

Rapid Response/Dislocated Worker/Incumbent Worker

Co-Leads: Chad Carter (DWD) and Gary Gatman (Region 3)

Co-Lead: Chad Carter (DWD)	ccarter1@dwd.in.gov
Co-Lead: Gary Gatman (R3)	ggatman@neinworks.org
Jennifer Long (WP)	(phone) 317-234-8400 / (cell) 317-430-2247 (email) jlong@dwd.in.gov
Lisa Buchannon EmployIndy	317-358-4530 lbuchanan@EmployIndy.org
Jodi Haidle (Springer) (R6)	jspringer@work-one.org
Richard Rampley (R8)	rrampley@tds.net
Sara Huelsman (R11)	sara.huelsman@workonesw.org
Tony Gigliotti (DWD DWU)	agigliotti@dwd.in.gov
Michael Ames (R9)	mames@nationalable.org

Responsibilities

- Review DWD Policy 2010-04 (RR funds for incumbent worker training); Policy 2014-06 (RR) and attachments A and B
- Recommendations for additional allocation 133(b)(3)
- Recommendations for statewide activities 134
- Exploring promising practices for long-term unemployed.
- Other issues as determined by the workgroup

Updates:

Minutes from 01/09/15 conference call meeting:

DWD policy 2010-04 incumbent worker training for DW/RR is obsolete (no waiver any longer). Besides WIOA allows 20% of funds to support incumbent worker training, therefore policy is not needed. However, regs will not come out until later this spring 2014 therefore we will need to come up with our best definition. Most likely, it will be targeted to low wage workers in low demand jobs.

Committee decided to break up in three work groups. Workgroups are split up with the following team member assignments. Workgroups goal is to come up with ideas, comments, and recommendations at our next meeting.

Workgroup assignments:

- Financials – resources: Section 133 of WIA & WIOA Side by Side page 183 -188
 - Richard Rampley
 - Melena Swing
 - Chad Carter
- Rapid Response step by step guide – resources: Rapid Response Policy 2014-06, Eligibility for DW and Adult - Policy 2006-17, TEN 31-11 RR framework.
 - Jennifer Long

- Gary Gatman
 - Jodi Haidle
- Incumbent worker and long term unemployed – resources: Section 134 of WIA & WIOA Side by Side, DWD Policy 2010-04
 - Tony Gigliotii
 - Michael Ames
 - Sara Huelsman
 - Lisa Buchanan

All drafts can be sent via email to the committee for review prior to our next WIOA RR committee meeting.

March 13, 2015 WIOA Rapid Response NOTES- Agenda: *working meeting*

Financial Subcommittee – Richard Rampley, Sara Huelsman, Melena Swing, Lisa Buchanon

Observations:

- No significant changes from WIA to WIOA on financial allocations
- Up to 100% of funds can be moved to Adult if needed
- Can be used for incumbent worker training

Recommendations:

- Maintain or increase sub-state allocation to regions
- Continue or increase funds as part of Business Consultant contracts
- Rapid Response plans need to be in regional plans
- Define funds to be used for Layoff Aversion - i.e. how much and how to access-what is the trigger point
- Increase data collection to better identify “At-Risk” businesses to provide early intervention
 - Gary Gatman and Richard Rampley both mentioned a “E202 Report” generated from UI that will show trends – Jennifer Long will also check with Allison Leeuw and to see if her program analyst are aware of reports that will show us trends
- Develop “Minimalistic” RR Orientation/Packet for all and allow for expansion by region
 - Take away “internal language” (core, intensive, training)
 - Instead give examples of high demand occupations where training is currently available (4 week CDL and 8 week welding program)
- Develop Special Grant funding using retained state funds for significant layoffs
- Utilize funds to train RR staff (webinars, training, etc.) and backups and coordinate Business Services staff

RR step by step guide Subcommittee - Jennifer Long, Jody Haidle, Tony Gigliotti, Melina Swing

- Group provided a draft for review and comment
 - Need to add more on TAA
 - RR Orientation section: Re-design PowerPoint presentation to have “jobs and LMI” first, and then UI, training; laid off workers want to hear about the jobs and UI mainly
 - Committee will provide feedback, comments to subcommittee

