



Strategies for Layoff Aversion: Rapid Response Solutions

Illinois Department of Commerce and
Economic Opportunity

WIOA Wednesday Webinar

May 8, 2024

Agenda



Understanding Layoff Aversion



Rapid Response and Policy Guidelines



Business Engagement Activities



What is Layoff Aversion?

Layoff aversion refers to strategies and services aimed at preventing or minimizing the need for layoffs within a company or industry.

Importance of Layoff Aversion

Preventing Job Loss

Layoff aversion strategies can prevent job loss and minimize the impact of economic disruptions on individuals and communities.

1

Supporting Workforce Stability

Implementing effective layoff aversion strategies contributes to maintaining a stable and skilled workforce, benefiting both employers and employees.

2

Economic Impact

There are long-term benefits of investing in layoff aversion strategies to minimize the economic implications of layoffs.

3

WIOA Layoff Aversion Framework

WIOA Guidelines

Understand the framework provided by the Workforce Innovation and Opportunity Act (WIOA) for implementing layoff aversion strategies.

Policy Considerations

Examine the policy guidelines and legal origins of layoff aversion strategies under WIOA to ensure compliance and effectiveness.

WARN

The Worker Adjustment and Retraining Notification (WARN) Act ensures advance notice is given in cases of qualified closings and mass layoffs.

Business Engagement

Business Collaboration

- Effective communication channels
- Proactively engage with businesses to prevent layoffs
- Benefits of building strong partnerships



Proactive Approach

- Leverage Integrated Business Service Teams
- Ongoing collaboration through standing interagency meetings and coordinated outreach
- Illinois Employment Business System (IEBS) tools
- WorkShare IL – short-term compensation



Workforce Support

- Incumbent Worker Training
- Customized Training
- Apprenticeship
- On-the-Job Training
- Local Talent Transfer
- Dislocated Worker Program
- IE Rapid Response Funding





Funding for Layoff Scenarios

Scenario 1: *A worker receives a layoff notice.* The workforce system can provide assistance through Rapid Response and/or WIOA Dislocated Worker funds.

Scenario 2: *A worker's layoff has been certified as trade-related.* The workforce system could utilize TAA funds based on the qualifying separation date if the worker group has been certified as eligible for Trade Adjustment Assistance (TAA). Note: The program is currently on sunset status.

Scenario 3: *An employer has been determined to be at risk for layoffs unless workers receive training on a new production technology.* The workforce system could provide IWT using its WIOA statewide discretionary funds or IWT using local formula or IE Rapid Response funds, assuming the situation meets the criteria for the use of such funds. The workforce system could also leverage other funds in the community such as from employers, community colleges, and others.

Scenario 4: *An employer wants to re-train workers to produce a new product line.* The workforce system could provide IWT using its WIOA statewide discretionary funds, fee for-service, and/or leverage other funds in the community, such as from employers, community colleges, and others.

Scenario 5: *A federally declared disaster from a tornado displaced workers.* National Disaster Recovery (DWG) funding can assist with recovery efforts following such events. NDWG funding can provide disaster-relief and humanitarian assistance employment to address cleanup and recovery following a federally declared disaster.

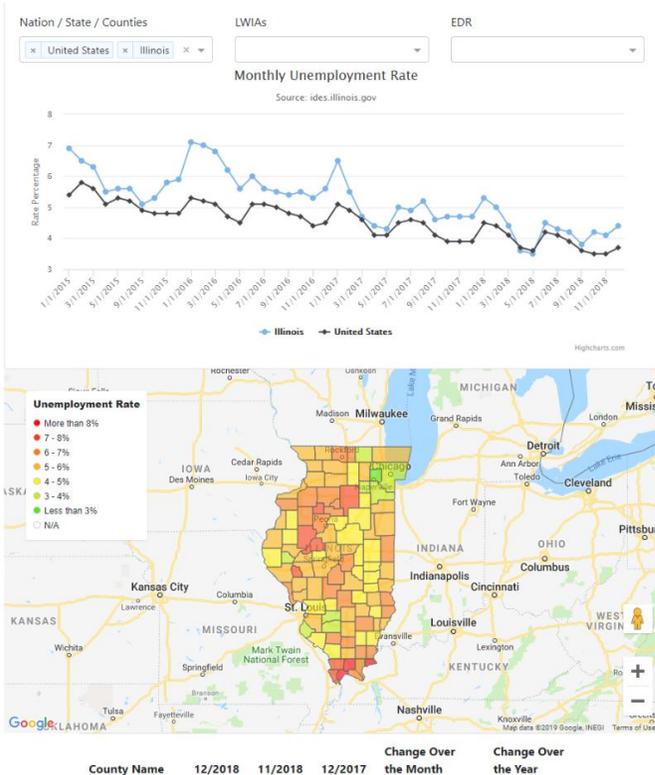
Illinois Employment Business System (IEBS)

IEBS resources, such as D&B and LMI information to identify early warnings and recognize the signs of a pending business facility closure or mass layoff.

