff or closure occurs that impacts more than 50 workers, the Rogue Workforce Partnership may develop an application for a national dislocated worker grant, depending on direction from the State as well as based on the expenditure rate of dislocated worker funding locally. Other strategies that may be employed to address Rapid Response events include the following:

- **Layoff Aversion**

Layoff aversion strategies are intended to avert layoffs, or limit the time of dislocation from employment resulting from a layoff. As defined in TEG 19-16, layoff aversion is a comprehensive approach requiring the integration of data, relationships, partnerships, and procedures to allow an assessment of the economic situation that exists in a given area. Such an approach provides the development of a customized plan to intervene and manage transitions.

- **Additional Assistance**

As stated in WIOA 133(a)(2), the State may reserve up to 25% of allotted dislocated worker funds for rapid response activities. Depending on local dislocated worker funding available, the RWP has the ability to apply for additional assistance through the State for provision of career services and other support to assist an affected worker group.

Approved by: 
Rogue Workforce Partnership Chair

Date: 10-22-18