



WORKFORCE INVESTMENT ACT (WIA) - NATIONAL EMERGENCY GRANTS
RESPONSE TO BRAC 2005

WIA National Emergency Grants (NEGs) are awarded to provide employment and training assistance for workers affected by major economic dislocations, including closures and realignments of military installations. In June 2005, the Department provided \$29.9 million in NEG funds to 37 states, the District of Columbia and Guam for the states and local communities that requested funds to initiate planning strategies to address the impact expected to be caused by BRAC 2005 closures and realignments on a national scale.

The Department of Labor (DOL) believes that the period between the announced recommendations and the final decisions on the closings or realignments (including gains) is the most effective time to begin strategic planning for the services and systems that will be necessary to assist affected workers and communities. Early planning ensures timely and effective approaches will be in place to respond to the workers' needs as soon as they are eligible to receive services as defined by WIA and reflect DOL's early intervention strategies for the use of NEG funds for workers impacted by announced mass layoffs and closures, including military realignments.

The Employment and Training Administration has established the following principles for response to the 2005 round of BRAC:

- The response should be tailored to needs of affected communities
- Workers are assets with transferable skills
- Economic analysis is the foundation for strategies and career guidance
- Demand-driven strategies should be linked to economic development
- Strategic partnerships should be established for a solutions-based approach

NEG-funded BRAC projects will operate in two phases: strategic planning and implementation.

Implementation may begin with planning funds once a project modification request has been submitted to, and approved by, DOL. This phase will be approved when the modification request documents that there are workers eligible and available to initiate services, up to two years prior to the announced installation closure or realignment date, or DoD has indicated that layoffs from a contractor are related to BRAC 2005.

The following are some parameters for the use of NEG-funded BRAC grants:

DO—

- Use NEG funds to strategically plan a comprehensive, integrated workforce development response to BRAC 2005 closures or realignments (including gains) as the basis for timely, quality employment and training assistance to eligible affected workers. Planning may include establishing transition committees or workgroups and should be in collaboration with the WIA rapid response team and other stakeholders, including OEA, EDA, elected officials and economic development agencies.
- Identify training capacity needs as a result of BRAC 2005 and strategies to meet these needs by working with local education institutions and business. This is in response to layoffs as well as significant gains where there is a need to expand services, e.g., training that will be needed to prepare the workforce for job growth in education, construction, services, etc.

- Conduct comprehensive studies to determine how BRAC actions will impact the workforce in communities and effectively and timely plan for the workforce transition from a defense to a non- or reduced-defense based economy, or where the defense establishment will increase its presence.
- Identify strategies to improve the way states affected by BRAC 2005 develop talent—including the integration of workforce and economic development with education at the regional level—where companies, workers, researchers, entrepreneurs, and governments come together to create competitive advantages to compete in the global economy. The objective is to ultimately lead to economic stabilization for affected workers, businesses, and communities and to ensure that resources at all levels are maximally and effectively used to accomplish this purpose.
- Request a modification to amend the planning and implementation statement of work, where final actions have removed a major proposed action from the final list, to include other BRAC 2005 actions in a state or bordering states that have an impact on the state or workers that reside in the state.
- Request a modification to implement strategies developed during the planning phase to provide the integrated, comprehensive array of services when: 1) closure and realignment or layoff dates are within two years of the date of the grant modification; and 2) eligible workers are available. Although planning may continue, the NEG funds may also be expended to provide employment-related services to participants as soon as closure or realignment action dates are firm (up to 2 years prior to actual layoff in many instances).
- Submit an application. Once closure and/or realignment (including gains) are firm and workers are eligible and available to participate in re-employment services (up to two years prior to announced closure and realignment dates), states that did not request planning grants may request NEG BRAC funds consistent with the NEG application guidelines.
- Work out plans with base commanders and HR contacts for notices of expected layoff or availability of workers for services, find solutions to issues as they arise and, where necessary, consult with DOL Regional Office contact to help resolve questions.

DO NOT—

- Use NEG funds to plan for or build state or local community infrastructure that may be needed to accommodate BRAC actions. This means that NEG funds **cannot** be used to pay for studies regarding city services (water, sewer, roads, schools, playgrounds, housing, etc.) or any other infrastructure that is not directly related to the workforce development needs of individuals affected by BRAC 2005.
- Serve individuals who are not being impacted by BRAC 2005 with NEG funds.
- Request supplemental funds until the NEG BRAC planning grant financial reports show accrued expenditures of 70 percent.
- Initiate the implementation phase until you have an approved grant modification.
- Request NEG funds be used to serve DoD contractors under the conversion provisions of WIA Sec. 173(c)(2)(A)(iii) until DoD has confirmed that workers with a contractor are at risk of termination as a result of reduced defense expenditures and the employer is converting operations from defense to non-defense applications in order to prevent worker layoffs.