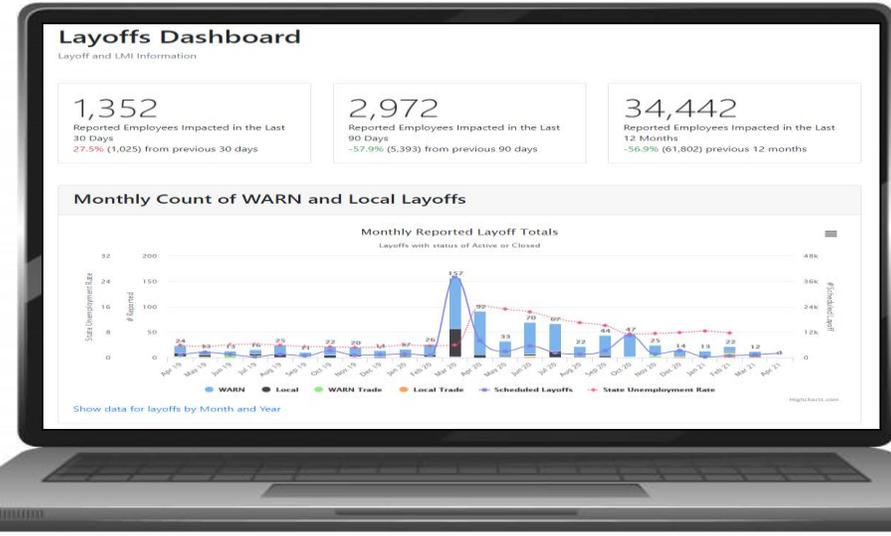
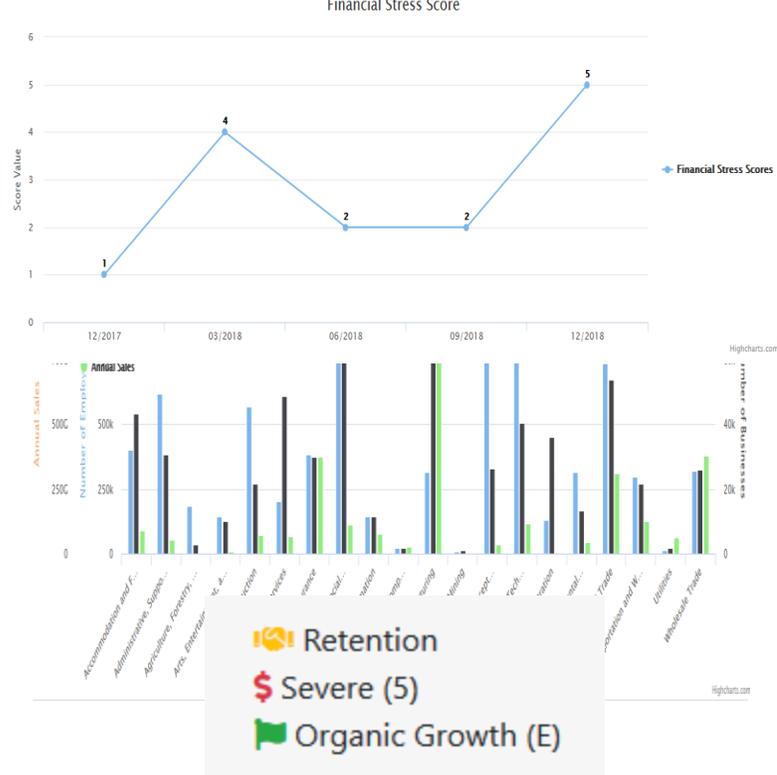
Supply and Demand Data Resource Tool

