



Rapid Response Roundtable

Illinois Department of Commerce and
Economic Opportunity

Dr. Kelly Lapetino

October 23, 2024

Panel Discussion I: Building and Sustaining a Collaborative Team - Service Integration

Agenda



Worker Adjustment and Retraining
Notification (WARN) Act



Rapid Response Services



Collaboration

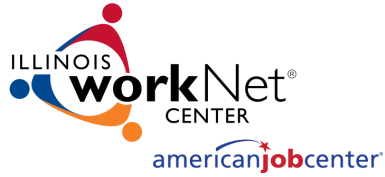


What is the WARN Act?

The Worker Adjustment and Retraining Notification (WARN) Act is a federal and state law requiring employers to provide workers 60 days' advance notice before location closers or mass layoffs.

It is designed to protect workers, their families, and communities by requiring employers to provide advance notice of significant layoffs or plant closures.

[20 CFR Part 639](#)



Key Differences Between the Federal and Illinois WARN Act

Aspect	Federal WARN Act	Illinois WARN Act
Employer Coverage	Applies to employers with 100 or more full-time employees.	Applies to employers with 75 or more full-time employees.
Notice Period	60 days' advance written notice.	
Mass Layoff Definition	Affects at least 50 employees at a single site of employment.	Affects at least 33% of the workforce and at least 25 employees , or 250 or more employees regardless of the percentage.
Plant Closing Definition	Permanent or temporary shutdown affecting 50 or more employees at a single site.	
Employee Threshold	100 employees (excluding part-time).	
Reduction in Hours	Not specifically covered.	Reduction of work hours by more than 50% during each month of any 6-month period for 33% of the workforce or 25 employees , whichever is greater.
Notification	Affected employees, state dislocated worker unit, and local government.	
Penalties for Non-Compliance	Back pay and benefits for up to 60 days ; potential civil penalties.	Back pay and benefits for up to 60 days ; potential civil penalties and attorney fees.

The [Illinois Department of Labor \(DOL\)](#) enforces the WARN Act, ensuring compliance, and investigating violations when necessary.

WARN Layoff Reporting

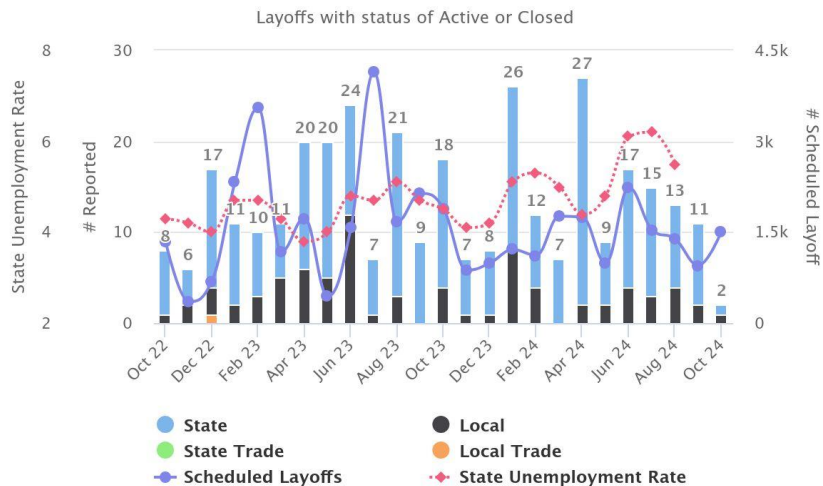
The Illinois Employment Business System (IEBS) is the system of record for **State** and **Local** layoff activity.

Data-informed decisions and continuous improvement.

