

Rapid Response Policy

1. The West Piedmont Workforce Development Board will coordinate workforce development activities carried out in the Local Area with statewide rapid response activities as outlined in the Workforce Innovation and Opportunity Act Section 134(a)(2)(A).
2. The Commonwealth of Virginia has a goal in its Statewide Integrated Plan *to increase the focus on businesses and jobseekers as customers of the system.*
 - a. One strategy provided to accomplish this State goal is to *create regional business service units working with business, as well as Rapid Response teams, to engage jobseekers early and to identify skills for other business partners.*
 - b. Rapid Response is designed to shorten or eliminate time between employment opportunities for an individual, reducing or eliminating the time an individual would receive Unemployment Insurance benefits.
3. In West Piedmont Workforce Development Board, a Rapid Response Team comprised of State and Local Area stakeholders, offers services to small organizations and large companies alike.
4. **The Rapid Response Team is a collaborative group involving locally defined partnerships with staff from:**
 - a. Department of Labor, Licensing and Regulations;
 - b. West Piedmont Workforce Innovation and Opportunity Act Title I Dislocated Worker Program;
 - c. Virginia Employment Commission Team;
 - d. West Piedmont Workforce Development Board Business Services Team; and
 - e. Division of Unemployment Insurance.
5. The Dislocation Service Unit staff disseminate essential information to individuals:
 - a. How to file for Unemployment Insurance;
 - b. What to expect from Unemployment Insurance; and,
 - c. Local resources available for individuals seeking reemployment.
6. The West Piedmont Rapid Response Team will work with both Worker Adjustment and Retraining Notification (WARN) and non-WARN businesses and employees to quickly maximize public and private resources that will minimize the disruptions on companies, affected workers, and communities associated with job loss.
7. Generally, the West Piedmont Rapid Response Team will provide customized services onsite at an affected company accommodate work schedules, and assist companies and workers through the challenging transitions associated with job loss.

8. All Rapid Responses, irrespective of the size of the dislocation event and whether it is a WARN or non-WARN situation, will involve:
 - a. An initial business consultation, which is employer-focused; and,
 - b. An information session, which is employee focused.
9. The Department of Labor, Licensing and Regulation works collaboratively with West Piedmont's Local Workforce Area OneStop, the Division of Unemployment Insurance, and other relevant stakeholders to ensure effective, customer-centric Rapid Response provision.

Approval Signature:

Revision Date: October, 2019