Rapid Response

Programs and services for workers who have been laid off
Dislocated Worker Program
Overview for Rapid Response
Virginia Career Works Centers

• The Dislocated Worker program is accessed through the Virginia Career Works Centers
• Multiple agencies and partners in one place, focused on employment
• Connecting adults, dislocated workers, individuals with disabilities, youth, and others to resources to find employment and training opportunities
Virginia Career Works Centers

• Centers have regional oversight so some specific programs, partners, and processes may vary
• Generally, almost all basic services will be the same
• During the Corona Virus Pandemic, please call your local VCW Center to speak to a case manager about enrolling.
Virginia Career Works Centers

• Locate your VCW Center:
  – https://virginiacareerworks.com/find-your-career-center/
  – https://virginiacareerworks.com/

• Click on the map

• Select the county or city where you wish to receive services

• Address and contact information will popup
Dislocated Worker Program

- A program focused on helping people who have lost their job due to no fault of their own, aka a layoff
- Provides access to individualized services with a case manager to help you determine the next steps in your career
Dislocated Worker Services

- Staff assisted job search, job referral, and placement assistance
- Career counseling
- Labor market information review with staff
- Comprehensive and specialized assessments of skills and needs
- Individual employment plan development
- Occupational skills training
- Skills upgrading and retraining
- Job readiness training; and
- Adult education and literacy
Program Eligibility

• Men, if born after Jan 1, 1960 must be registered for the Selective Service
• Verify Citizenship or Right-to-work in the United States
• Have experienced or will experience a layoff that is expected to be permanent
Eligibility Documents

• Official document with name, age, and date of birth
  – Driver’s License or other government official identification card, passport, birth certificate, etc.

• Citizenship/Right-to-Work
  – Social Security Card with ID, birth certificate, passport, naturalization certificate, permanent resident card (green card), E-Verify, etc.
Eligibility Documents

- Social Security Number
  - Social Security Card, DD-214, or any other official government document that displays this information
  - Special Note: you are not required to disclose your social security number, however, if you elect not to, you should call and speak with someone with the dislocated worker program prior to coming to the office
Once you are in the program:

• Work with a case manager to create an Individualized Employment Plan (IEP)
• Map out assessments that may be appropriate, that will assess your interests and aptitudes
• Access other information and programs that can assist you in achieving your employment goals
Program Participation

• Follow the plan and make modifications with your case manager as needed
• Keep your case manager up to date on progress or challenges you experience
Health Insurance Assistance: EnrollVA

Questions? FREE help is available!
Call 1-888-392-5132 or go to http://www.enrollva.org/get-help/ to find a local assister.
Enroll VA

• Enroll Virginia is a nonpartisan, community-based effort to educate all Virginians about the new health insurance marketplace and provide free, unbiased assistance with the application and enrollment process
Enroll VA

• The **Open Enrollment** to apply for health insurance through the Marketplace is from **November 1, 2020 through December 15, 2020**.

• People who experience a change in life circumstance outside of Open Enrollment may be eligible for a 60-day Special Enrollment Period to apply for Health Insurance through the Marketplace.
Qualifying Events

• Loss of previous health insurance due to:
  – Loss of job or leaving a job
  – Turning 26 and aging off your parent’s plan
  – Expiration of COBRA
  – Employer no longer offers coverage, or it is no longer affordable

• Retiring before age 65
Health Insurance Marketplace

• The Marketplace is a tool for comparing and purchasing insurance plans that fit your income and health care needs.
• You can sign up for health insurance through the Marketplace at healthcare.gov or 1-800-318-2596.
• You cannot be denied for having a pre-existing condition.
• Each plan on the Marketplace includes FREE preventive services like annual exams and preventative screenings.
• You could qualify for financial help!
Marketplace Eligibility