Incumbent Worker Subcommittee - Gary Gatman, Michael Ames, Marcia Williams , and Sara Huelsman

- Tight requirements for incumbent worker on the 20%; workgroup needs to read and work through this; read pages 218 – 222 to understand better
- What is the full definition of this under WIOA and what will it look like under the new law
- Lots of discussion on TAG Grants

Business Services Subcommittee - Chad Carter, Jennifer Long, Gary Gatman, Richard Rampley

- **Aversion – How do you communicate to businesses?**
 - Knowledge and awareness of businesses
 - Connecting economic development with our BSR's
 - Gaining trust – prove to businesses that you have value (what can you do for me?)
 - Need to define aversion – More criteria and what constitutes layoff aversion?
 - Need Aversion Policy with OJT/incumbent worker
 - Need data technology to help businesses analyze their data
 - Could be businesses has a quality issue or something else entirely
 - Identify indicators and soft skills of workforce

February 9, 2015 Agenda

1. Re-cap of last month
2. Work Group Assignments
3. Group discussion – an additional work group focused on Business Services
4. Q and A

NOTES from 02/09/15 conference call meeting:

Committee will break up in four workgroups instead of three. Committee is adding Business Services workgroup. Workgroups will be divided up between the following members:

Workgroups:

- **Financial** – resources: Section 133 of WIA & WIOA Side by Side page 183 -188. (Allocate differently on funding, understand laws)
 - Team Lead: Richard Rampley
 - Members: Lisa Buchannan, Sara Huelsman, Melina Swing
- **Rapid Response step by step guide** – resources: Rapid Response Policy 2014-06, Eligibility for DW and Adult - Policy 2006-17, TEN 31-11 RR framework.
 - Team Lead: Jennifer Long
 - Members: Jody Haidle, Tony Gigliotii, Melina Swing
- **Incumbent worker and long term unemployed** – resources: Section 134 of WIA & WIOA
 - Team Lead: Gary Gatman
 - Members: Michael Ames, Marcia Williams (, Sara Huelsman
- **Business Services**
 - Team Lead: Chad Carter
 - Members: Jennifer Long, Gary Gatman, Richard Rampley

Output prospective/goals –

Groups will meet during the month to report out by our next full committee meeting which is tentatively scheduled for March 13th (meeting request will be sent out to confirm date and location). The meeting will be in Indy most likely at one of the WorkOne locations in Indianapolis instead of conference call meeting.

Each workgroup will provide their output on what the group worked through. Workgroups will focus on WIA and what's new in WIOA (see resources), if we need additional information or guidance we can contact the committee leads, Chad Carter and Gary Gatman. The groups will need to become experts in the areas as to provide recommendations on policy to the DWD Policy team. We will need to focus on future state and what it will look like as we move into WIOA.

Leads will send out a meeting request to their prospective workgroup team members this week.

Chad will reach out to Richard and Michael to update them as they were not in attendance in the meeting.

Committee for WIOA Rapid Response/First Meeting – January 9, 2015

Members:

Michael Ames	RO BSR Region 9
Lisa Buchannan	RO WorkOne Manager Region 12
Chad Carter	DWD Business Services Field Operations
Gary Gatman	RO Operations Region 3
Tony Gigliotii	DWD TAA Field Operations
Jodi Springer Haidle	RO BSR/RR Region 6
Sara Huelsman	RO BSR/RR Region 11
Jennifer Long	DWD RR Director Field Operations
Richard Rampley	RO Operations Region 8
Melena Swing	Region 11

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Committee decided to break up in three work groups. Workgroups are split up with team member assignments. Workgroups goal is to come up with ideas, comments, and recommendations at our next meeting.

Workgroups to be assigned:

- Financial – resources: Section 133 of WIA & WIOA Side by Side page 183 -188
- Rapid Response step by step guide – resources: Rapid Response Policy 2014-06, Eligibility for DW and Adult - Policy 2006-17, TEN 31-11 RR framework.
- Incumbent worker and long term unemployed – resources: Section 134 of WIA & WIOA Side by Side, DWD Policy 2010-04