



Innovative Workforce Solutions

Arizona Department of Economic Security
WIOA Title I-B – Rapid Response Technical Assistance

February 20, 2019

Rapid Response

Topics:

- RR Purpose and Successful RR System;
- When is Rapid Response Required?;
- Required and Allowable RR Activities;
- AJC Registration and Enrollment Requirements;
- RR/ Rapid Response Additional Assistance (RRAA) Enrollments;
- RR/ RRAA Services;
- Adding RR/ RRAA Services on the S & T plan in AJC; and
- Incumbent Worker Training Enrollments

RR Purpose

The purpose of RR is to promote economic recovery and vitality by developing, ongoing, comprehensive approaches to identifying, planning for, and responding to layoffs and dislocations, and preventing or minimizing their impacts on workers, businesses and communities.

Successful RR System

- Informational and direct reemployment services for workers;
- Delivery of solutions to address the needs of businesses in transition, provided across the life cycle (*expansion and contraction*) including *comprehensive business and engagement and layoff aversion*;
- Convening, brokering, and facilitating connections, networks, and partners to ensure the ability to provide assistance to dislocated workers and their families; and
- Strategic planning, data gathering, and analysis designed to anticipate, prepare for, and manage economic change.

When is RR Required?

RR must be provided when one or more of the following circumstances occur:

1. Announcement or notification of a permanent closure of a facility, store, or plant, regardless of the number of affected workers;
2. Announcement or notification of a mass layoff; or
3. Mass dislocation resulting from a natural or other disaster; or the filing of a Trade Adjustment Assistance Program (TAA) petition.

Required RR Activities Part I

Layoff Aversion-

- Layoff aversion strategies are designed to prevent, or minimize the duration of unemployment resulting from layoffs.
- Under WIOA, Layoff Aversion is now required. This is the most significant RR change from WIA.
- Layoff aversion is a comprehensive approach requiring the integration of data, relationships, partnerships, policies and procedures to allow an assessment of the economic situation that exists within the given area.
- LWDA's have the flexibility to determine which strategies and activities are applicable, based on specific needs of companies and workers, and the particular characteristics of each event, while ensuring valuable services and WIOA requirements are met.

Required RR Activities Part II

- A. Layoff Aversion solutions include but are not limited to:
1. Ongoing engagement, partnership, and relationship-building activities with businesses in the community, in order to create an environment for successful layoff aversion efforts and to enable the provision of assistance to dislocated workers in obtaining reemployment as soon as possible;
 2. Providing assistance to employers in managing reductions in force, which may include early identification of firms at risk of layoffs, assessment of the needs of and options for at-risk firms, and the delivery of services to address these needs;
 3. Funding feasibility studies to determine if a company's operations may be sustained through a buyout or other means to avoid or minimize layoffs;

Required RR Activities Part III

4. Developing, funding, and managing incumbent worker training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity;
5. Connecting companies to Shared Work or other programs designed to prevent layoffs or to quickly reemploy dislocated workers, employer loan programs for employee skill upgrading; and other Federal, state and local resources as necessary to address other business needs;
6. Establishing linkages with economic development activities at the Federal, State and local levels, including Federal Department of Commerce programs and available State and local business retention and expansion activities;

Required RR Activities Part IV

7. Conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer;
8. Engaging in proactive measures to identify opportunities for potential economic transition and training needs in growing industry sectors or expanding businesses; and
9. Connecting businesses and workers to short-term, on-the-job, or customized training programs and apprenticeships before or after layoff to help facilitate rapid reemployment.

Required RR Activities Part V

B. Additional RR Required Activities

1. Immediate On-site contact with the employer, affected workers or their representatives; and the local community to address:
 - a. The employer's layoff plan and schedule;
 - b. The background, probable assistance needs, and reemployment prospects of the affected workers;
 - c. The resources available to meet the short and long-term assistance needs of the affected workers.

