



WARN and Rapid Response

Brittany Sinka

Introduction

The purpose of Rapid Response services and Layoff Aversion strategies, is to promote economic recovery and vitality by developing an ongoing, comprehensive approach to identifying, planning for, and responding to layoffs and dislocations to prevent or minimize their impacts on workers, businesses, and communities.



WARN Threshold

Key Requirements	
Length of Notice	60 days; Except in the event of unforeseen business circumstances, natural disaster, or a faltering company, in which case they give notice as soon as possible following the event.
# of Employees needed to justify WARN	100 or more full time employees not including employees who have been on the job less than 6months or workers who average less than 20 hours per week.
Mass Layoff Requirement	Layoff of 50 or more full time employees with a percentage of 33% or more of the total workforce affected OR layoff of 500+ people at a single site in a 30-day period
Plant Closing Requirement	Closing resulting in layoff of 50 or more full-time employees at a single site, during a 30-day period



Contents of the WARN

- Company Name
- Address of Site
- Contact Person
- Reason for the Layoff
- Type of Layoff
- Date of Layoff
- Job Titles and # of Employees Affected in each position
- Info on Bumping Rights
- Union Info including contact person

Employee Demographics

- Are there trends in the data that suggest one demographic is more likely to be affected by a WARN?

Employee Demographics	
Average Age	Average Wage for Hourly/Salaried Employee
Number of Males	Number without HS Diploma or GED
Number of Females	Number with 2 or 4 year College Degrees
Number of Hourly Employees	Number of Employees Eligible to Retire
Number of Salaried Employees	Number Non-English Speaking Employees
Average Years with Company	Languages (# Emps) Needed for Meetings
Primary County of Residence	



Employee Needs Survey

The Employee Needs Survey will help determine the type of information and services that will be provided onsite to help you during your transition into new employment. Please be open and honest in expressing your interests. Your answers will be kept confidential.

Personal Information (please print legibly)

Name: _____ Phone Number: _____

Address: _____ City: _____ State: _____

Email: _____

Highest grade of school completed: _____

Are you registered in NCWorks.gov? (circle one): Yes No

Workshops

Please rank the following workshops in order of importance, with 1 being extremely important, 5 being somewhat important and 10 being not important at all:

- | | |
|--|-------------------------------------|
| ___ Coping with Job Loss | ___ Credit and Debt Counseling |
| ___ Resume Writing | ___ Job Seeking Skills |
| ___ Interviewing Techniques | ___ Introduction to Computers |
| ___ Financial Literacy | ___ Self-Assessment/Career Planning |
| ___ Networking and Social Media | |
| ___ NCWorks.gov Orientation/Registration | |

Training Interest

Please indicate the type of training you're interested in receiving:

- | | |
|--|---|
| ___ Completing High School or obtaining a <u>GED</u> | ___ Self Employment/Entrepreneurship |
| ___ On-The-Job Training | ___ Not interested in receiving training at this time |
| ___ Apprenticeship | |
| ___ Vocational Training | |

