

# **MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY**

## **State Policy Number 21**

### **RAPID RESPONSE - LAYOFF AVERSION POLICY AND PROCEDURES**

#### **Workforce Innovation and Opportunity Act (WIOA)**

#### **I. SCOPE AND PURPOSE**

This policy sets forth the procedures and requirements for providing Layoff Aversion activities. This policy applies to Local Workforce Development Area (LWDA), and other entities that receive Rapid Response funds by the allocation, pass-through, and subgrant award methods unless otherwise instructed by the Office of Grant Management (OGM).

Each LWDA must develop a Layoff Aversion activity plan that incorporates Mississippi Department of Employment Security (MDES) State Policy Number 21 and meets the minimum federal and state requirements described in Section II, herein.

#### **II. PROCEDURES**

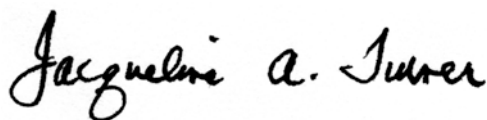
- A.** The Rapid Response unit must work in conjunction with local workforce development boards, chief elected officials, and other stakeholders.
- B.** State and local Rapid Response programs have the discretion to determine which strategies and activities are applicable in given situations, based upon specific needs, policies, and procedures within the State or Local area.
- C.** Layoff Aversion includes the strategies and activities that are designed to prevent, or minimize the duration of, unemployment. The US Department of Labor Employment and Training Administration encourages state and local Rapid Response operators to design innovative solutions, including those described below, for both businesses and workers in transition. Layoff Aversion may include a wide array of possible strategies or activities, including but 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 minimize layoffs;
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: Short-time compensation or other programs designed to prevent layoffs or to reemploy dislocated workers quickly, available under Unemployment Insurance programs; Employer loan programs for employee skill upgrading; and other Federal, State and local resources as necessary to address other business, needs that cannot be funded with resources provided under this title;
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;
7. Partnering or contracting with business-focused organization to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered;
8. 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;
9. Engaging in proactive measures to identify opportunities for potential economic transition and training needs in growing industry sectors or expanding businesses; and
10. Connecting businesses and workers to short-term, on-the-job, or customized training programs and registered apprenticeships before or after layoff to help facilitate rapid reemployment.

- D. For more information on allowable layoff aversion strategies and activities, see Training and Employment Notice (Code of Federal Regulation) title 20, *Employment and Training Administration, Department of Labor*.

### III. APPROVAL



---

Jacqueline A. Turner  
Executive Director