Layoff Tracking and Reporting Tool

Labor Market Information



Predictive Analytics & Forecasting





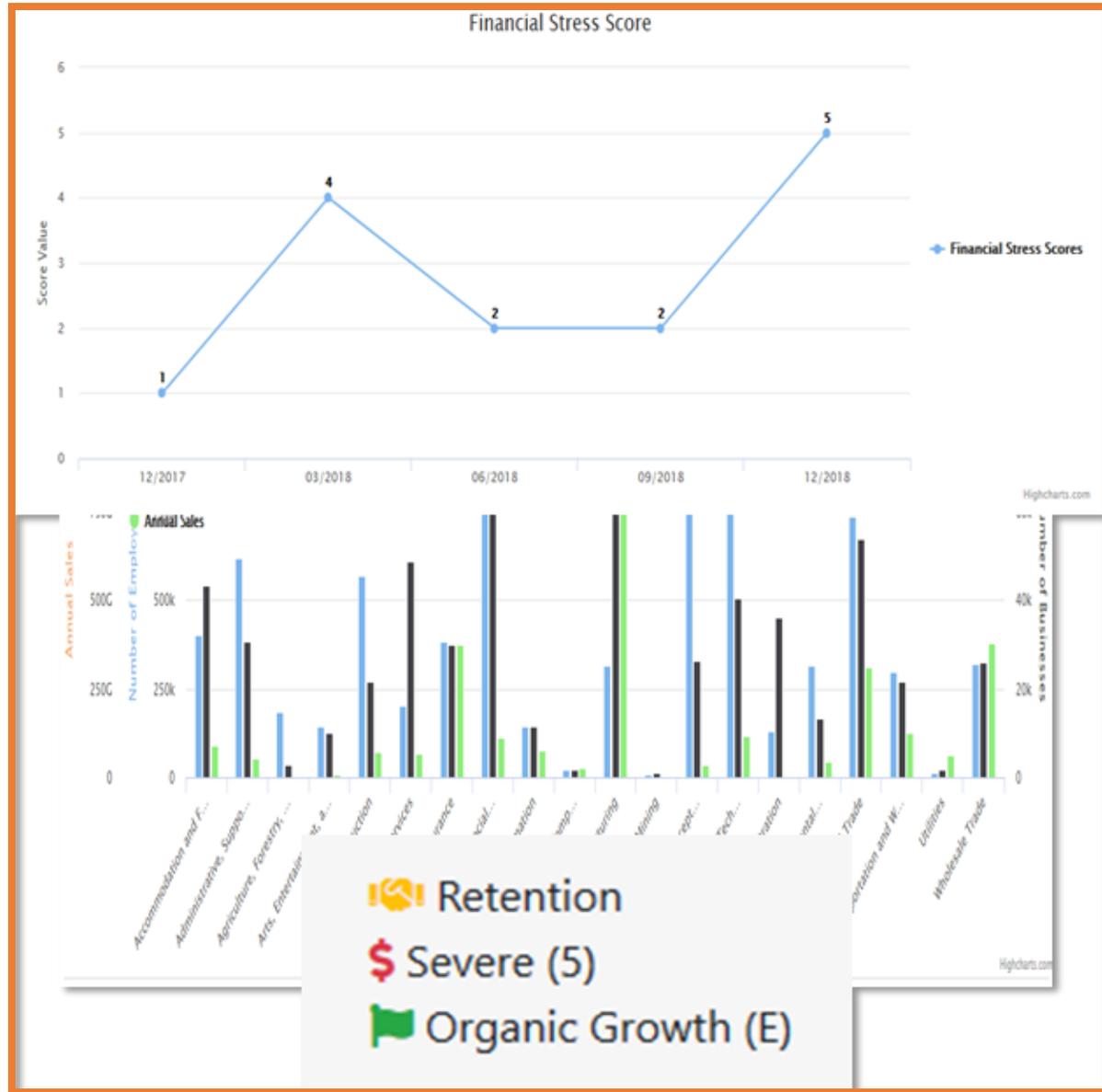
Overview of System Components

Components	Description
Labor Market Indicator (LMI) Information	Current, accessible and easily searchable LMI data on state economic conditions.
Global Dun & Bradstreet Business Data D&B Predictive Analytics Tools	Interface with D&B business database of 250 million companies worldwide. Viability Rating on Businesses such as Material Change and Financial Stress Score.
Organizational Management	Business, location, worksites, and contacts can be identified and bookmarked to conduct outreach and send referrals.
Layoff Intake – Local and WARN Management	This is the system of record for layoff submissions and WARN correspondence. The data allows for greater transparency among stakeholders.
Layoff Management and Status Dashboards Timeline and Layoff Notes	Layoff at a glance with projected, planned, actual layoffs, timeline, and aversion tracking. Type, timing, occupations, and quantity of layoffs are logged and tracked along with related events.
Dashboards, Reports, and Tracking Screens	All data is available for on screen visual and graphical views along with exporting to MS Office products.

Predictive Analytics & Forecasting

dun & bradstreet

- The Dun & Bradstreet Data Cloud is an aggregation of business data from over 30,000 sources.



Predictive Analytics & Forecasting

Global D&B Business Data and Analytic Forecasting Tools



Financial Stress Score	Material Change	Illinois Opportunity
\$ Low (1)	Stable (J)	Growth
\$ High (4)	Decrease in Scale (I)	Retention
\$ Low (2)	Stable (J)	Growth
\$ Low (2)	Spend Growth (F)	Growth

- **Location Quotient** – Performance compared to industry and national average.
- **Material Change** - Business growth and decay dynamics.
- **Financial Stress** - Current and past shifts in financial stability.

Financial Stress Score™

Financial Stress Score predicts a firm's likelihood for business to experience financial stress including closure and bankruptcy in the next 12 months



Material Change

The Material Change provides an indicator of a business' current growth trajectory, whether positive, negative, or neutral

Material Change
Organic Growth (E)
Spend Growth (F)
Increase in Scale (A)
Spend Growth (F)
Spend Growth (F)

Predictive Analytics & Forecasting

For Workforce and Economic Development, D&B data and analytics enables a strategic connection opportunity to businesses.

