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**Mass Layoffs**

**Dislocated Worker Program Only**

**Policy**

Policy

When there is a closure or layoff that affects twenty five (25) or more employees, the local area considers this to be a mass layoff. Under such circumstances additional resources will be made available to these dislocated workers, including: access to needs-related payments and expanded funding for out-of-area job search assistance and relocation assistance.

Needs-Related Payments

Needs-related payment provide financial assistance to participants for the purpose of enabling them to participate in training. [[1]](#footnote-1)

**Qualification**

To receive needs-related payments, a dislocated worker must:

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| 1. | Be unemployed[[2]](#footnote-2), and  |
| 2. | Have ceased to qualify (or did not qualify) for unemployment compensation or trade readjustment allowance under TAA; [[3]](#footnote-3) and |
| 3. | Be a part of a qualifying mass layoff; and |
| 4. | The participant is enrolled in a training service |
| A | by the end of the 13th week after the most recent layoff that resulted in a determination of the worker’s eligibility for employment and training activities; or  |
| B | if later, by the end of the 8th week after the worker is informed that a short-term layoff will exceed 6 months.[[4]](#footnote-4) |

**Level of Payment**

The level of needs-related payment will not exceed the greater of:

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| 1. | the applicable weekly level of unemployment compensation benefit, for the participant who was eligible for unemployment compensation as a result of the qualifying dislocation or |
| 2. | The poverty level for an equivalent period, for participants who did not qualify for unemployment compensation as a result of the qualifying layoff. The weekly payment level must be adjusted to reflect changes in the total family income. [[5]](#footnote-5) |

Payments may be provided while the participant is waiting to start training, if they have been accepted in a training program that will begin within 30 calendar days. [[6]](#footnote-6)

The local area reserves the right to make the determination that funds are limited. In the event of such a determination, services will be allocated using the Priority of Services Policy.

**Maximum Payment**

Participants may receive needs-related payments for up to eight weeks, not to exceed $3,300. Needs-related payments do not count towards supportive service maximums and are in addition to life time limits.

Out-of-Area Job Search Assistance and Relocation Assistance

Individualized career services include: out-of-area job search assistance and relocation assistance. These services are available to all Adult and Dislocated Worker Program participants if it is determined appropriate by the workforce coordinator. Funds expended are counted toward their lifetime limits. Under a mass layoff or closure funds expended are in addition to the lifetime limits. See Policy 27 for more information.

1. 20 CFR 680.930 [↑](#footnote-ref-1)
2. 20 CFR 680.950 (a) [↑](#footnote-ref-2)
3. 20 CFR 680.950 (a)(1) [↑](#footnote-ref-3)
4. WIOA sec. 134(c)(3) and 20 CFR 680.950 (a)(2) [↑](#footnote-ref-4)
5. 20 CFR 680.970 [↑](#footnote-ref-5)
6. 20 CFR 680.960 [↑](#footnote-ref-6)