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RAPID RESPONSE Talent Access Network



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Rhode Island Department of Labor and Training
1511 Pontiac Avenue, Cranston, RI 02920
E-mail: dlt.esu@dlt.ri.gov

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OVERVIEW

Rapid Response is a service offered by the state with funds provided by the federal government under WIOA section 134(a) (1) (A), in the case of a permanent closure or mass layoff at a plant, facility, or enterprise or a natural or other disaster that results in mass job dislocation to assist dislocated workers in obtaining reemployment as soon as possible.

The Workforce Development Services Division (WDS) of the Department of Labor and Training is responsible for the executive oversight of Rhode Island's Rapid Response program under WIOA. The Employer Services Unit within WDS is responsible for the implementation of the state's Rapid Response program.

The **Talent Access Network program** a new initiative within the Rapid Response program designed to minimize the time that recently laid off workers experience unemployment while providing employers access to experienced, skilled, and job-ready talent. Through this initiative, information regarding the skills and experience of recently laid off workers served by the Rapid Response team will be distributed to employers, and/or groups of employers through the lead organization of an employer/industry partnership, at no cost for their review and consideration. Employers are under NO obligation to hire. Employer participation is voluntary, and they can terminate their participation at any time. Conversely, employer participation is not guaranteed, and an employer can be removed from the program if they are found to be abusing or misusing the information provided through the program or offering employment opportunities that do not align with the expectations of the program, as described in this policy.

Worker participation is also voluntary, and the Talent Access Network is one of many different services that may be offered to a laid off, or otherwise impacted, worker under the Rapid Response program.

EMPLOYER ELIGIBILITY REQUIREMENTS AND PROCESS:

Employer Eligibility: Because the priority of the Talent Access Network program is to minimize the time that recently laid off workers experience unemployment; there are no strict eligibility standards for employer participation provided the employer typically offers positions that meet the "Job Expectations" as described in the section below.

Employer Application Process: Interested employers must first complete the Talent Access Network employer web application provided at: [LINK] that web application requires the employer to provide:

- Employer Name
- Primary Contact Person Name
- Primary Contact Person Title
- Primary Contact Person Phone Number
- Primary Contact Person Email

The email and phone number should offer direct access to the contact person and should not be general 'front desk' phone number or email box.

The employer will then be asked to identify the Industry-specific and/or Occupational-specific talent networks that the employer wishes to join. The contact person will receive employment information from these networks in the event of a Rapid Response event.

Lastly, the employer will sign an attestation confirming that the information in the application is accurate to the best of their knowledge and that they understand that participation in the program requires completion of a Memorandum of Understanding (MOU) outlining the employer and Department responsibilities under the program. The employer will be provided the opportunity to sign up for the Department mailing list to learn about additional available workforce services, however this is optional and not a condition for participation in the program. The application is then submitted.

Within fourteen (14) business days of receipt of employer application; WDS staff should email a copy of the Talent Access Network MOU to the primary contact for their review, completion, and return. The MOU outlines the respective employer and Department responsibilities under the program.

Employer Responsibilities: To remain eligible for the Talent Access Network program, employers must:

1. Traditionally offer employment opportunities that meet the standards described in the 'Job Expectations' section of this guide.
2. Receive Rapid Response participant information in a secure manner;
3. Contact the Rapid Response team concerning any issues, concerns, or questions related to the initiative;
4. To the best of organization's ability, inform the Rapid Response team of any hire that occurs through participation in this initiative;
5. Handle participant employment information in a secure and confidential manner and share and use such information only for the expressed purpose of this initiative as described in this guide.

Department Responsibilities: Under the Talent Access Network program, the Department of Labor and Training shall:

1. Obtain express written consent of those served by the Rapid Response program to distribute their information to employers with the understanding that the distribution of such information does not guarantee employment;
2. Transmit Rapid Response participant information to employers, through either:
 - a. Use of a Secure File Transfer Protocol (SFTP) server, or;
 - b. Use of secure and encrypted email.
3. Make staff available to the partnership to address any issues, concerns, or questions related to the initiative;
4. Absolve the employer of any errors, issues, or consequences that may result from their participation in the Talent Access Network initiative, provided the employer abides by the security and confidentiality expectations described above.

Industry Networks

Please select all Industry-specific talent access networks your organization wishes to join. Your contact will receive information about workers from these industries in the event of a Rapid Response event (layoff or business closure). (Industries are categorized according to the North American Industry Classification System (NAICS))

Select one or more industry(ies).