24 Express LLC (D&B ID: 010636172)

[← Back to Company Search](#)

12/2018

124 Norman CT
Schaumburg, IL 60193-4152
County: Cook

Phone (847) 322-2384

Year Started 2017

Employees Total: 7
Employees Here: 7
Line of Business: Local trucking, without storage, nsk
Primary Naics 484110 - General Freight Trucking, Local (Transportation and Warehousing)

Small Business Y
Minority Owned N
Public Company N



CEO Mike Dokuchaev
CEO Title Member

First Executive
First Executive Title

Sales Volume \$94,459 ↕

Fortune 1000 N

Illinois Opportunity 🟢 Growth

Financial Stress Score \$ Low (2) ▾

Material Change 🟢 Leverage for Growth (C)

3 Year Base Sales Amount \$0
3 Year Growth % Sales Volume 000
3 Year Employee Count 0
3 Year Growth % Employees 000

5 Year Base Sales Amount \$0
5 Year Growth % Sales Volume 000
5 Year Employee Count 0
5 Year Growth % Employees 000

Past Records

Record Date	Employees Total	Employees Here	Sales Volume	Financial Stress Score	Material Change	Illinois Opportunity
12/2017	7	7	\$94,459	\$ Low (3)	🟢 Increase in Borrowing (D)	🟢 Growth
03/2018	7	7	\$94,459	\$ High (4)	🟢 Increase in Borrowing (D)	🟡 Retention
06/2018	7	7	\$94,459	\$ Low (2)	🟢 Increase in Borrowing (D)	🟢 Growth
09/2018	7	7	\$94,459	\$ Low (2)	🟢 Leverage for Growth (C)	🟢 Growth
12/2018	7	7	\$94,459	\$ Low (2)	🟢 Leverage for Growth (C)	🟢 Growth



LEVERAGE FOR GROWTH

3rd Coast Development (D&B ID: 963290171)

[← Back to Company Search](#)

12/2018

811 W Superior St
Chicago, IL 60642-4264
County: Cook

Phone (312) 725-3413

Year Started 2010

Employees Total: 6
Employees Here: 6
Line of Business: Real estate agents and managers
Primary Naics 531210 - Offices of Real Estate Agents and Brokers (Real Estate and Rental and Leasing)

Small Business Y
Minority Owned N
Public Company N



CEO Justin Toti
CEO Title Principal

First Executive
First Executive Title

Sales Volume \$15,000 ⚡

Fortune 1000 N

Illinois Opportunity 🟡 Retention

Financial Stress Score \$ Severe (5) ⬆️

Material Change 🟡 Early Signs of Decay (G)

3 Year Base Sales Amount \$15,000
3 Year Growth % Sales Volume 000
3 Year Employee Count 6
3 Year Growth % Employees 000

5 Year Base Sales Amount \$15,000
5 Year Growth % Sales Volume 000
5 Year Employee Count 6
5 Year Growth % Employees 000

Past Records

Record Date	Employees Total	Employees Here	Sales Volume	Financial Stress Score	Material Change	Illinois Opportunity
12/2017	6	6	\$15,000	\$ High (4)	🟢 Spend Growth (F)	🟡 Retention
03/2018	6	6	\$15,000	\$ High (4)	🟢 Increase in Demand (B)	🟡 Retention
06/2018	6	6	\$15,000	\$ High (4)	🟡 Early Signs of Decay (G)	🟡 Retention
09/2018	6	6	\$15,000	\$ Severe (5)	🟡 Early Signs of Decay (G)	🟡 Retention
12/2018	6	6	\$15,000	\$ Severe (5)	🟡 Early Signs of Decay (G)	🟡 Retention



EARLY SIGNS OF DECAY



What is Rapid Response?

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



Who Benefits from Rapid Response?

For Workers:

- Rapid Response is initiated when the state and local Rapid Response team learns of impending layoffs.
- Rapid Response teams notify employers of the opportunity to facilitate workshops to help the workers who will be laid off.
- [In some cases, employers are required to provide 60 days' notice before a layoff.](#)

For Employers:

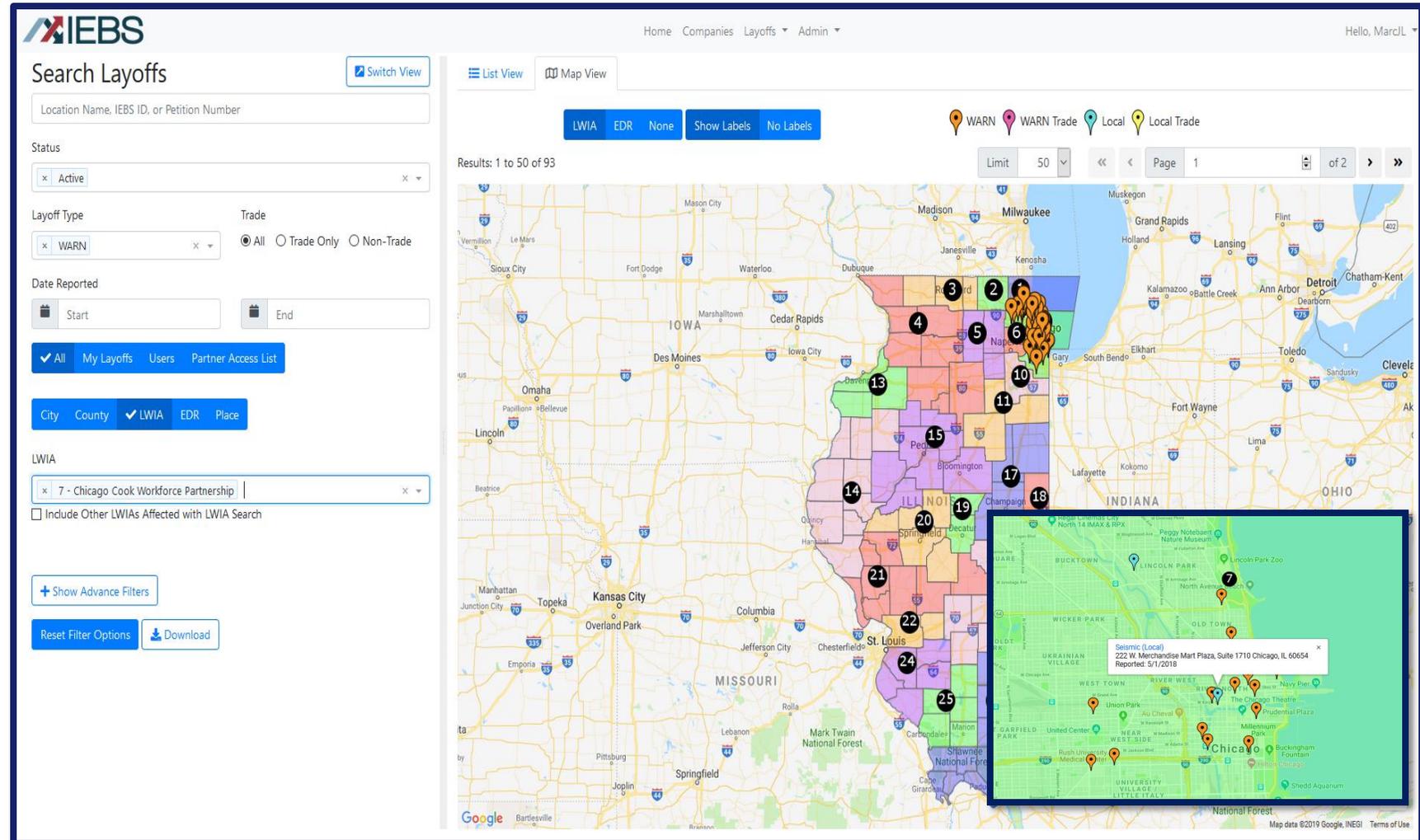
- Rapid Response services for employers aim to avoid future layoffs.
- Employers may access incumbent worker training programs and skilled job seekers.
- Employers become familiar with employment rights and regulations, such as the **WARN Act**, administered by the [Department of Labor](#).

Additional Services:

- Additional services previously available under the **Trade Adjustment Assistance** program for layoffs and plant closures resulting from increased imports or shifts in production out of the United States.
- [Certified individuals may be eligible to receive program benefits and services to help them return to employment.](#)

Layoff Tracking and Reporting (Internal)

- Real-time transparency of layoff activity.
- Variety of searchable fields, filters and views to access to the information you want.
- Fully exportable results and reports.
- Clickable pins that show the layoff location, address and report date.



The screenshot displays the IEBS (Illinois Employment and Business Services) Layoff Tracking and Reporting interface. The interface is divided into several sections:

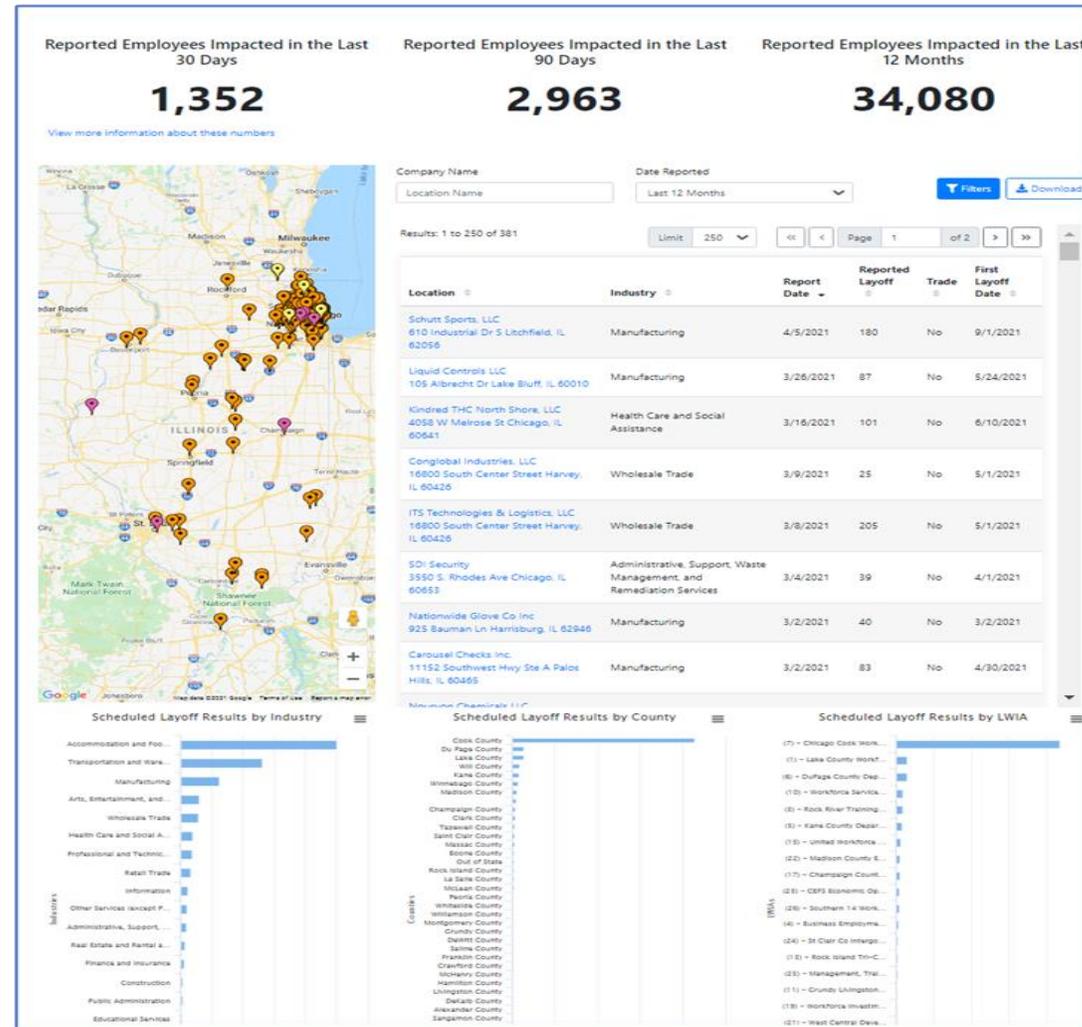
- Search Layoffs:** A search bar for "Location Name, IEBS ID, or Petition Number".
- Status:** A dropdown menu set to "Active".
- Layoff Type:** A dropdown menu set to "WARN".
- Trade:** Radio buttons for "All", "Trade Only", and "Non-Trade".
- Date Reported:** Fields for "Start" and "End" dates.
- Filters:** Buttons for "All", "My Layoffs", "Users", and "Partner Access List".
- Geographic Filters:** Buttons for "City", "County", "LWIA", "EDR", and "Place".
- LWIA Search:** A search bar for "LWIA" with the value "7 - Chicago Cook Workforce Partnership".
- Advanced Filters:** A button for "Show Advance Filters".
- Actions:** Buttons for "Reset Filter Options" and "Download".
- Map View:** A map showing layoff locations across the Midwest, with a detailed view of Chicago. The map includes a legend for "LWIA", "EDR", "None", "Show Labels", and "No Labels".
- Map Legend:** A legend for "WARN", "WARN Trade", "Local", and "Local Trade".
- Map Results:** A "Results: 1 to 50 of 93" section with a "Limit" dropdown set to "50" and a "Page" indicator set to "1 of 2".
- Map Detail:** A detailed view of Chicago showing layoff locations. A popup window for a specific location provides details: "Seismic (Local)", "222 W. Merchandise Mart Plaza, Suite 1710 Chicago, IL 60654", and "Reported: 5/1/2018".

Layoff Transparency and Reporting (External)

WARN DASHBOARD

Data from the private IEBS system is made publicly available from the internal system and appears on public facing Illinois workNet site.

- The WARN Dashboard on Illinois workNet provides a public view of WARN layoffs in the state.
- Information is updated in real-time as WARN layoff are entered into the state system.
- Results fully exportable for portable access in Excel.
- [WARN Layoff Search in IwN](#)



Layoff Transparency and Reporting (External)

- Company specific public informational pages are created by system and published on IwN public website as part of layoff entry in IEBS.
- ALL layoff partners who have been given permission can modify the Resource Packet area – don't need to wait for tech person.

ILLINOIS WORKNET: LAYOFF ASSISTANCE

Company Name: mac

List View | Map View

Results: 1 to 12 of 12

Location Name	Type
Macy's Retail Holdings, Inc. 835 N Michigan Ave Lobby 5 Chicago, IL 60611	WARN
Takeda Pharmaceuticals USA, Inc. 1200 Lakeside Dr Bannockburn, IL 60015	WARN
American Equipment & Machine, Inc. 2400 S. Wabash Ave. Centralia, IL 62801	WARN
MacMurray College 447 East College Ave. Jacksonville, IL 62650	WARN
Mach #1 Mine	Local

Layoff Assistance - Macy's Retail Holdings, Inc.