Employee Needs Surveys

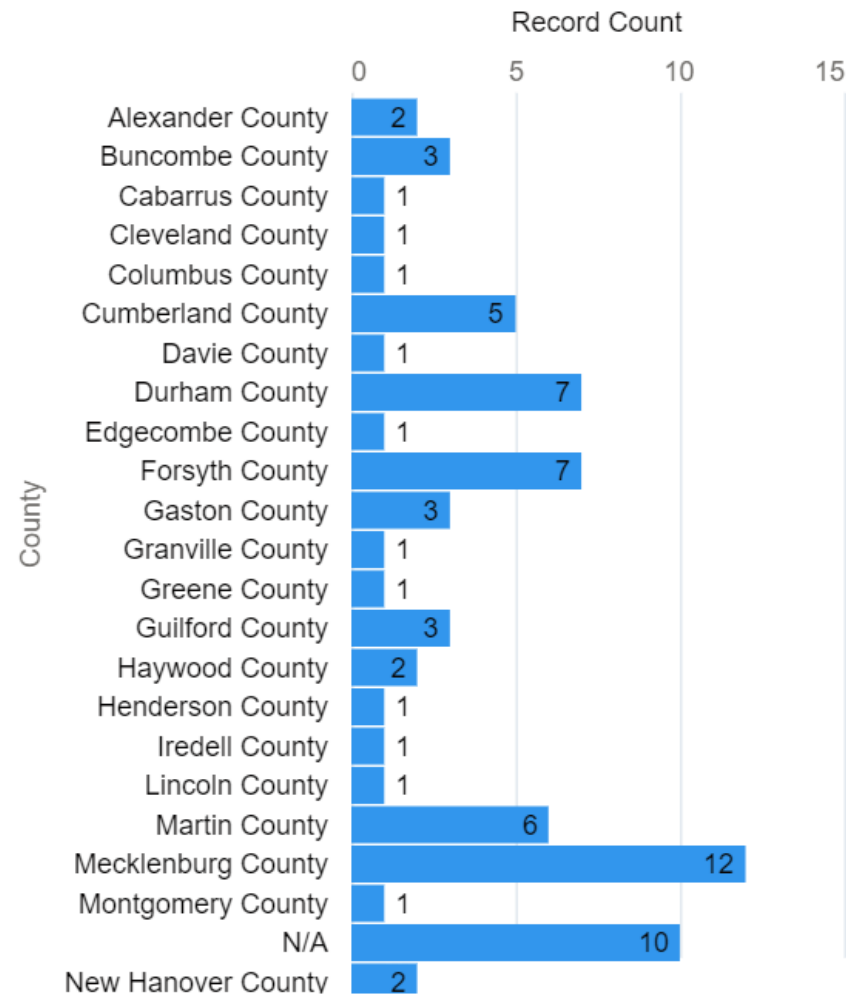
Better informed information sessions

Targeted workshops

Additional partners to provide assistance

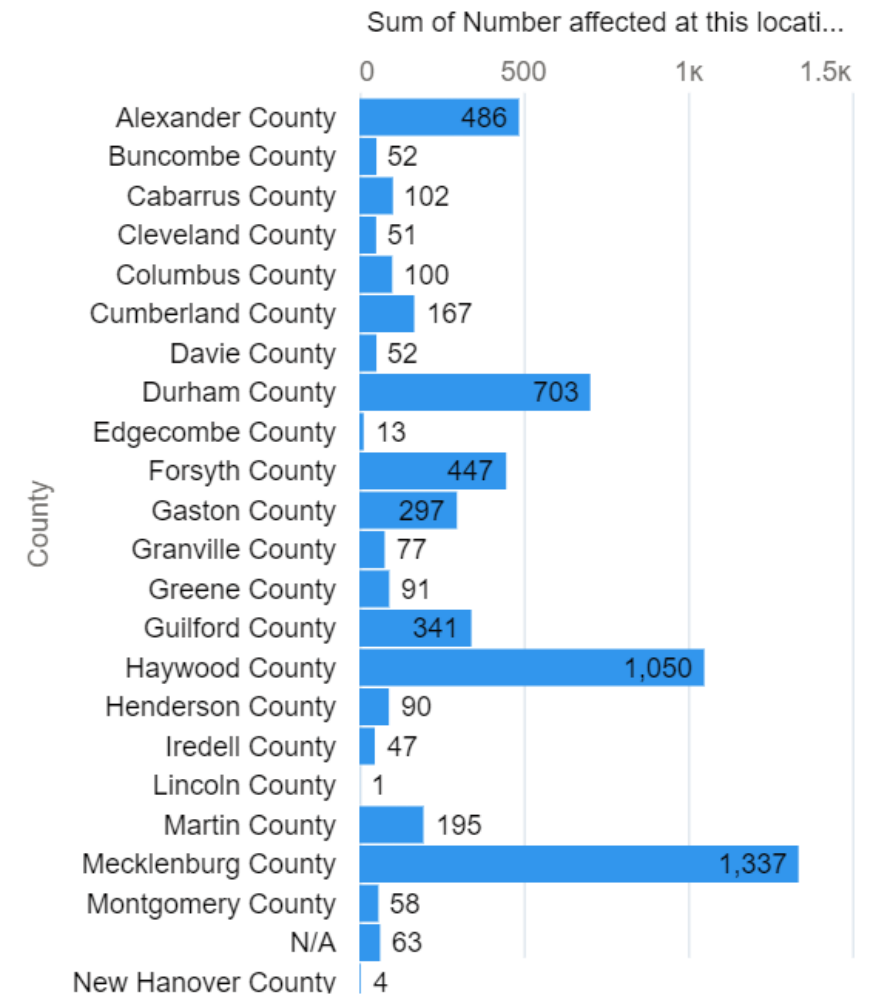
Salesforce Reports

Total WARN Locations by County



[View Report \(Total WARN Locations by County\)](#)

Total Affected Employees by County



[View Report \(Total WARN Locations by Co. Test 2\)](#)

Rapid Response Data Potential



- What additional data adds value?
- We may change our funding habits or focus based on trends we see in the data.
- Do we see certain industries that will need to upskill their workforce in order to stay competitive?



