

MISSISSIPPI DEPARTMENT of EMPLOYMENT SECURITY

State Policy Number 22

RAPID RESPONSE POLICY AND PROCEDURES

Workforce Innovation and Opportunity Act (WIOA)

I. SCOPE AND PURPOSE

This policy sets forth the procedures and requirements for providing Rapid Response activities and services to employers and workers who have been affected by layoffs, plant closures, down-sizing, or natural disasters. Under the Workforce Innovation and Opportunity Act (WIOA), Rapid Response activities are carried out in local workforce development areas by the State working in conjunction with the local boards and the chief elected officials for the local areas.

The purpose of Rapid Response is to promote economic recovery and vitality by developing an ongoing, comprehensive approach to identifying, planning for, or responding to layoffs and dislocations; in addition to preventing or minimizing their impacts on workers, businesses, and communities.

II. PROCEDURES

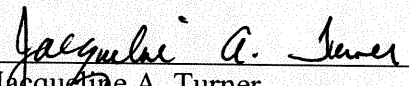
- A. Rapid Response activities and services, which encompass strategies necessary to plan for and respond to the needs of employers and affected workers, must be delivered as quickly as possible when one or more of the following circumstances occur:
 - i. Announcement or notification of a permanent closure, regardless of the number of workers affected;
 - ii. Announcement or notification of a permanent closure, regardless of whether a Worker Adjustment and Retraining Notification (WARN) Act notice has been filed;
 - iii. A mass job dislocation resulting from a natural or other disaster; or
 - iv. The filing of a Trade Adjustment Assistance (TAA) petition.
- B. Rapid Response services and activities will be delivered to any employer that faces a layoff of workers regardless of the size of the employer or the number of workers affected.
- C. The State Rapid Response Coordinator (RRC) will contact affected employers and employee representatives within 48 hours of receiving a WARN or Non-

WARN notification to collect pertinent information and to schedule a planning meeting at the earliest convenient date either on-site or electronically via phone, teleconference, or email.

- D. During the initial contact, the State RRC will collect additional required information, assess the needs of the employer and affected workers, provide a list of topics to be covered during an event including employment and training activities, provide an "Action Items" list, and schedule a Rapid Response event for the affected employees.
- E. The State RRC will coordinate with the local workforce development area, community college, WIN Job Center, and other partners as needed to participate in Rapid Response events to explain available services and programs to ensure the best available information is provided to the affected workers.
- F. The State RRC or appointed representative will facilitate all Rapid Response events.

III. EFFECTIVE DATE

This policy shall be effective December 1, 2019, and shall remain in effect until modification or rescission.



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