



Michigan Department of Energy, Labor & Economic Growth
201 N. Washington Sq., 3rd Floor, Lansing, Michigan 48913

Workforce Investment Act (WIA) Services for Workers Affected by Plant Closures or Mass Layoffs

The Workforce Investment Act (WIA) provides for a local service delivery system, which in Michigan is administered by a network of 25 Michigan Works! agencies. Michigan Works! operates more than 100 service centers throughout the State and provides a comprehensive array of re-employment services tailored to the needs of the individual.

The service strategy of the dislocated worker program is to facilitate readjustment to a job loss by providing services that will assist workers with their transition back into the workforce. The program provides rapid response, pre-layoff activities, and linkages to Michigan Works! Service Centers and the Michigan Unemployment Insurance Agency. These services are available to workers who have lost their jobs as a result of a mass layoff, permanent business closing, or a natural or other disaster that resulted in mass job losses.

The Michigan Department of Energy, Labor & Economic Growth (DELEG) Rapid Response Section has overseen Michigan's dislocated worker program since 1986. Under WIA, the Rapid Response Section, acting as the State's Dislocated Worker Unit, is assigned specific responsibilities, including acting as the official State recipient for Worker Adjustment and Retraining Notification (WARN) Act notices and directing the efforts of the Rapid Response Team in responding to plant closures and mass layoffs.

Major activities and services under the Workforce Investment Act include:

Rapid Response: This is the primary responsibility of the Rapid Response Section. When notification of a plant closing or mass layoff is received, the Rapid Response Section responds with an on-site meeting to assist workers facing a job loss. The following services are provided to employers and affected workers:

- Engaging in on-site contact with the employer, worker representatives, union representatives(s) (if applicable), local Michigan Works! service providers, the Michigan Unemployment Insurance Agency, Human Resource Development, Inc.'s Peer-to-Peer Program and others as deemed necessary to assess the company's layoff plans; determine the potential for averting the layoffs; and gather background information on the affected workforce to determine training and other needs of the workforce to facilitate rapid re-employment;
- Providing information on unemployment insurance benefits, Michigan Works! Service Centers, and employment and training opportunities;
- Providing technical and financial support for establishing a Joint Adjustment (labor-management) Committee;

- Providing emergency assistance to serve the affected workers at a particular site, including state and federal funds; and
- Assisting the local Michigan Works! agency and chief elected official in developing a coordinated response to the dislocation event.

Re-employment Services: This is the primary responsibility of the local Michigan Works! agencies which oversee the delivery of re-employment services. These services are designed to prepare participants for re-entry into the job market and are categorized as follow:

- **Core services:** Core services are available to all adult job seekers and may include, but are not limited to, labor market information, access to the Michigan Talent Bank, job search and placement assistance.
- **Intensive services:** These services are designed for dislocated workers who have been unable to obtain employment through core services and have been determined to be in need of more individualized, mediated services. Intensive services may include, but are not limited to, comprehensive skill level assessments, individual counseling, development of an individual employment plan, and career planning.
- **Training:** Training in specific, demand occupations may be available to dislocated workers that have not been able to find employment through intensive services. Training services may include remedial, short-term classroom training, on-the-job training, and customized training. Individuals may be eligible for training under the No Worker Left Behind initiative, also funded by WIA.

The Rapid Response Section's mission is to provide information, support, and resources to dislocated workers that will enable them to make a successful transition back into the workforce as quickly as possible and to assist employers with layoff aversion by making appropriate referrals to State resources.

For further information on dislocated worker service, including Rapid Response, contact:

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