- Your household income is between 139% and 400% of the Federal Poverty Level
- You are lawfully present in the US, including permanent residents and visa holders.
- You are not eligible for other government sponsored coverage such as Medicare and Medicaid.
- You are not offered employer coverage that meets certain minimum standards.
- You may also qualify for lower deductibles and out-of-pocket costs if your income is below 250% FPL
Marketplace Eligibility

- If your income is **138% FPL or less**, you may be eligible for Medicaid (children and pregnant women with income up to **205% FPL** may also qualify).
- If your **income is from 139% to 400% FPL**, you may be eligible for financial assistance on the Marketplace.
- You can apply the financial assistance to lower your monthly health insurance premium **OR** take the tax credits as a lump sum when you file your taxes.
- If your income is **below 250% FPL**, you may also qualify for “cost-sharing reductions”, which reduce your out-of-pocket costs, such as deductibles and co-payments.
Marketplace Eligibility

**Income Levels at a Glance***

<table>
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<th>Household Size</th>
<th>138%</th>
<th>150%</th>
<th>200%</th>
<th>250%</th>
<th>300%</th>
<th>400%</th>
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<td>108,575</td>
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</table>

*Income = Adjusted Gross Income + Social Security + Foreign Income + Non-taxable Interest

**Household = Tax Filing Unit
Marketplace vs. COBRA

• If you lose job-based coverage you qualify for a Special Enrollment Period to enroll in a Marketplace plan, even if you are offered COBRA.

• The financial assistance offered through the Marketplace is not available for COBRA.

• If you enroll in COBRA, you must wait until Open Enrollment, you qualify for another SEP, or the COBRA expires to enroll in a Marketplace plan.
Marketplace vs. COBRA

• Medicaid enrollment is open year-round and you can apply even if you have other health insurance.

• *It is always important to compare what doctors, hospitals and prescriptions are covered before switching plans.*
Medicaid Expansion

• Virginia Medicaid’s New Adult Coverage began on January 1, 2019. Now, individuals with income up to 138% FPL, regardless of resources, family size, or disability, can enroll in Medicaid.

• You can apply for Medicaid through:
  – Cover Virginia Call Center – 855-242-8282
  – Commonhelp online application – commonhelp.virginia.gov
  – Your local Department of Social Services via paper application
  – Healthcare.gov
Important Tax information

• The tax penalty for not having health insurance has been removed. But, having ACA insurance can still affect your taxes.
• You cannot receive financial assistance for a Marketplace plan and be enrolled in or eligible for other “minimum essential coverage”.
Important Tax information

• Be sure to cancel your Marketplace coverage if you gain new employment that offers health insurance (even if it is more expensive than the Marketplace plan) or become eligible for Medicaid or Medicare. If you do not, you may have to repay the financial assistance you received through the Marketplace while eligible for other coverage.
Job Seeker Services available at Virginia Career Works Centers
An employer with a job opening can place an online job order through:

Virginia Workforce Connection
www.vawc.Virginia.gov
or
directly with the nearest Virginia Career Works (VCW) Center with VEC staff
Based upon your qualifications, you may be referred and hired more quickly using the referral system.

Returning an individual to the workforce reduces unemployment, helps maintain solvency in the trust fund, and reduces potential tax liability for employers.
• All resources of the VCW Centers are available to assist Veterans in job placement/referral, vocational counseling, and case management.

• The VCW Centers have Disabled Veterans Outreach Program (DVOP) staff and Local Veterans Employment Representatives (LVER) throughout the state.

• Additional veterans’ information and assistance is available on line at: http://www.vec.virginia.gov/veterans or by contacting the State Veterans Services Coordinator at (804) 221-5054.
Information, Equipment & Services Available to All Customers

➢ Case Management
➢ Career Counseling
➢ Job Seeker Services
➢ Referrals to Services Provided By Partner Agencies
➢ Job Referrals/Development Services
➢ Job Search Assistance/Resume Assistance
➢ Local Labor Market Information
➢ Individual Employment Plans
➢ Referral to Training Programs
➢ Trade Adjustment Assistance
Your job services registration should include:

- Education and training
- Employment history
- Skills and abilities
- Desired occupations
- A complete resume
- You may be contacted by email, phone or through the VWC message center about job openings.
• Supported by the Department of Labor, the Virginia Workforce Connection (VWC) is a product of the state’s employment services agencies and is provided as free service to the public.