 <p>ALL Industries Select if you wish to be notified about all industries.</p>	 <p>Accommodation and Food Services The Accommodation and Food Services sector comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption</p>	 <p>Administrative and Support and Waste Management and Remediation Services The Administrative and Support and Waste Management and Remediation Services sector comprises establishments performing routine support activities for the day-to-day operations of other organizations.</p>
 <p>Agriculture, Forestry, Fishing and Hunting The Agriculture, Forestry, Fishing and Hunting sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.</p>	 <p>Arts, Entertainment, and Recreation The Arts, Entertainment, and Recreation sector includes a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons.</p>	 <p>Construction The construction sector comprises establishments primarily engaged in the construction of buildings or engineering projects</p>

Figure 1. Sample Industry Network checklist

INDUSTRY AND OCCUPATIONAL CLASSIFICATIONS

Although it does not perfectly capture the unique characteristics and specialization of many of Rhode Island's key industries (ex. Marine Trades, Defense); to provide a consistent, uniform, and predictable categorization for each talent network; the program will utilize the [North American Industry Classification System \(NAICS\)](#). NAICS is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. The industry classifications are as follows:

- Accommodation and Food Services
- Administrative and Support and Waste Management and Remediation Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment, and Recreation
- Construction
- Educational Services
- Finance and Insurance
- Health Care and Social Assistance
- Information
- Management of Companies and Enterprises
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific, and Technical Services
- Public Administration
- Real Estate and Rental and Leasing
- Retail Trade
- Transportation and Warehousing
- Utilities
- Wholesale Trade

Furthermore, there are popular occupational skill sets that cut across multiple industries. For this reason; employers will also be provided the opportunity to join the following occupation-specific networks:

- Bookkeeping and Accounting
- Information Technology
- Maintenance and Janitorial
- Management and Organizational Leadership
- Secretarial and Administrative Services
- Security and Protection

JOB EXPECTATIONS

The goal of the Rapid Response program, as described in state [Workforce Innovation Notice 05-09](#), is to promote workers' "efficient and rapid transition into gainful employment." The WDS interprets 'gainful employment' as a job that provides regular and consistent income and offers long-term retention into full-time employment leading to economic self-sufficiency. Ideally, the job should be equivalent or substantially similar to the position from which the individual is being laid off.

WDS recognizes that there are a range of quality employment situations that may not meet the preceding criteria. However, jobs that pay by commission, piecework, or could reasonably be categorized as 'multi-level marketing' are generally considered inappropriate for the program. Additionally, seasonal, temporary and part-time jobs should likewise be avoided.

WORKER ELIGIBILITY REQUIREMENTS AND PROCESS:

Because the priority of the Talent Access Network program is to minimize the time that recently laid off workers experience unemployment; there are no strict eligibility standards for worker participation other than they be an impacted worker participating in a Rapid Response event. Workers must complete and return a consent form confirming their voluntary participation in the program and providing the Department permission to share their employment information with employers. The consent form will ask the worker to provide:

- Worker Name
- Address
- Phone Number
- Email
- Date of Birth (to validate the individual in DLT MIS systems)
- Employment Information to include: Current Occupation; Years Experience in that Occupation; Skills, Credentials, or Certifications; and any other information they would like to share with the employers

REMOVAL OF EMPLOYER OR WORKER PARTICIPANTS

Workers

Given the passive nature of their participation in the Talent Access Network program, a process for removing workers from the program is not necessary.

Employers

An employer may be removed from participation in the Talent Access Network program for any of the following reasons:

- The employer is found to be offering employment opportunities that do not match the “Job Expectations” as outlined in the section above.
- The employer is not handling participant employment information in a secure and confidential manner as required by the program.
- The employer is using participant employment information in a manner that is inconsistent with the expressed purpose of the program.
- The Department has some other documented concern about the employer’s participation in the program.

Employers will be notified, via email, of their removal from the program and the circumstances that lead to that removal. Employers will be apprised that the removal does not impact their ability to participate in other programs they may be eligible for.

An employer that has been denied eligibility for the program, or removed from it, may file a complaint through the established grievance procedures described in [Workforce Innovation Notice 04-02: “WIOA Program Grievance and Complaint Processing”](#).

PROGRAM FUNDING (STEVENS AMENDMENT DISCLOSURE)

For federal program funding details in compliance with the Stevens Amendment, please visit: <https://dlt.ri.gov/wds/program-funding/>

TECHNICAL ASSISTANCE

Workforce Development Services Staff is available to provide technical assistance. For assistance, please contact dlt.esu@dlt.ri.gov.