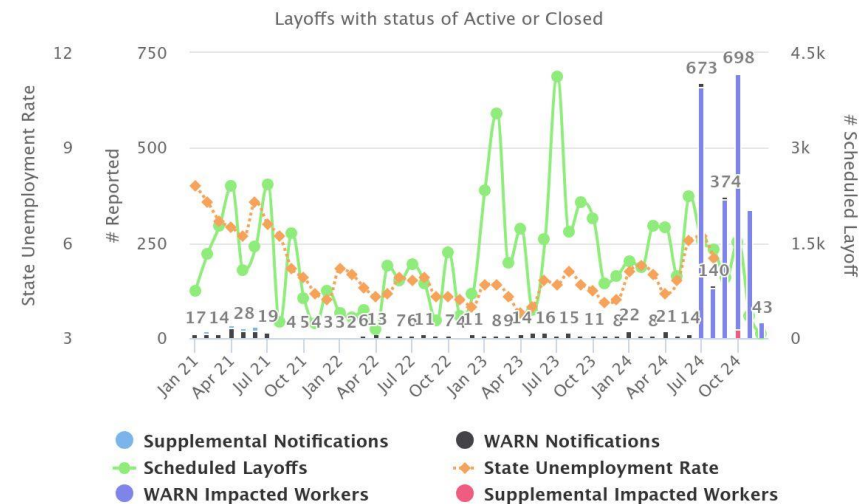
PY23 16 WIOA DW enrollments from 132 events.

	2020			2021			2022			2023			2024		
Month	WARN's Received	Workers Impacted	Initial Meeting/Workshops	WARN's Received	Workers Impacted	Initial Meeting/Workshops	WARN's Received	Workers Impacted	Initial Meeting/Workshops	WARN's Received	Workers Impacted	Initial Meeting/Workshops	WARN's Received	Workers Impacted	Initial Meeting/Workshops
January	7	2576	1	8	1083	17	3	186	6	7	1153	19	15	1595	21
February	14	1559		6	566	16	1	94	4	8	1454	26	4	333	14
March	108	12133	6	8	1677	13	5	433	7	5	283	16	7	542	5
April	73	8476	6	8	776	11	8	816	6	12	1593	19	21	2860	19
May	44	7246	6	4	540	10	8	1149	9	10	1698	17	7	996	20
June	67	15175	15	5	616	14	8	1085	9	12	1126	18	10	1017	7
July	71	17834	6	11	1185	11	4	375	14	5	364	8	10	1169	10
August	23	1980	10	4	626	11	5	317	7	18	5301	20	7	1183	9
September	50	4689	13	4	224	14	6	450	8	7	622	19	7	781	13
October	44	3384	12	2	208	9	6	770	5	9	1333	22	1	710	4
November	17	1328	11	3	606	4	5	548	20	8	2183	29			
December	11	1036	16	3	164	5	8	865	21	7	909	14			

Monthly Reported Layoff Totals



Monthly Reported Layoff Totals



Mandated Annual Mailing

DCEO, in conjunction with the IDES, is required to advise employers of the requirements of the Illinois and WARN Act if the employer reported wages for 75 or more full-time employees for any quarter in the preceding calendar year.

Public Act 92-0087 and 820 ILCS 65 et. seq.

WARN Submission Next Steps

Step I: The DCEO WARN Processing Coordinator will:

Validate Submission

DCEO will review the WARN submission to ensure all the details are accurate and complete.

Document Submission

Enter company/layoff information into the Illinois Employment Business System (IEBS) and assign the layoff event to the team lead to initiate the initial investigation (basic facts of the dislocation event).

Communication

If notified via WARN, send email communication to the team lead and LWIA within 24 hours.

WARN Submission Next Steps

Step 2: The DCEO Team Lead will:

Initial Assessment

How to lessen the impact?
Worker demographics?
Skill sets of workers?
Trade impacted?
Other impacted companies?
Identify Rapid Response Services.
Discuss UI coordination,
severance, etc.

Lack of Employer Response

Continued attempts, request cooperative assistance from the local provider partners, check for potential Union involvement, and utilize social media and other outlets to connect with the employer and impacted workers.

Schedule Initial Meeting

Respond within 48 hours to investigate and attempt contact with the company to schedule an initial meeting.

Coordinate with Partners

WIOA regulations indicate that each State must establish and maintain a rapid response unit to carry out statewide rapid response activities and to oversee local rapid response activities.