Required RR Activities Part VI

2. The provision of information and access to unemployment compensation benefits and programs, such as Short-Time Compensation, comprehensive ARIZONA@WORK services, and employment and training activities, including information on the TAA program, Pell Grants, the GI Bill, and other resources;
3. The delivery of other necessary services and resources including workshops and classes, use of worker transition centers, and job fairs, to support reemployment efforts for affected workers;

Required RR Activities Part VII

4. Establishing partnerships with LWDBs and Chief Elected Officials to ensure coordinated responses to dislocation events and, as needed, obtain access to state or local economic development assistance. The coordinated response may include the development of an application for a National Dislocated Worker grant as provided in 20 CFR part 687;
5. The provision of emergency assistance adapted to a particular layoff, disaster, or other emergency situation;
6. Developing systems and processes for identifying and gathering information for early warning of potential layoffs or opportunities for layoff aversion; analyzing, and acting upon, data and information on dislocations and other economic activity in the state, region, or local area, as appropriate; and tracking outcome and performance data and information related to the activities of the Rapid Response program;

Required RR Activities Part VIII

7. Developing and maintaining partnerships with other appropriate Federal, State and local agencies and officials, employer associations, technical councils, industry business councils, labor organizations, and other public and private organizations, as applicable. These partnerships must conduct strategic planning activities for addressing dislocation events and ensuring timely access to a broad range of assistance. They must also develop mechanisms for gathering and exchanging information and data relating to potential dislocations, available resources, and the customization of layoff aversion or Rapid Response activities;
8. Delivery of services to worker groups for which a petition for TAA has been filed;

Required RR Activities Part IX

9. The provision of RR additional assistance to local areas that experience disasters, mass layoffs, or other dislocation events that exceed the capacity of the local area to respond with existing resources; and
10. The provision of guidance and financial assistance as appropriate, when establishing a labor-management committee if voluntarily agreed to by the employee's bargaining representative and management.

Other Allowable RR Activities

WIOA allows for significant flexibility with regard to use of RR Funds.

LWDAs provide guidance and/ or financial assistance to establish community transition teams to assist the impacted community in organizing support for dislocated workers, and in meeting the basic needs of their families. Such assistance may include, but is not limited to providing heat, shelter, food, clothing and services that are beyond the resources and ability of the ARIZONA@WORK Job Center network to provide.

Rapid Response Additional Assistance

WIOA allows states to reserve up to 25 percent dislocated worker funds for Rapid Response activities. Once the state has reserved adequate funds for Rapid Response activities, any other remaining funds may be provided to the LWDA that experience increases in unemployment due to natural disasters, layoffs or other events, for the provision of direct career services to participants if there is not adequate local funds available to assist dislocated workers.

Rapid Response Additional Assistance

Arizona reserves only 10 percent of its Dislocated Worker allocation for Rapid Response activities. Out of this 10 percent, 90 percent is allocated to LWDA's as part of the annual allocation cycle and the remainder 10 percent is retained at the State level.

If a LWDA is in need of funds, in excess of its allocation under Rapid response, they would need to submit a request to DES, with specific project details related to this request.

RR Requirements for Joblink

- All RR/ RRAA allowable services are included in the AJC Service Dictionary.
- The RR/ RRAA services provided to the employer must be entered into the JobLink side of AJC.
- The following services must be added to Joblink when the services are provided to employers:
 1. Rapid Response Assessment/ Plan (Required for all RR events);
 2. Layoff Aversion; and
 3. Incumbent Worker Training.

Adding RR Services for the Employer in AJC

After logging into AJC and selecting the employer:

Employer Account Information	1120 S Swan Rd Tucson, Arizona 85711
Account Type	N/A
User Status	Active
Verified By	Wallin Gustin (WGustinADM)
Verified On	2016-11-20
NAICS	62 Health Care and Social Assistance
Contact Tracking	13

Adding RR Services for the Employer in AJC

Contact Details

Add new Contact Details below.

* Indicates a required field

* Contact Date:

Re-Contact Date:

* Reason For A Visit By Staff:

* Type of Contact:

* Purpose (2000 character max.)

ABC [Check spelling](#)

* Result (2000 character max.)

