

## **ATTACHMENT II Service Delivery: Businesses**

### **Business Engagement and Rapid Response**

Role of Business with Workforce System: The workforce system, along with our education partners, develops and delivers talent, a critical commodity in a competitive global economy. To provide value, the workforce system must develop and deliver talent that will meet the needs of a constantly changing business environment, and this is only possible where business is treated as partners and the system. The following are resources for the public workforce system in assisting business customers as they anticipate and adapt to a changing economic environment.

#### **1. DOL-Developed Business Engagement Resources**

- Guidance on Preparing Workplaces for COVID-19:
  - OSHA: Guidance on Preparing Workplaces for COVID-19, <https://www.osha.gov/Publications/OSHA3990.pdf>
  - OSHA: COVID-19 Control and Prevention, <https://www.osha.gov/SLTC/covid-19/controlprevention.html>
  - EBSA Response to COVID-19, <https://www.dol.gov/agencies/ebsa/coronavirus>
  - Coronavirus Communication Toolkit: U.S. Chamber of Commerce posted CDC recommendations for communicating safety practices for businesses and workers, <https://www.uschamber.com/coronavirus-communication-toolkit>
- Apprenticeship Toolkit - Introduction to Apprenticeship, Outreach Fact Sheet for Sponsors, and Guide for Business Services:  
<https://www.dol.gov/apprenticeship/toolkit/implement.htm> and  
<https://www.dol.gov/apprenticeship/docs/guide-for-bsr.pdf>
- Business Engagement Collaborative Community of Practice -- Business Engagement, rapid response and layoff aversion, and sector strategies:  
<https://businessengagement.workforcegps.org/about>
- Employee Benefits Security Administration-- Compliance assistance, benefit plan administration, and small business resources:  
<https://www.dol.gov/agencies/ebsa>
- ETA Workforce Resources for Business and Employers -- Government incentives, tax credits and assistance, how to find potential employees, and training for “up-skilling.”  
<https://www.dol.gov/agencies/eta/employers>  
On finding workers – post jobs open now via National Labor Exchange at  
<https://needajobnow.usnlx.com/>
- Rapid Response for Business -- Layoff Aversion, On-the-Job Training, Incumbent Worker Training:  
<https://www.dol.gov/agencies/eta/layoffs/employers>

- Wage and Hour Division Resources – compliance assistance, industry-specific resources, interpretive guidance:  
<https://www.dol.gov/agencies/whd>
- Work Opportunity Tax Credit – Pre-screening and certification, claiming and credit, tax exempt employers:  
<https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>

**Additional Business Engagement Resources:**

- International Trade Administration, <https://www.trade.gov/>
- Manufacturing Extension Partnership Program, <https://www.nist.gov/mep>
- Small Business Administration and Small Business Development Centers, <https://www.sba.gov/>
- Trade Adjustment Assistance for Firms, <http://www.taacenters.org/>
- U.S. Economic Development Administration, <https://www.eda.gov/programs/eda-programs/>

**Rapid Response and Layoff Aversion:** While there are many more possible layoff aversion activities allowed with Rapid Response funds than can be covered here, a few examples include:

- STC: Short-Time Compensation (STC), also known as work sharing or shared work, is an alternative to layoffs for employers experiencing a reduction in available work. For more information on STC see Unemployment Insurance Program Letter (UIPL) 21-20, *Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020 - Short-Time Compensation (STC) Program Provisions and Guidance Regarding 100 Percent Federal Reimbursement of Certain State STC Payments*, or visit the STC page at <https://stc.workforcegps.org/>.
- Incumbent Worker Training (IWT): In addition to IWT funded through local formula resources or other state resources, Rapid Response funds can be used to provide IWT as part of a layoff aversion strategy or activity. See TEGL 19-16, [https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=3851](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851), for more information on IWT, including IWT funded through Rapid Response.
- Feasibility Studies: The effects of the COVID-19 pandemic has been incentivizing companies to consider shifting production to create new products that are important during or in short supply due to the pandemic. While there are limitations to what WIOA funds may be used for in such cases, Rapid Response funds may be used to help conduct studies on whether companies will be viable if they are contemplating shifts in production; such information may help determine where investments to support companies may be most valuable. Rapid Response teams who carry out such activities may consider partnering with Manufacturing Extension Partnership program organizations or other business-supporting programs who have expertise in these areas.