WARN Act: 29 U.S.C. § 2101 et seq. | WIOA: 29 U.S.C. § 3101 et seq | Illinois WARN Act: 820 ILCS 65

Extend Rapid Response Services

Rapid Response services come into play, offering immediate support to affected workers and facilitating their transition to new opportunities.



What is Rapid Response?

Rapid Response is a program designed to assist businesses and workers during layoffs, facility closures, and other job displacement situations.

[20 CFR 682.300](#)

Rapid Response

Official or
Unofficial
Notice

Rapid Response is initiated when the state or local Rapid Response team learns of impending layoffs.

Services are designed to minimize the impact of layoffs and help both employers and workers navigate the challenges of job loss and economic transitions.

- **Flexibility:** Rapid Response services are adaptable based on the needs of the workers and employers affected by layoffs or closures.
- **Customization:** Services are tailored to specific layoffs, ranging from small-scale to mass layoffs, ensuring that both immediate and long-term needs are met.
- **Collaboration:** Rapid Response teams often work with local employers, unions, community organizations, and workforce development agencies to deliver these services effectively.



Additional Rapid Response

Trade Rapid Response

Trade Rapid Response Services are specialized programs designed to assist workers who have been affected by trade-related job losses, particularly those resulting from international trade agreements or shifts in trade policies. These services are often part of the broader **Trade Adjustment Assistance (TAA)** program, which aims to support displaced workers in transitioning to new employment opportunities.

[WIOA ePolicy Chapter 9: Rapid Response](#) (Select Attachments for the Rapid Response Manual)

Displaced Energy Worker Bill of Rights

The **Climate and Equitable Jobs Act (CEJA)** includes specific provisions aimed at supporting displaced energy workers. The **Displaced Energy Worker Bill of Rights** under CEJA outlines several requirements to ensure workers affected by the transition to renewable energy have access to vital resources and support. Cont.

Illinois General Assembly. (2021). *Climate and Equitable Jobs Act (CEJA)*. Public Act 102-0662.

Climate and Equitable Jobs Act

Illinois General Assembly. (2021). *Climate and Equitable Jobs Act (CEJA)*. Public Act 102-0662.
Displaced Energy Worker Bill of Rights (Section 10-15 pg. 120)

- DCEO to engage employer and energy workers within **30 days of closure or deactivation notice being filed**, and ensure displaced workers are educated on various programs and services available through DCEO, including but not limited to the Dislocated Worker and Rapid Response programs.
- DCEO will provide skills matching, reemployment services, training, work-based learning and **financial and retirement planning** to displaced workers, among other services, in-line with our existing offerings.
- Companies will be required to provide written deactivation notice to DCEO within 48hrs of being filed, provide closure reports to DCEO about expected closure date, number of employees and **salaries**, and **transition support services offered by the company**.
- Companies must also provide a final closure report to DCEO 90 days prior to closure date.
- The company must also **provide job descriptions and any training** the employee received on the job to help with skills matching and transition services.
- This information will also be made available to the chief elected official of each municipality or county impacted.



DCEO Rapid Response Unit

Northern Region (EDR 4, 5)

Carmind Burns WIOA/Trade
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Carmela Wimberly WIOA/Trade
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 LWIA # 7
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Central Region (EDR 1, 2, 3, 6, 7, 10)

Levi Beerup WIOA/Trade
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Kristen Norvell WIOA/Trade
 LWIA # 13, 14
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Tony DeAssuncao WIOA/Trade
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Trevor Lawson WIOA/Trade
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 (217) 670-9892
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Southern Region (EDR 8, 9)