Thank you

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NORTH CAROLINA WARN NOTICES

[WARN Notices](#)
[WARN Locations](#)

WARN NOTICES



TOTAL WARN NOTICES YEAR TO DATE			FILTERED RESULTS			SELECT A FILTER BELOW
WARN Notices	Locations Impacted	Employees Impacted	WARN Notices	Locations Impacted	Employees Impacted	
14	14	1,277	14	14	1,277	Date Received by NC 1/1/2024 12/31/2024
Date Received	Company Name	County	Employees Impacted			
February 13, 2024	Block, Inc.	N/A	7	County <input checked="" type="checkbox"/> (All) <input checked="" type="checkbox"/> Alamance <input checked="" type="checkbox"/> Alexander <input checked="" type="checkbox"/> Anson <input checked="" type="checkbox"/> Beaufort <input checked="" type="checkbox"/> Bertie <input checked="" type="checkbox"/> Brunswick <input checked="" type="checkbox"/> Buncombe <input checked="" type="checkbox"/> Burke <input checked="" type="checkbox"/> Cabarrus <input checked="" type="checkbox"/> Caldwell <input checked="" type="checkbox"/> Carteret <input checked="" type="checkbox"/> Catawba <input checked="" type="checkbox"/> Chatham <input checked="" type="checkbox"/> Cleveland <input checked="" type="checkbox"/> Columbus <input checked="" type="checkbox"/> Craven <input checked="" type="checkbox"/> Cumberland <input type="checkbox"/> -		
	McMichael Mills, Inc.	Alamance County	81	Industry Sector <input checked="" type="checkbox"/> (All) <input checked="" type="checkbox"/> Accommodation & Food <input checked="" type="checkbox"/> Admin. & Waste Services <input checked="" type="checkbox"/> Ag. Forestry, Fishing, Hunting <input checked="" type="checkbox"/> Arts, Entertainment, Rec <input checked="" type="checkbox"/> Construction <input checked="" type="checkbox"/> Educational Services <input checked="" type="checkbox"/> Finance and Insurance <input checked="" type="checkbox"/> Health Care <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Headquarters <input checked="" type="checkbox"/> Manufacturing <input checked="" type="checkbox"/> Mining and Extraction <input checked="" type="checkbox"/> Other Services <input checked="" type="checkbox"/> Profess. & Technical Services <input checked="" type="checkbox"/> Public Administration <input checked="" type="checkbox"/> Real Estate & Rental/Leasing <input checked="" type="checkbox"/> Retail Trade <input type="checkbox"/> -		
	SunTree Snack Foods	Wayne County	29	WDB Area <input checked="" type="checkbox"/> (All) <input checked="" type="checkbox"/> Cape Fear WDB <input checked="" type="checkbox"/> Capital Area WDB <input checked="" type="checkbox"/> Centralina WDB <input checked="" type="checkbox"/> Charlotte Works WDB		
February 5, 2024	Eon Labs Inc.	Wilson County	213			
	Global Textile Alliance, Inc.	Rockingham County	95			
	Hanesbrands Inc.	Forsyth County	159			
January 26, 2024	Nitta Gelatin Inc	Cumberland County	68			
January 18, 2024	ASSA ABLÖY Americas Residential Inc.	Mecklenburg County	87			
January 17, 2024	WestRock	Davidson County	153			
January 12, 2024	Last Boys Interactive LLC	N/A	4			
January 11, 2024	Graphic Packaging International LLC	Mecklenburg County	112			
January 4, 2024	PaperWorks	Montgomery County	74			
	The Service Companies	Swain County	88			
January 2, 2024	Team Manufacturing East West LLC	Franklin County	107			

NC WARN Notice Dashboard

<https://www.commerce.nc.gov/data-tools-reports/labor-market-data-tools/workforce-warn-reports/data-dashboard-workforce-warn-reports>