

Lay Off Aversion (Business Technical Assistance)

WORKFORCE DEVELOPMENT, AGING AND COMMUNITY SERVICES

What Is Layoff Aversion?

The lay person's definition

Identify businesses in distress - either financial, managerial, locational and/or operational - that could result in a layoff or layoffs. Provider(s) will conduct widespread outreach efforts to those businesses, conduct assessments, provide direct services and facilitate linkages (referrals) to appropriate local partners

What Is Layoff Aversion?

According to the Law

§ 682.320 What is layoff aversion, and what are appropriate layoff aversion strategies and activities?

Layoff aversion consists of strategies and activities, including those provided in paragraph (b) of this section and §§ 682.330 and 682.340, to prevent or minimize the duration of unemployment resulting from layoffs.

What Services Happen?

Legal reference → WIOA sec. 134(d)(1)(A)(ix)(II)(cc)

Key services include:

- Referral to industry/trade groups
- Assistance with permitting
- Available tax incentives
- Basic project management assistance
- Site relocation
- Cost containment analysis and recs
- This includes programs such as Incumbent Worker Training, CA's Work Sharing Program, On-the-Job Training, and more.
- Accessing new sources of capital (e.g. loans and grants)
- Referrals to other County departments
- Referrals to other WIOA-funded programs

Are there types of businesses to target?

**...Technical assistance to
distressed businesses of any size.**

The standard flow

- 1. Outreach to business***
- 2. (If a business is interested) Assessment***
- 3. Action Plan***
- 4. Services are provided***
- 5. Layoffs are (or are not) averted. Business self-certifies averted layoffs.***
- 6. Additional referrals to County job centers (AJCCs) or other applicable partners***

Geographical Approach

- ❖ Based around LA County's local workforce area boundaries (there are 7 local workforce areas with LA City and LA County being the biggest).
- ❖ This is essentially a single contract broken up into 4 contracts to cover L.A. County's workforce area (think of it as taking the County AJCCs and lumping their jurisdictions into 4 groups).

Sub-Regional Approach

Contract Areas

Service Area 1:

1. Antelope Valley Comprehensive AJCC
2. Santa Clarita Valley AJCC
3. Northeast San Fernando Valley AJCC

Service Area 2:

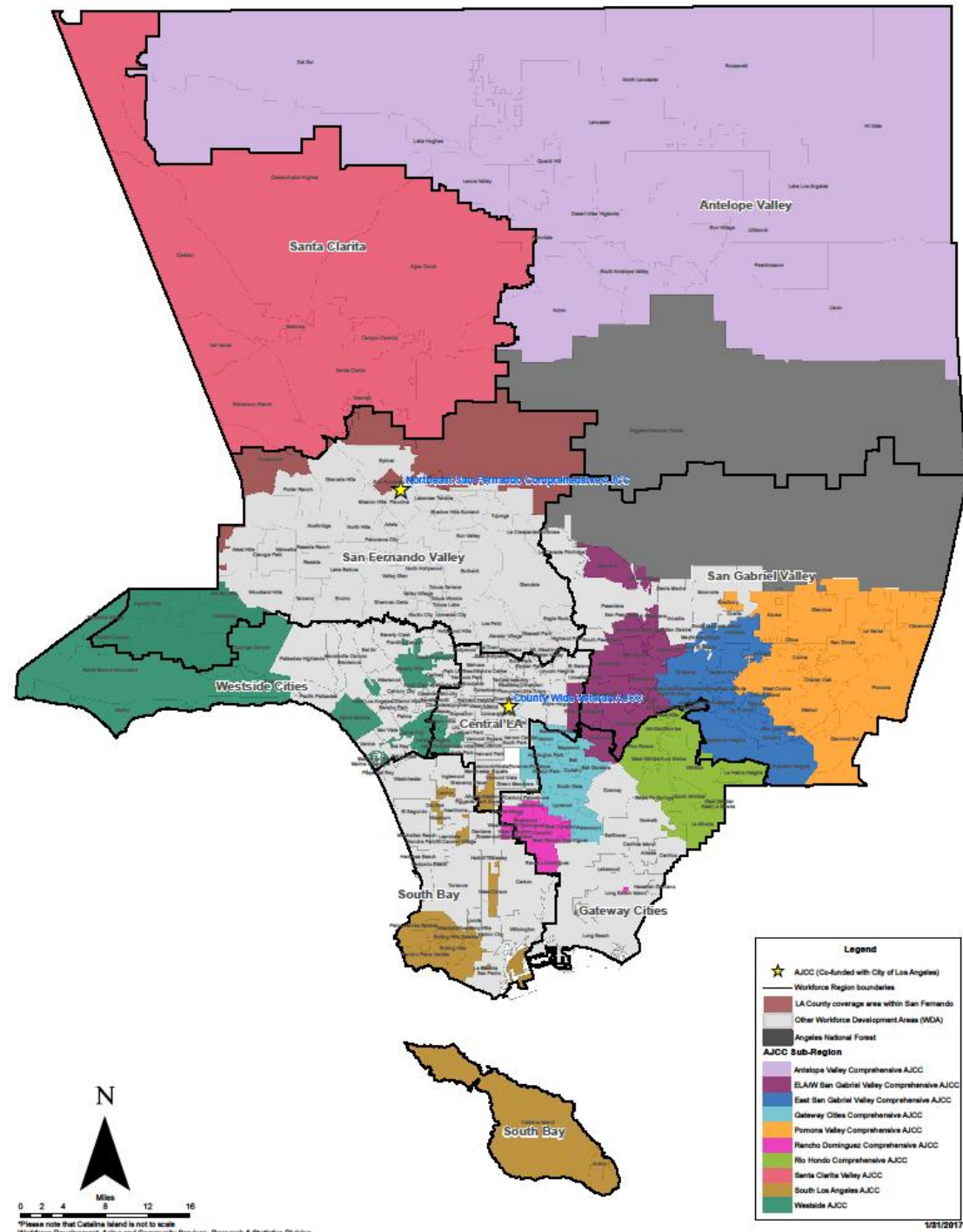
1. East Los Angeles/West San Gabriel Valley Comprehensive AJCC
2. Southeast Comprehensive AJCC

Service Area 3:

1. Pomona Valley Comprehensive AJCC
2. East San Gabriel Valley Comprehensive AJCC
3. Rio Hondo Comprehensive AJCC

Service Area 4:

1. South Los Angeles AJCC
2. West Los Angeles AJCC
3. Rancho Dominguez Comprehensive AJCC



Additional Performance Items

Per Contract

- Important: businesses worked with and work completed must be entered into CalJOBS, the data system that the state (and us at the County level) use to help job seekers and employers navigate the state's workforce services.
 - Businesses can rest assured that their data will remain confidential. County and contractor staff will have access only.
- Monthly check-in meetings with LA County
- Monthly summary reports of work completed that month. Includes:
 - Success stories for each service area for that month
 - Summary of trends seen “on the ground”