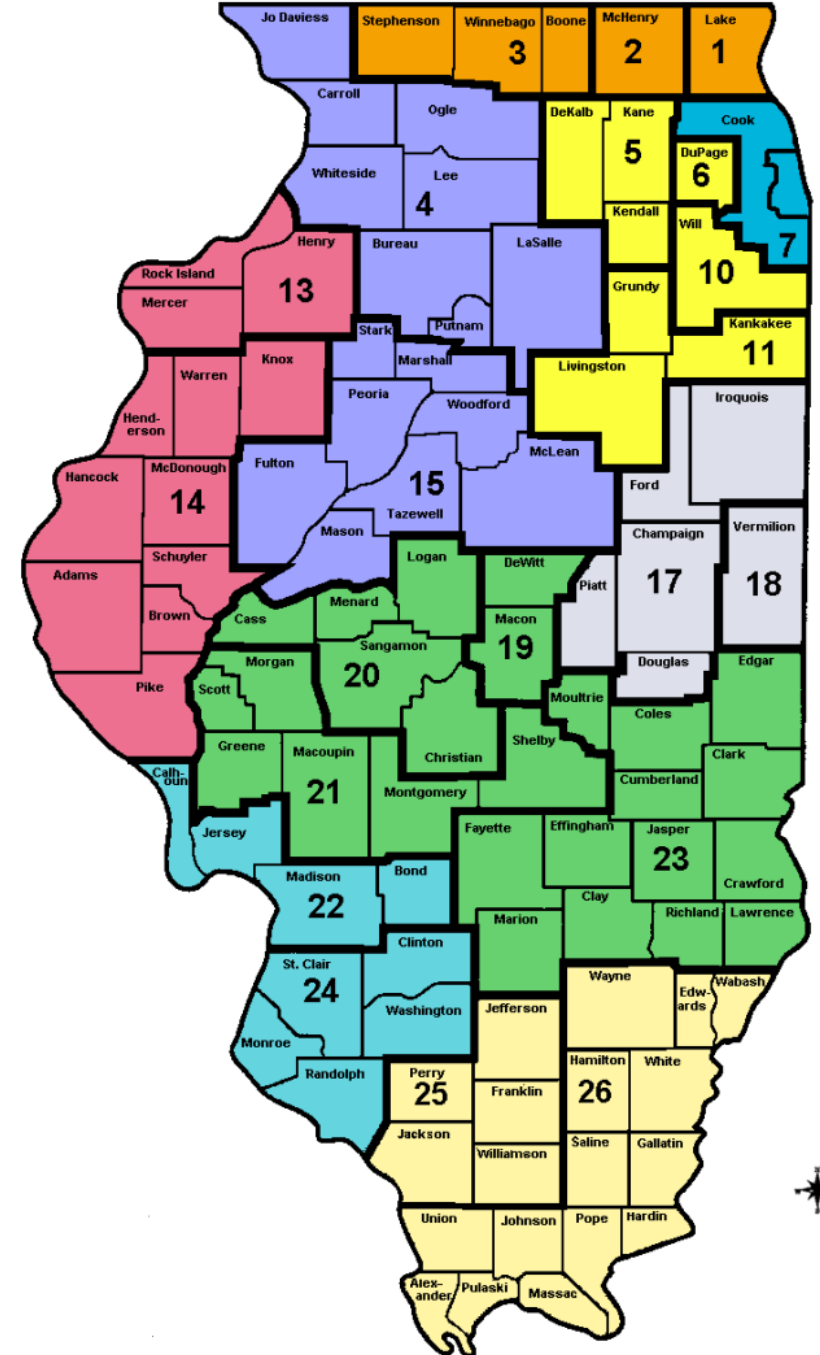
Chelsea Qualls WIOA/Trade
 LWIA # 22, 24
 (618) 969-2063
chelsea.qualls@illinois.gov

Elizabeth Shew WIOA/Trade
 LWIA # 25, 26
 (618) 969-2126
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WARN Processing

John Ray
 (217) 558-2432
john.ray@illinois.gov

Submit WARN Notices to:
 Office of Employment and Training
ATTENTION: John Ray
 Illinois Department of Commerce & Economic Opportunity
 1 W. Old Capitol Plaza, 9th Floor
 Springfield, IL 62701





Working in Partnership

[20 CFR 682.310](#)