• Information or other job related services is also available.
The Virginia Employment Commission (VEC) administers an unemployment insurance program that provides protection against loss of wages to individuals who become unemployed through no fault of their own.

• Benefits are paid through taxes paid by employers covered under the Virginia Unemployment Compensation Act.
• No part of the employer tax is deducted from an employee’s earnings.
• In order to receive unemployment benefits, certain requirements must be met.
Filing a claim for Unemployment Insurance benefits is an option.

The choice is entirely up to you!

You should file a claim once you are totally or partially separated from your employer:

✓ Immediately following your last day of work

OR

✓ If your customary hours of work have been reduced
Information needed to file a claim

**You will need:**

- Social Security Number
- Accurate employer information for ALL employers you worked for during the last 18 months (name, address, phone number, dates of employment)

**Also needed:**

- Bank account number and routing number (if you wish to receive payment by direct deposit)
- Union members need the name of their union hiring hall and local number
- Non US Citizens need their employment authorization document number and expiration date
Methods of filing a claim for Unemployment Insurance

Online
www.vec.virginia.gov

OR
www.vawc.Virginia.gov

Telephone
1-866-832-2363
Monetary Eligibility

A Unemployment Insurance claim is effective the Sunday of the week in which the claim is filed.

Monetary eligibility is based on your wages earned during the first four of the last five completed calendar quarters prior to the effective date of the claim.
Eligibility Criteria

- Monetary Eligibility
- Separation Qualification
- Weekly Eligibility

Separation Qualification

When you are separated from your employer for any reason other than lack of work (layoff), a telephonic interview may be conducted by a VEC deputy.

If this is necessary, you will receive a “Notice of Telephonic Fact Finding Interview” by mail.
**Please Note**

You should file your claim on the 1st day after your last physical day of work.

Normally, the 1st week of your claim is not a payable week because it must serve as the **WAITING WEEK**. However, the WAITING WEEK has been waived until further notice.
Weekly Eligibility

To remain eligible for benefits, each week the claimant must:

- File a weekly claim
- Report earnings
- Register for Job Services
- Contact the VEC, if directed
What you need to file a weekly claim for Unemployment Insurance

YOU WILL BE MAILED A 6 DIGIT PIN (PERSONAL IDENTIFICATION NUMBER) THAT WILL BE USED WHEN FILING YOUR WEEKLY CLAIM.
Deductions from your benefits

There are several payments that may be deducted from your weekly benefits:

1. Earnings
2. Severance Pay
3. Vacation Pay
4. Holiday Pay
5. Other Pay
6. Pension
7. Workers’ Compensation

- Earnings are deducted dollar for dollar after the first $50.
- Severance pay is deducted if it is allocated over a period that is within your claim.
- Vacation, Holiday, and Other payments are deducted if they cover a period that is within your claim.
- Pension, Retirement Pay, Annuity, or any other similar periodic payment based upon previous employment may be deductible.
- Workers’ Compensation payments may be deductible.
- Federal Taxes—you have the option to have federal taxes withheld from your benefits.
Summary

When to file a claim: You should file a claim once you are totally or partially separated from your employer.

How to file an initial claim:
Online: www.vec.virginia.gov
         www.vawb.Virginia.gov
Phone: 1-866-832-2363

Documents received after filing claim:
• Monetary Determination
• PIN Letter
• Benefit Rights & Responsibilities

File weekly claims:
Online www.vawc.Virginia.gov
       OR www.vec.Virginia.gov

Phone 1-800-897-5630

Questions:
Contact the VEC at 1-866-832-2363
Online at www.vec.virginia.gov