

RAPID RESPONSE

Rapid Response encompasses the strategies and activities necessary to plan for and respond to announcements of a business closure, layoff, or mass job dislocations due to natural or other disasters, and to deliver services to enable dislocated workers to transition to new employment as quickly as possible. The purpose of Rapid Response is to promote economic recovery by responding to layoffs and dislocations, minimizing the impact on workers, businesses, and communities.

Rapid Response activities include, but are not limited to:

- Informational and direct re-employment services for workers, information and support for filing Reemployment Assistance (RA) benefits, information on the impacts of layoff on health coverage and other benefits, information on and referral to career services, re-employment-focused workshops and services, and training;
- Delivery of solutions to address the needs of businesses to transition, provided across the business lifecycle (expansion and contraction), including comprehensive business engagement and layoff aversion strategies and activities designed to prevent or minimize the duration of unemployment;
- Convening, brokering, and facilitating the connections, networks and partners to ensure the ability to provide assistance to dislocated workers and their families such as home heating assistance, legal aid, and financial advice; and
- Strategic planning, data gathering, and analysis designed to anticipate, prepare for, and manage economic change.

Required Rapid Response activities include:

- Layoff aversion activities.
- Immediate contact with the employer, representatives of the affected workers, and the local community, including an assessment of and plans to address the:
 - Layoff plans and schedule of the employer;
 - Background and probable assistance needs of the affected workers;
 - Re-employment prospects for workers; and
 - Available resources to meet the short and long-term assistance needs of the affected workers.
 - Disseminate information to affected workers of a pending Rapid Response events through their employer or directly through DLR by mail, email, or social media and newspaper ads.
- The provision of information and access to RA benefits and programs, one-stop system services, employment and training activities, including information on the WIOA Title I Dislocated Worker program, Trade Adjustment Assistance (TAA), Pell Grants, the GI Bill, and other resources.
- The delivery of other necessary services and resources including workshops, classes and job fairs to support re-employment efforts for the affected workers.
- Developing and maintaining partnerships with other appropriate Federal, State and local agencies and officials, employer associations, industry business councils, labor organizations, and other public and private organizations, in order to:
 - Conduct strategic planning to develop strategies to address dislocation events and ensure timely access to a broad range of necessary services.
 - Determine if the lay off is considered a “significant lay-off” that heavily impacts the community
 - Conduct one on one, group or virtual Rapid Response information sessions
 - Develop mechanisms for gathering and exchanging information and data relating to potential dislocations, resources available, and the customization of layoff aversion or rapid response activities, to ensure the ability to provide rapid response services as quickly as possible.
- Delivery of services to worker groups for which a petition for Trade Adjustment Assistance (TAA) has been filed.

LAYOFF AVERSION

Layoff aversion strategies and activities prevent or minimize the duration of unemployment resulting from layoffs and may include, but are not limited to:

- Aiding employers in managing reductions in force, which may include early identification of firms at risk of layoff, assessment of the needs of and options for at-risk firms, and the delivery of services to address those needs.
- Ongoing engagement, partnership, and relationship-building activities with businesses in the community to create an environment for successful layoff aversion efforts and to enable the provision of assistance to dislocated workers in obtaining new employment as soon as possible.
- Establishing linkages with economic development entities including local business retention and expansion activities.
- Connecting businesses and workers to short-term, on-the-job, or customized training programs and apprenticeships before or after layoff to help facilitate employment.

REFERRAL TO WIOA

Enrollment into the WIOA Title I Dislocated Worker program can be determined in follow-up meetings between the worker and job service office staff to address individual needs, set employment goals, and review resources. If determined eligible and enrolled into the Title I Dislocated Worker program, services may include a combination of retraining or skills upgrade through a classroom setting or on-the-job. Support Services may be available to assist with participation in training, conducting job search, and items required for new employment.

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