Illinois Department of Commerce & Economic Opportunity

Local Workforce Innovation Areas provide Title I services throughout the state on behalf of DCEO, including:

- Career assessments and job search assistance
- No-cost training services/career scholarships
- Resource room access
- Work-based learning opportunities



The U.S. Department of Labor Employment Benefits Administration provides information on protecting health benefits and retirement assets including:

- Options for continued healthcare coverage
- Access and safety of retirement assets

IDES

J.B. Pritzker, Governor

The Illinois Department of Employment Security (IDES) focuses on assisting those unemployed at no fault of their own with access to:

- Unemployment insurance benefits
- Re-employment services
- Veteran services
- Illinois JobLink.com

Who Benefits from Rapid Response?

For Workers:

Early access to job search resources, unemployment benefits, healthcare options, and retraining programs for those facing layoffs or business closures.

Assistance with transitioning, including reemployment and job training support.

Connection to community resources so workers can access additional support, making it easier to focus on job search efforts.

For Employers:

Support for worker transitions while minimizing business disruption.

Rapid Response teams offer workshops and outplacement services for impacted workers.

Services aim to prevent future layoffs and ensure compliance (e.g., WARN Act).

Access to incumbent worker training programs and a pool of skilled job seekers.

For Communities:

Rapid Response services help maintain economic stability and reduce long-term unemployment.

Keeps workers connected to regional training and employment opportunities, mitigating the effects of large-scale layoffs.

Retains skilled workers, ensuring that talent remains in the community to support its growth and development.



Rapid Response Services

WIOA Rapid Response outplacement services are designed to help workers transition to new employment:

- Pre-Layoff Workshops (i.e. Rapid Response Workshops)
- Job Search Assistance
- Career Counseling and Guidance
- Labor Market Information (LMI)
- Skills Assessment and Training
- Supportive Services (e.g., childcare, transportation)
- Reemployment Workshops
- Information on Local and Regional Resources
- Resource Fairs and Hiring Events
- Layoff Aversion Strategies

These services aim to assist workers facing layoffs or closures by offering tools and resources for reemployment and skill-building.



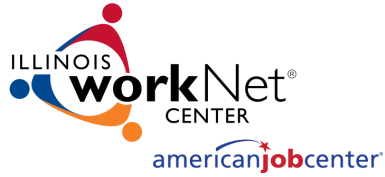
Rapid Response Examples

Category	Service Description
Layoff Aversion	Programs such as Workshare IL and activities aimed at preventing layoffs or minimizing their impact, including talent transfer to new employer.
On-Site or Virtual Rapid Response Workshops	Provide affected workers with information about unemployment benefits, health insurance, and other resources.
Worker Retraining Services	Guidance and support for workers to gain new skills or certifications that improve their employability.
Employer Consultation	Help employers understand their obligations and options during layoffs, including compliance with WARN Act requirements.
Career Workshops	Reemployment services are provided directly at the business site, Union Hall, or virtually to assist impending workers. Workshops on resume writing, job search assistance, and career exploration.
Job Matching and Placement	Assist workers in finding new employment, either within the same industry or in different fields. Ex: Coordinating job fairs.
Support Services	Offer services and resources that help workers overcome barriers to re-employment, such as transportation or childcare assistance.
Peer Support Navigators (WEX)	Establish networks of laid-off workers to provide mutual support and share resources during the transition period.
Health Insurance Options	Hold additional workshops with partners to explain how to maintain health coverage after a job loss via Partners.
Financial Empowerment	Host seminars with partners on managing personal finances, credit counseling, and exploring debt relief options.



Collaboration

Collaboration ensures timely support for workers facing job loss; provides access to training and new employment opportunities; and reduces the negative impact of layoffs through proactive measures.



Support through Collaboration

Coordinated Services for Mass Layoffs

Partners: DCEO Rapid Response Unit, LWIA, IDES, Union, Employer, DOL

Example: Organize on-site informational sessions for displaced workers after a plant closure, including UI registration, job search assistance, and WIOA training guidance.

