

	POLICY P09: RAPID RESPONSE AND LAYOFF ASSISTANCE
	APPROVED: 10/17/2016 - NOW REVISION: APPROVED BOARD REVISION: 10/25/2019 INTERNAL REVIEW CONDUCTED: 6/30/2023
	<input type="checkbox"/> NEW <input checked="" type="checkbox"/> REVISED

Rapid Response exists to assist workers and businesses throughout the inevitable periods of economic transitions that will occur throughout the business cycle.

Rapid Response Goal: to prevent layoffs when possible, limit their impact on workers, should they occur, and help dislocated workers transition to new employment as quickly as possible. It is meant to be innovative, flexible, responsive, and timely.

- To implement the board's layoff aversion plan, a comprehensive approach requiring the integration of data, relationships, partnerships, and policies and procedures to allow an assessment of the economic situation that exists within the *Northwest Oregon Works* area.
- To provide a Rapid Response system that is proactive, data-driven, engaged with businesses, and focused on preventing layoffs or minimizing their negative impacts.
- To provide employers and dislocated workers Rapid Response Services in alignment with the Quality Rapid Response Principles.
- To build proactive rapid response partnerships working together to lessen the impact of layoffs
- To work toward fewer people filing for UI benefits and claimants filing for fewer weeks.
- To facilitate solutions by meeting customer needs through relationships with service providers, other government agencies, and other public and private entities.

WIOA, the Workforce Innovation and Opportunity Act and the state requires Rapid Response Infrastructure and Protocols in place to meet Rapid Response and Layoff Aversion goals. Oregon has designated local workforce development boards to have Rapid Response Infrastructure and Protocols in place to build a local Rapid Response and Layoff Aversion system, deliver Rapid Response services and to designate board staff to be the Dislocated Worker Liaison. In turn, the Northwest Oregon Works DW Liaison leads the implementation of the infrastructure and protocols.

The Northwest Oregon Works Rapid Response Infrastructure is made up of two teams serving the five counties of the Northwest Oregon Workforce area. The Northern Region consists of Tillamook, Clatsop and Columbia Counties; the Southern Region consists of Lincoln and Benton Counties. Each area team is represented by a Rapid Response Coordinator and/or designated representative responsible for coordinating the Rapid Response activities when directed by the dislocated worker liaison.

Northwest Oregon Works Rapid Response Services:

1. Are guided by WIOA, the Higher Education Coordinating Commission (HECC) Office of Workforce Investments (OWI), the Oregon Dislocated Worker Unit (DWU) policies and guidance, and Northwest Oregon Works policies.
2. Follow the

- Northwest Oregon Works Rapid Response Roles and Responsibilities (Attachment A)
 - Northwest Oregon Works Rapid Response Process (Attachment B)
 - Northwest Oregon Works Layoff Aversion Strategies (Attachment C)
 - WIOA and State guidance (<https://www.oregon.gov/highered/institutions-programs/workforce/Pages/dislocated-worker-partner-resources.aspx>)
3. The Rapid Response Team connects with partners who work daily with local employers and who are aware of when employers are struggling and need layoff aversion resources such as: adapting to a changing economy, staying in business and/or retaining employees. Local partners consist of the five-county Economic Development Directors and Coordinators of the Small Business Development Centers. Relationships are being developed continually with business leaders from local community groups such as Rotary Club and Chambers of Commerce in all five counties. State partners include Business Oregon and State Regional Solutions members.
 4. Builds relationships and has the materials ready before they are needed for the Rapid Response Information Sessions. Materials to address layoff aversion and Rapid Response are kept and maintained by Rapid Response Coordinators who are housed in our Work Source Centers. Frontline Staff in the Centers are trained and hand out materials as appropriate.

Attachments:

- A - Rapid Response Roles and Responsibilities
- B - Rapid Response Process
- C - Layoff Aversion Strategy
- D –Rapid Response Flow Chart
- E - Rapid Response Initial Contact Sheet
- F - Rapid Response Employer Contact Sheet
- G - Rapid Response Worker Survey

References:

- WIOA Secs. 133(a)(2) and 134(a)(2)(A)
- TEGL 19-16 (sections 18 and 20)
- HECC/OWI - Rapid Response – Doing the Job Revised and Rapid Response Framework Revised
- Oregon Dislocated Worker Unit Resources <https://www.oregon.gov/highered/institutions-programs/workforce/Pages/dislocated-worker-partner-resources.aspx>