**835 N Michigan Ave
Chicago, IL 60611**

DBA Macy's Watertower Place
Industry Retail Trade
County Cook County

Date Reported 1/6/2021
Layoff Type WARN
Reason Plant Closure
Expected First Layoff 3/14/2021
Layoff Schedule Range 3/21/2021

WIOA Comprehensive and Affiliate Illinois workNet Centers

Distance from location: 5 miles

Search for more

Chicago Workforce Center - Pilsen
1700 W. 18th
Chicago, IL 60608
https://www.nationalable.org/
312-994-8300

Monday, Tuesday, Wednesday, Thursday, Friday 8:30 AM-5:00 PM

Mid-South American Job Center
Martin Luther King Human Service Center
Chicago, IL 60653
http://www.esofajobs.com
773-538-5627

Monday, Tuesday, Wednesday, Thursday, Friday 8:30 AM-5:00 PM

KRA/Westside American Job Center
605 S. Albany Avenue
Chicago, IL 60612
https://www.kra.com/
773-722-3885

Monday, Tuesday, Wednesday, Thursday, Friday 8:30 AM-5:00 PM

Greater West Town Community Dev Project
500 N. Sacramento Boulevard
Chicago, IL 60612
http://www.gwtcp.edu/
312-432-1300

Monday, Tuesday, Wednesday, Thursday, Friday 8:00 AM-4:00 PM

Safer Foundation

Webinar Agenda
Topic: Government Benefits for Separating Employees
Agencies Presenting:

1. Illinois Department of Commerce
2. Chicago Cook Workforce Partnership
3. US Department of Labor, Employee Benefits Security Administration

Watch on YouTube | Illinois Department of Employment Security

[Complete the Layoff Information Questionnaire](#)
If you are interested in additional layoff assistance complete this questionnaire.

[Download Resource Packet](#)
Download paperwork for layoff assistance.

- USDOL Retirement and Health Care Coverage Q and A (PDF)
- USDOL Retirement and Health Care Coverage Q and A (Spanish) (PDF)
- What Every Worker Should Know (PDF)
- What Every Worker Should Know (Spanish) (PDF)
- How to File Your Claim Online (PDF)
- How to File Claim Online Appendix (PDF)
- I Filed My Claim What Happens Now (PDF)
- I Filed A Claim What Happens Now (Spanish) (PDF)
- IL JobSeeker Brochure (PDF)
- IL JobSeeker Brochure (Spanish) (PDF)
- Teleserve (PDF)
- Teleserve (Spanish) (PDF)
- IDES Work Search Record (PDF)
- Chicago Cook Workforce Partnership Laid Off Workers Manual (PDF)
- Chicago Cook Workforce Partnership Laid Off Workers Manual (Spanish) (PDF)

[Create your resume on Illinois Job Link](#)

Employee Survey

- Layoff Questionnaire input goes directly into IEBS and displays with the company layoff detail page.

Complete the Layoff Information Questionnaire

If you are interested in additional layoff assistance complete this survey.

Position Title *
Position Title

Last Day of Work *
mm/dd/yyyy

How long were you with the Company? *

Years Number of full years with company Months Number of full months with company

How many hours a week do you work? *
of Weekly Hours

What was your wages before taxes? *
\$ 0.00 Select Range

I prefer not to answer about my wages

What is your highest level of education? *

Grades K-8
 High School (Did not attain diploma)
 High School Graduate
 GED / or High School Equivalency Certificate
 Some College

Associate Degree
 Bachelor's Degree
 Master's Degree
 Doctorate

Do you have a trade/vocational certificate or licensure? *
 Yes No

Future employment plans? *

Already have a job lined up
 Seek employment in the same field
 Seek employment in new field
 Retrain for a new career
 Plan to retire

Start my own business
 Relocate to a new area
 Leave the workforce
 Unsure

How many miles would you be willing to commute one way for employment? *
 0-10 10-20 20-30 30-40 40-50 50+

Would you like help with any of the following? *

Obtain my GED or improve English-Language Skills
 Help finding a job now
 Help with job training to upgrade my skills
 Start or continue my post-secondary education

Help filing an Unemployment benefits claim
 Start my own business
 Not interested

Finish

IEBS Information Questionnaire

IEBS Company
500 East Monroe Street
Springfield, IL 62701

All fields marked with * are required.

First Name *

First Name

Last Name *

Last Name

Address Lookup*

Start typing address below to lookup

Search for Address

[Enter Address Manually](#)

Phone *

(xxx) xxx-xxxx

Email

Email

Are you a veteran of the US Armed Forces? *

Yes No

The information you provide on this survey is confidential and is protected under Section 1900: Disclosure of Information of the Illinois Unemployment Insurance Act. The information will be utilized by the Illinois Department of Commerce and Economic Opportunity to ensure funds are made available to render service to those affected by a mass layoff or plant closure. Your responses do not commit you to participate in the programs offered through the Local Workforce Areas. Thank you for your time.