Partnerships for Re-skilling

Partners: Community colleges, training providers

Example: Provide customized training programs for after a company downsizing, enabling rapid transition to new careers.

Joint Job Fairs and Hiring Events

Partners: LWIA partners, IDES Business Services, chambers of commerce, employers

Example: Host job fairs to match displaced workers with new employers, include workshops on resume building and interview skills.

Cross-Agency Coordination During Disasters

Partners: Emergency management agencies, LWIAs, IDES, DCEO, local government

Example: Coordinate disaster-relief jobs and reemployment services after a natural disaster, including cleanup and reconstruction roles.

Early Warning Systems for Business Closures

Partners: LWIA staff, economic development agencies, IDES, local chambers, industry partners

Example: Provide early support for an employer showing signs of closure, offer business support and proactive services for affected workers.

Funding for Layoff Scenarios

The LWIA can leverage funding opportunities to provide services:

- WIOA Dislocated Worker (ID) Program
- Rapid Response Emergency (IE) Funds
- Trade Adjustment Assistance (TAA) funds based on the qualifying separation date
Note: The program is currently in sunset status.
- Incumbent Worker Training (IWT) using local formula or IE Rapid Response funds
- National Disaster Recovery Grant (DWG) funding



How can Local Areas Lend Support?

LWIBs/LWIAs can effectively support the goals of WIOA in mitigating the impact of layoffs and helping workers transition to new employment opportunities.



Local Support for WARN, Rapid Response, and Layoff Aversion

Collaboration and Coordination

- Partner with employers to identify early warning signs.
- Coordinate with state agencies, unions, and other stakeholders.
- Ensure seamless communication and resource flow.

Public Awareness and Outreach

- Engage the community and raise awareness of services.
- Conduct proactive outreach to employers.

Supporting WIOA Programs

- Monitor and evaluate activities to ensure effectiveness.

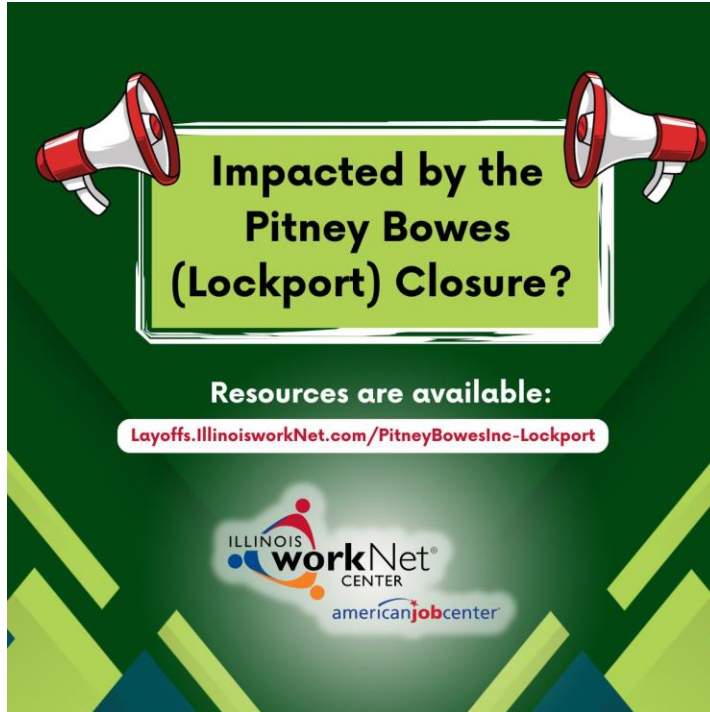
Rapid Response Services

- Engage immediately with the DCEO Event Lead upon receiving a WARN notice.
- Develop customized transition plans for affected workers.
- Allocate resources effectively to support services.
- Provide ongoing follow-up to impacted workers.

Layoff Aversion Strategies

- Identify at-risk companies using labor market data.
- Implement incumbent worker training programs.
- Connect businesses with local, state, and federal resources such as WorkShare IL.

