

## Workforce Innovation and Opportunity Act (WIOA) Services for Workers Affected by Plant Closures or Mass Layoffs

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The Workforce Innovation and Opportunity Act (WIOA) provides for a local service delivery system, which in Michigan is administered by a network of local Michigan Works! Agencies (MWAs). 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 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.

Major activities and services under the Workforce Investment Act include:

**Rapid Response:** When notification of a plant closing or mass layoff is received, a WIOA Coordinator from the Michigan Department of Labor and Economic Opportunity - Workforce Development (LEO-WD) will assist MWAs and chief elected officials in developing a coordinated response to the dislocation event and coordinate 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, 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
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**Re-employment Services:** Michigan Works! Agencies throughout the state oversee the delivery of re-employment services. These services are designed to prepare participants for re-entry into the workforce and are categorized as follow:

- **Basic Career Services:** Basic career services are available to all dislocated workers and may include: Program information and basic assessment, general information, individual job development, advanced job club, advanced screened referrals, group activities, job search.
- **Individualized Career Services:** Individualized career 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 services. Individualized career services may include: Comprehensive specialized assessment, individual employment planning, counseling, short-term pre-vocational skills, case management, literacy activity, out of area job search, relocation assistance, internship and work experience.
- **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: Occupational skills training, On-the-Job training, workplace training with related instruction, registered apprenticeship, incumbent worker training, pre-apprenticeship training, skill upgrading and retraining, entrepreneurial training, transitional jobs, adult education and literacy training provided in combination with any other training services.

The WDASOM is available to provide information, support, and resources to dislocated workers that will assist them in making 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 services, including Rapid Response, contact:

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