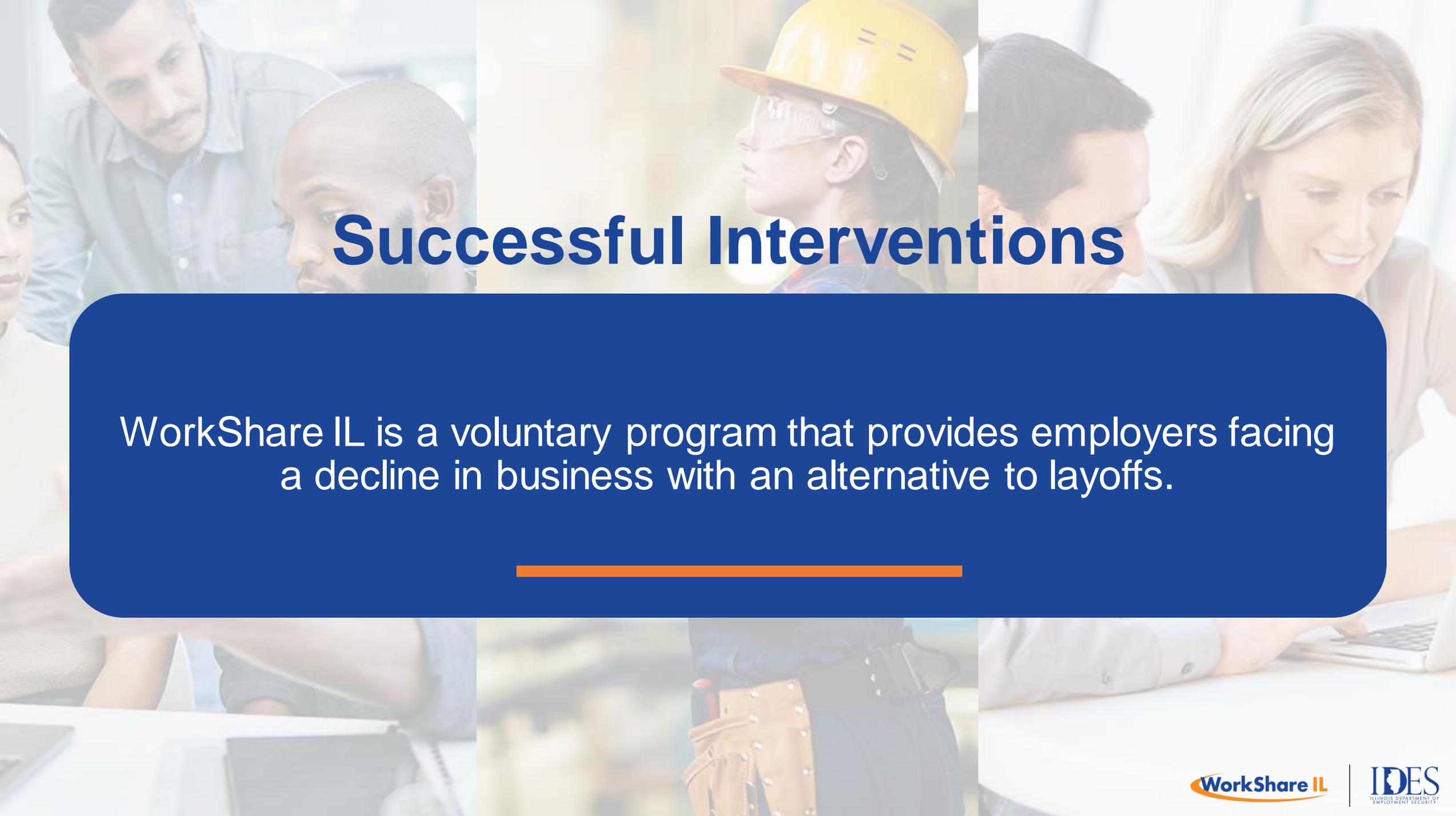
Are you interested in training or employment services? *

Yes No

Would you like someone to contact you with further information about our programs? *

Yes No

Continue



Successful Interventions

WorkShare IL is a voluntary program that provides employers facing a decline in business with an alternative to layoffs.



What is WorkShare IL?

WorkShare IL = A WIN-WIN!

Employers reduce the hours worked without temporary or permanent layoffs.

Employees keep their jobs while Unemployment Insurance (UI) Benefits help offset their reduction in hours.

What are the Employer Benefits?



- ✓ Temporarily reduce payroll
- ✓ Keep trained staff
- ✓ Save on recruiting, hiring, and training costs
- ✓ Minimize UI cost increases
- ✓ Boost employee morale and reduce turnover

What are the Employee Benefits?

- ✓ Keep their job
- ✓ Receive weekly UI Benefits to offset loss of hours
- ✓ Continue to receive job-related benefits



How Does WorkShare IL Work?



Employers register and apply to create a WorkShare IL Plan for each applicable business unit.

1



Each WorkShare IL Plan specifies a reduction of hours between 20% and 60% and a time frame up to 12 months.

2



Employees paid weekly UI Benefits to make up a portion of reduced hours.

UI Benefits paid from employer's Unemployment Insurance.

3

Additional Resources



Contact a Representative:
Phone: 217-558-8150



For Questions Email Us at:
DES.WorkShare@Illinois.gov



WorkShare IL e-Services:
<https://workshare.ides.illinois.gov/employer/>



IDES WorkShare IL Webpage:

[Bit.ly/WorkShareIL](https://bit.ly/WorkShareIL)



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Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor



Resources

[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 \(March 1, 2012\)](#)

[WARN Reporting Services](#)

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

