

Here is a useful link on layoff assistance from Workforce Solutions.
<https://workforcesolutionsrca.com/employers/layoff-assistance>

Additionally, the following are some layoff aversion projects that could potentially be utilized. Each business will be looked at on a case by case basis.

Layoff Aversion

Reference: TEGL 19-16 Section:18 Rapid Response

Some **examples of layoff aversion projects** that use creative strategies to address COVID-19-related effects* on businesses and workers include, but are not limited to:

- A call center environment needs to have their employees work from home/remotely in order to support social distancing and limit potential exposure to COVID-19. **Layoff aversion funding could be used to purchase remote access equipment that the employee would need to use from home to support their work.**
- § A business whose employees use specific software or computer applications asks their employees work from home/remotely in order to support social distancing and limit potential exposure to COVID-19. **Layoff aversion funding could be used to purchase the software/programs that the employee would need to use from home to support their work.**
- § Due to decline in business/revenue, a company is reducing the hours of three or more employees, and the employer may be eligible for Texas's "work share" Unemployment Insurance assistance program. Between the employee's pay and UI benefits, the employee is still collecting less income than usual, and is having difficulty paying bills, mortgages, etc. **Layoff aversion funding could be used to supplement the employee's income and benefits.**
- § In order to support social distancing and limit potential exposure to COVID-19, a company that usually runs two shifts of workers adds a third shift, so that fewer employees are on onsite at any given time. **Layoff aversion funding could be used to offset related costs to the employer or workers.**

- § A small business needs their employees to be at work, on site, but cannot afford frequent deep cleaning to help prevent potential exposure to COVID-19. **Layoff aversion funds could be used to pay for a cleaning/sanitization service.**

*Note: Layoff aversion funds can always be used to support creative approaches and strategies; other business/employee needs could be substituted for COVID-19-related language in the examples above

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