ABC [Check spelling](#)

* Reason For A Visit By Staff

* Type of Contact

- 14 Day Follow-Up
- Assistance in completing i-9 paperwork
- Available One Stop Services
- Available Training Services
- Conduct background checks
- Conduct pre-employment testing
- Customized Labor Market Information
- Customized Training
- General Marketing Information
- Housing Inspection
- Incumbent Worker Training
- Incumbent Worker Training Services
- Industry awareness campaigns
- Job & task analysis services, absenteeism analysis
- Job Fairs
- Job Order Activities
- Job Seeker Outreach Activities
- Joint partnership w/ schools & other educ programs
- Layoff Aversion
- Linkages to Community Resources
- Obtain information on industry trends
- Outreach to targeted groups
- Participate in community based strategic planning
- Partnerships to identify and address WF challenges
- Pre-screening and pre-employment interviews
- Programs to address LEP and vocational training
- Provide info for corporate econ dev planning
- Provide space at AJC for employers' use
- Rapid Response Assessment/Plan
- Rapid Response Assistance



AJC Registration and Enrollment Requirements for Jobseekers who receive RR/ RR Additional Assistance Services

- All affected workers who receive RR services must be registered in AJC, and enrolled in the RR or RRAA.
- All RR/RRAA services provided to RR/RRAA participants must be added to S & T plan under the RR or RRAA.
- When a individual requires services beyond RR/RRAA services, the individual must be referred to the ARIZONA@WORK Job Center for enrollment in Employment Service, or the WIOA Title I-B Adult, Dislocated Worker or Youth Programs.

Enrollment in RR or RR Additional Assistance

Select *Demographic Information* on the *Universal* or *Case Details* page, under the *Dislocated Worker Status* select one of the 4 following questions.

- My employer laid me off or provided notice of layoff because of a permanent closing or major layoff.
- My employer made a general announcement that the business will close within 180 days.
- My employer made a general announcement that the business will close, but did not name a date.
- I was self-employed, but am now unemployed because of the economy or a natural disaster in my community

This will open the hyperlinks for the Rapid Response and Rapid Response Additional Assistance programs.

[Rapid Response](#)

[Rapid Response Additional Assistance](#)

RR and RRAA and Reporting Requirements

RR/RRAA services include:

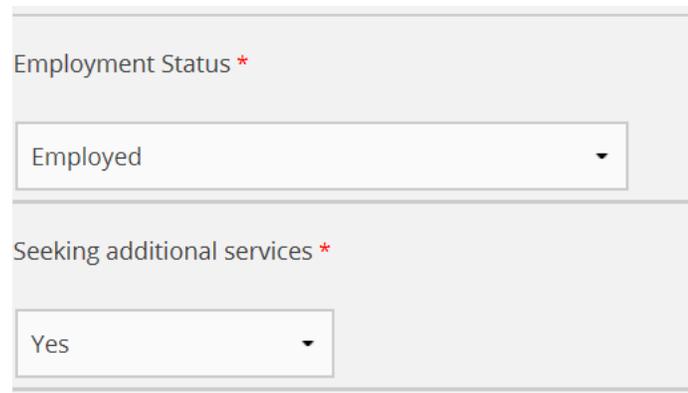
1. Outreach, Intake, and Orientation;
2. Basic Career Services/ Informational-Only Services;
3. Incumbent Worker Training; and
4. Referrals to services/ partners.

Services determined allowable to be provided under for RR/RRAA enrollments for affected workers do not trigger participation based on their category of service.

Individuals who receive RR/RRAA services are considered “Reportable” and are included in performance reports submitted to USDOL. However, if the individual only receives RR/RRAA services the individual will not be included in the performance calculations for the WIOA Title I-B Adult, Dislocated Worker, or Youth Programs.

Enrollment in Incumbent Worker Training Part I

1. After logging into AJC, and creating the jobseeker logon or updating an existing jobseeker from the *Universal* page, select “Demographics”.
2. Under *Employment Status*, select “employed” as the Employment Status. Then, answer “Yes” to the “Seeking additional services” question.



Employment Status *

Employed

Seeking additional services *

Yes

Enrollment in Incumbent Worker Training Part II

3. A hyperlink is created for Incumbent Worker Training under the WIOA Enrollments

Incumbent Worker - DW

Incumbent Worker - Adult

4. At this point staff will select the hyperlink that will fund the incumbent worker training.

Questions





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