Social Media



If you are an employee impacted by the closure of the Pitney Bowes location in Lockport, no-cost resources are available at Illinois workNet® American Job Centers to help with your next steps. Find a location near you: [IllinoisworkNet.com/ServiceFinder](https://illinoisworknet.com/ServiceFinder) or visit the Pitney Bowes Layoff Recovery webpage for assistance: Layoffs.IllinoisworkNet.com/PitneyBowesInc-Lockport

The [Workforce Center of Will County](#) is here to assist residents in Will County.

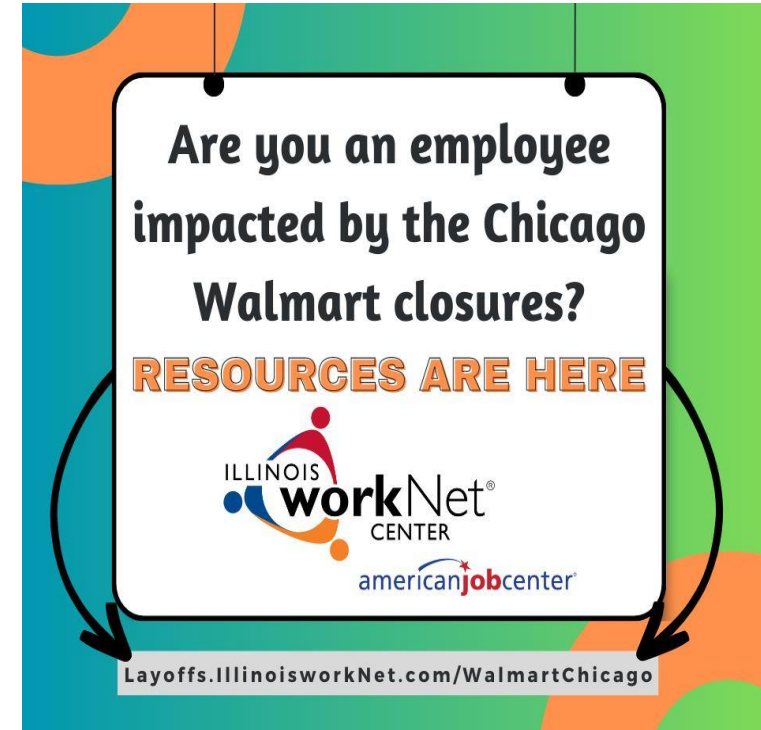
#ILworkNet #LayoffAssistance #PitneyBowes #WIOA



If your employment has been impacted by Yellow Corp.'s announcement to halt regular operations, help is available. Resources at #ILworkNet American Job Centers help employees with their next career move.

Find a location near you or visit the Layoff Recovery webpage for information on filing for unemployment insurance benefits, re-employment assistance, and more. <https://layoffs.illinoisworknet.com/Yellow> [IllinoisworkNet.com/ServiceFinder](https://illinoisworknet.com/ServiceFinder)

#LayoffAssistance #YellowCorpLayoffs #WIOA



Employees affected by the Chicago Walmart closures can begin accessing available resources by completing the questionnaire at <https://layoffs.illinoisworknet.com/WalmartChicago>.

Additional resources, including information on job fairs, unemployment insurance, and job training, can also be accessed through the dedicated website.

#WalmartChicagoClosures #ILworkNet

Resources

[WARN Reporting Services](#)

[20 CFR 682.300 What is rapid response, and what is its purpose?](#)

[20 CFR 682.320 What is layoff aversion, and what are appropriate layoff aversion strategies and activities?](#)

[DOL Rapid Response Services](#)

[DCEO State Rapid Response Team and Resources](#)

[Illinois Employment Business System Demo](#)

[USDOL Training and Employment Notice \(TEN\) No. 32-11](#), Rapid Response Self-Assessment Tool (March 1, 2012)

[WIOA ePolicy Chapter 9: Rapid Response](#) (Select Attachments for the Rapid Response Manual)

