

The Power of Rapid Response: Locally Driven, Locally Felt

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Agenda



- What is Rapid Response:
 - Business AND Worker Focused
 - Rapid Response
 - Best Practices in Rapid Response
 - Local Examples
 - WARN



**Rapid Response at
manufacturing plant
Recognize anyone?**

What is Rapid Response?



A solution for economic transition and business engagement

- Proactive, business-focused, flexible strategy designed to respond to layoffs and plant closing by quickly coordinating services to provide immediate aid to companies and affected workers at the work site
- Locally Driven and coordinated by local Workforce Development Boards

For more information, see [DOLETA Rapid Response Services for Workers](#)

TEGL 19-16, pages 24-29 https://wdr.doleta.gov/directives/attach/TEGL/TEGL_19-16.pdf

Rapid Response serves...



Businesses

- Layoff Aversion:
 - Rapid Response is designed to help growing companies access the resources they need to continue to be successful, including helping to meet existing and future talent needs.
 - Goal is to save the Business – can the system help the business remain viable?
 - Other business support services available through WorkSource
- Recruitment and Retention:
 - Targeted Job Fairs
 - On-the-Job Training

Rapid Response serves...



Businesses

- Education about employment law:
 - WARN requirements
 - TAA, etc.
- Layoff Assistance:
 - Custom layoff response events
 - Rumor control
 - Coordination with Labor when needed

Rapid Response serves...



Laid Off Workers

- Introduction to unemployment – addresses concerns about financial impact of layoff
- Connection with training opportunities, benefits and income support through WorkSource as well as community and technical college
- Veteran's Priority of Service
- Introduction to Trade Act (if applicable)
- Offers impacted workers a personal invitation to access workforce services to assist in the transition

Collaborate...



Coordinated team

- Local Workforce Development Board (LWDB) organizes and directs Rapid Response event(s) including the following presenters:
 - Unemployment Insurance
 - WorkSource and WIOA (Wagner Peyser, Dislocated Worker Program)
 - Community college
 - WA State Labor Council
 - WAHealthPlanFinder, DSHS, COBRA may also be represented

Best practices...



Provided by the areas

- Locally driven:
 - Local resources represented
 - Understanding of the community and their needs – Astria, JeldWen, K-Mart, Seneca. etc
- Equity and Access:
 - Meet workers in their terms regardless of locale, language or size.

Local Impact

- Sudden Closure of Astria Hospital – Jan. 2020
- On-Site Response
- Coordination with Labor
- Peer Worker
- Job Fair



Worker Adjustment and Retraining Notification



What is a WARN?

- The federal WARN Act offers protection to workers, their families and communities by requiring employers to provide 60-day notice of plant closings and layoffs. The notice allows workers and their families transition time to seek alternative jobs or enter training
- WARN allows the business time to connect with the local workforce system to offer services to impacted workers.
- Required when a business with 100+ full-time workers is laying off 50 or more people at a single site of employment. Most layoffs are “less than WARN” and depend on communication and awareness of the local business community
 - [ESDWAGOV - Worker Adjustment and Retraining Notification \(WARN\)](https://www.esdw.gov/worker-adjustment-and-retraining-notification-warn)

Worker Adjustment and Retraining Notification



What triggers a WARN?

- Plant closing
- Mass layoff
- Sale of business

For full details see [DOLETA Fact Sheet: The Worker Adjustment and Retraining Notification Act](#)

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