

# Layoff Aversion and Business Closure Supports

Under the federal Worker Adjustment and Retraining Notification (WARN) Act, employers facing significant layoffs or business closures must provide advanced warning to local officials. This permits employers to wind down operations while activating safety nets to ensure as little disruption as possible to workers' incomes. The Partnership is the designated agency that takes immediate action (formerly known as Rapid Response) in response to WARN notices in Chicago and Cook County.

The Partnership's action is designed to provide early intervention, help avert potential layoffs, and decrease the potential for unemployment through immediate on-site services to affected workers. These re-employment services include referrals to the same or similar roles at other companies, hiring events, comprehensive career services, and occupational training for new careers. Rapid Response services also include transitional support information such as unemployment insurance, interim healthcare coverage including information on COBRA, the open market Insurance options, and protecting retirement accounts while in employment transition.

Due to the pandemic, virtual Rapid Response workshops replaced what would historically have been in-person workshops.

## During the last program year



The great majority of those notices indicated temporary layoffs or furloughs which generally triggered pandemic unemployment benefits.