



RAPID RESPONSE OVERVIEW

RAPID RESPONSE PROGRAM

When a business closure or workforce reduction affects a community's employees, the Wisconsin Department of Workforce Development's (DWD) Rapid Response program stands ready to help. Local Rapid Response teams work with employers and employees to quickly coordinate services and provide timely assistance. Since every situation is different, Rapid Response services are flexible and tailored to best meet unique local needs. The Rapid Response program is federally funded by the Workforce Innovation & Opportunity Act (WIOA) and made available through the state's public workforce system. There is no cost to employers or employees who participate in the Rapid Response program.

Rapid Response helps employers successfully manage employee layoffs that are permanent in nature.

Rapid Response helps employees transition to new, suitable employment as quickly as possible.

RAPID RESPONSE FREQUENTLY ASKED QUESTIONS:

How does Rapid Response work?

DWD oversees the state's Rapid Response program, which is locally administered by the state's 11 local Rapid Response teams. Each of the state's Workforce Development Areas (WDA) is assigned a local team.

When a local team learns of layoffs happening at an employer in its WDA, it reaches out to that employer to learn more about the layoffs, including characteristics of the impacted employees and the layoff schedule. The team then develops a transition plan in coordination with employer and union representatives, if applicable.

The local team implements the plan by coordinating activities and services for impacted employees, working with the employer to communicate with impacted employees, and keeping appropriate employer representatives informed. The local team also brings in partners to provide services and activities that help the impacted employees prepare for their layoffs and transition into new employment.

How does the Rapid Response process typically start?

The process starts when DWD and/or the local team learns that an employer will be laying off at least 25 employees. This can happen in a variety of ways, including:

- ▶ An employer files a written notice with DWD about the layoffs pursuant to the federal Worker Adjustment Retraining Notification Act and/or the Wisconsin Business Closing & Mass Layoff law.
- ▶ An employer or union representative reaches out to DWD or its local team about employee layoffs.
- ▶ DWD or the local team learns about layoffs through a company press release, a news article, a media tip, calls from impacted employees, or job center traffic.



How do employers benefit from Rapid Response?

The Rapid Response program can help lower absenteeism in the time leading up to the separation, boost employee morale to help maintain work productivity, and reduce an employer's Unemployment Insurance costs as employees often become reemployed more quickly after separation with support from the Rapid Response program.

How do employees benefit from Rapid Response?

The Rapid Response program supports employees and their families during one of the most challenging times in their lives. The program gives impacted employees the opportunity to receive information and participate in activities that help them sort through their options, apply for benefits and programs that can support them during a period of unemployment, and help them find new employment.

What services does the Rapid Response program provide?

The level of services offered to an impacted employer and its workforce generally depends on the size of the layoff event and the amount of time leading up to the layoffs. Whenever a layoff event will impact at least 25 employees, the local team's goal is to, at minimum, provide employees with one or more information sessions covering Unemployment Insurance, the WIOA Dislocated Worker program, and Job Center resources.

For larger layoff events, services may also include:

- ▶ Workshops covering topics such as resume writing, interviewing, conducting a job search, budgeting, career planning, healthcare options, and more.
- ▶ Onsite registration for the WIOA Dislocated Worker Program.
- ▶ Access to labor market information.
- ▶ One or more job fairs specifically for the impacted employees.
- ▶ A transition center, which provides impacted employees with personalized transition assistance by appointment or during scheduled drop-in times (ideally, this would be at the employer's place of business or nearby).

What is the WIOA Dislocated Worker Program?

The WIOA Dislocated Worker Program is a federally funded program that provides reemployment assistance to laid-off employees who register and are found eligible. This program can provide training assistance to individuals who qualify.

When is Rapid Response most effective?

- ▶ DWD and/or the local team receive at least 60 days advance notice of the layoffs.
- ▶ The employer (and union, if applicable) are receptive to working with its local Rapid Response team.
- ▶ Rapid Response activities and services are delivered at the employer's place of business, on paid time, and prior to the layoffs occurring.

How do I connect with my local Rapid Response team?

Email WIOATitle1@dwd.wisconsin.gov or call (608) 405-4070.

ADDITIONAL RESOURCES

Employers and employees should visit:

<https://jobcenterofwisconsin.com/JobLoss>

More information, including informational videos on a variety of layoff-related topics are listed on the above webpage.

We understand that job loss is one of the most challenging times in people's lives. DWD and the public workforce system are here to help with next steps.

