



Workforce Innovation and Opportunity Act Policy Workforce Snohomish

Rapid Response under Workforce Innovation and Opportunity Act (WIOA)

Policy Number: 1020

Effective Date: July 1, 2015

A. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) requires states to implement statewide Rapid Response activities to assist employers and impacted workers as quickly as possible following the announcement of a permanent closure, mass layoff, or natural or other disaster resulting in a mass job dislocation.

Rapid Response assistance will build and strengthen labor-management cooperation with the coherent dislocated worker strategy for Snohomish County's workers and businesses. This policy supports the Workforce Innovation and Opportunity Act for Rapid Response required activities and related federal regulations for WIOA.

B. POLICY

WIOA (Public Law 113-128, Sec. 101(51)) requires Rapid Response activities for mass layoffs, plant closures, disasters, trade events, or other dislocation events which substantially increase the number of dislocated workers.

Workforce Snohomish will coordinate Rapid Response services to workers and employers in a timely fashion that is tailored to the unique circumstances of each dislocation event. The policy also ensures that required information is provided to dislocated workers during Rapid Response layoff orientations.

Rapid Response services will be provided to workers and employers prior to dislocation events if possible or immediately following notification of the dislocation event provided that such actions would not adversely impact any ongoing collective bargaining negotiations related to the dislocation event. Local Rapid Response teams must consult with appropriate labor representatives when WIOA programs will serve union members.

Activities include:

- A. Establishing and maintaining a local Rapid Response team. Members of the team may include representatives from Workforce Snohomish, UI Claims Centers, WorkSource, labor organization's and/or Washington State Labor Council (when the workforce is union represented), community and technical colleges, and other stakeholders and interested parties.
- B. Identifying a Rapid Response contact to coordinate with the State Rapid Response Unit. A Rapid Response contact may be a Workforce Snohomish administrative staff or designated local Rapid Response team member.
- C. Planning assistance for dislocation events. Where feasible, Rapid Response assistance should be conducted on-site. Local Rapid Response teams, in conjunction with Workforce Snohomish provide Rapid Response activities.

Rapid Response assistance generally includes the following activities:

- 1. Consulting with the State Rapid Response Unit, state and local economic development organizations, and other entities to avert potential layoffs.
- 2. Determining proposed layoff schedule and what employer plans are to assist the dislocated workers, including the status of any collective bargaining negotiations affecting layoff benefits.
- 3. Ascertaining and providing with information related to severance, separation pay, retirement incentives and voluntary layoffs, so the Unemployment Insurance (UI) Division review and determine UI eligibility.
- 4. Coordinating the delivery of Rapid Response layoff orientations for affected workers and required topics for Rapid Response layoff orientations are described in Attachment A. Local Rapid Response contacts will arrange for participation by local service providers in these sessions.
- 5. Assessing the needs of the impacted workers as quickly as possible through the use of surveys. A survey is an important tool to determine an affected worker's skills and education and identifying potential assistance needs. Additionally, DOL requires survey results for National Dislocated Worker Grant (NDWG) applications.

6. Maintaining an inventory of available workforce resources for on-site meetings to address the short and long term assistance needs of the impacted workers.
7. Determining the need for and promoting a voluntary labor management committee or a workforce transition committee comprised of representatives of the employer, affected workers or their representatives, and other community entities as necessary. The committee would assist in planning and overseeing an event-specific strategy that supports the reemployment of affected workers.
8. Determining the need for peer worker outreach to connect dislocated workers with services in conjunction with the labor management committee or its equivalent.
9. Consulting and coordinating with appropriate labor representatives when planning Rapid Response activities for those impacted workers covered by a collective bargaining agreement.
10. Ensuring procedures are in place for the timely access and referral to WorkSource Programs, services and information offered by WIOA, UI, TAA, Wagner-Peyser and other programs.

When Rapid Response activities are near completion, the Workforce Snohomish Rapid Response coordinator will notify and coordinate with the appropriate one-stop operator(s). This enables local sites to assume responsibility for service delivery to those dislocated by layoffs or closures who are interested in accessing career services, training services, supportive services, and other relevant services.

Reference:

[Washington State Employment System Administration and Policy #5603](#)

Supersedes:

Rapid Response #08-12

Attachments:

[Attachment A – Rapid Response Layoff Orientation Required Topics](#)

Attachment A - Rapid Response Layoff Event/Orientation Required Topics

Rapid response layoff orientations are informational sessions for impacted employees where they can learn about one-stop services and resources available to them. These orientations are conducted by local rapid response teams and are generally held at the employment site prior to a layoff. In order to ensure that consistent information is provided to impacted workers, the following information, at a minimum, must be provided at rapid response layoff orientations:

- Unemployment Insurance
- Training Benefits program
- Commissioner Approved Training
- WorkSource labor exchange services
- WIOA Title I Dislocated Worker services
- Community and technical college resources
- Local WorkSource partner contact names and phone numbers