

Rapid Reemployment

Policy, Strategy and Funding for Workforce Solutions to Layoff & Closure and Layoff Aversion

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Focus

- The revised **policies**
- The program **processes/strategies**
 - Overcoming challenges
 - Improving outcome
- The **funding** that supports Rapid Response projects

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Policy

"Insanity: doing the same thing over and over again and expecting different results." Albert Einstein

- WIOA
 - Outcome driven
- TEGL 3-15
 - Proactive vs. Reactive
- Updates for RR policies
 - Roles



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Program Overview - Reactive

- What is our product?
 1. Transition solution management
 2. Resources
 3. Network
- Who is recipient?
 1. Workforce solutions for employer
 2. Rapid reemployment for workforce
 3. Establish relationship and your value-added quotient
 4. Impact on community

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Program Overview - Reactive

- Where do we apply our energies to attain expected outcome?
 - Data utilized to develop strategies and goals
 - Rapid Reemployment – employee engagement
 - Regional and statewide opportunities, not limited to county borders
- How do we make that paradigm shift?
 - Each event is a project!!
 - Unique timeline
 - Goals are necessary
- When do we use messaging for greatest affect?
 - Everything hinges on the sale!

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Program Overview – Reactive

One, two, three...

- Does your message create desired results?
 - Employer(s)
 - Workers
- Are employer(s) playing role in solution?

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Workforce Statistics and Wages

"Going broke is what happens when there aren't enough good jobs." - Jim Clifton, Gallup

- Joblessness – When there are not enough jobs, everything deteriorates. ...When cities lose jobs, tax revenue reduces and the spiral downward persists.

"What the whole world wants [today] is a good job."

- 2004 Circleville, Ohio 1050 jobs lost in plant closure
- 2014 70% of families with children in Circleville City Schools live in poverty

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Workforce Statistics and Wages

ONE Opportunity

Length of unemployment by percent of people unemployed

Unemployed less than 5 weeks	27%
Unemployed 5 to 14 weeks	30%
Unemployed 15 to 26 weeks	16%
Unemployed 27 weeks or more	28%

Dahlstrom/BLS

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Workforce Statistics and Wages

ONE Opportunity

Number of people **no longer** in the workforce

94,031,000

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Workforce Statistics and Wages

ONE Opportunity

Plan	Percentage
Already have a job lined up	27%
Attend school/training	18%
Obtain additional certification	24%
Obtain greater quality	21%
Retire/semi-retire/leave the workforce	21%
Start my own business	3%
Unemployed	9%

ORRWS PY14, 50-64

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Workforce Statistics and Wages

ONE Opportunity

Response	Percentage
Yes	12%
No	88%

Response	Percentage
Yes	23%
No	77%

ORRWS PY14, 36-49

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Workforce Statistics and Wages

ONE SIZE FITS ALL

- "If you fail to plan, you are planning to fail!" - Benjamin Franklin
- Think of each and every one as a project!

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Workforce Statistics and Wages

- Workforce Realities, challenges to achieving desired outcomes:
 1. Reactive
 2. Employers not aware
 3. Boards not aware
 4. Partners don't see value in serving employers throughout business cycle (DSA IWT)
 5. Messaging
 6. Lack of goals and coaching performance
 7. Others....

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Workforce Statistics and Wages

- PDCA
 - Plan
 - Do
 - Check
 - Act



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Paradigm Shift, Proactive Strategy

- Reactive → Proactive
- Workforce solutions
 - RACI
 - PDCA
- "Biggest bang for your buck"
 - 2014 EXAMPLES
 - ROI
 - EWN



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Paradigm Shift, Proactive Strategy

- Reactive → Proactive
 1. Firefighting
 2. Reactive creates ... One opportunity with employer and worker
 3. "Fail to plan, plan to fail" – embraced new model; WP resources; looked to partners
 4. Product not understood
 5. Timeline is too quick
 6. Poor intel
 7. Silos



WHY be proactive? Why not?

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Paradigm Shift, Proactive Strategy

- Workforce solutions
 - Proactive teams, EWN
 - Business cycle
 - Manage worker transition
 - Skill set = employer needs
 - Data and trends
 - Networking
 - Regional outcomes



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Paradigm Shift, Proactive Strategy

- "Biggest bang for your buck"
 - Building relationships
 - Early Warning Networks
 - Data
 - Partners
 - Beyond county lines
 - CUSTOMERS? (Gallop)

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Paradigm Shift, Proactive Strategy

- RACI is a mechanism
 - Responsible
 - Accountable
 - Consulted
 - Informed

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Paradigm Shift, Proactive Strategy

- Return on Investment (ROI)
 - Community
 - Workforce
 - Employer



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Funding

- Effective use of
 - Funds
 - Resources
- Solutions
 - Layoff and Closure
 - Layoff Aversion
- Quarterly reviews
 - Expenditures
 - Participation



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Funding / Policy

July 1, 2015

- Rapid response Program Requirements – Employer Layoff and Closure Events (WIOAPL 15-15)
- Rapid response Program Requirements – Layoff Aversion (WIOAPL 15-16)

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RR Emergency Assistance Funding

Layoff or Closure Event Service Plan
<http://www.odifs.state.oh.us/forms/findform.asp?formnum=18126>

Layoff Aversion Service Plan
<http://www.odifs.state.oh.us/forms/findform.asp?formnum=01815>

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RREAF Considerations

- Strategy
- Survey
- Data
- Expenditures

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Roles and Responsibilities

- Workforce Development Board
- Local Rapid Response Coordinator
- ODJFS Rapid Response Coordinator
- Rapid Response Team

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Recap

- Rapid Reemployment Goal
- Protocol
- Strategy
- Data driven decision making
- Funding
- Services
- Rapid Reemployment

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Questions



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