

TRAINING AND EMPLOYMENT NOTICE	NO. 19-24
	DATE January 17, 2025

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE LIAISONS
RAPID RESPONSE COORDINATORS
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS

FROM: JOSÉ JAVIER RODRÍGUEZ /s/
Assistant Secretary

SUBJECT: Announcing *The Disaster Lifecycle from Preparedness through Resiliency: A Guide for State Workforce Agencies*

1. **Purpose.** To help state workforce agencies (SWA) and their partners develop a comprehensive, adaptable and strategic disaster preparedness and response planning process that can be quickly implemented by staff and partners who are well-trained, well-aligned, and fully supported, ETA is publishing *The Disaster Lifecycle from Preparedness through Resiliency: A Guide for State Workforce Agencies (the Guide)*.
2. **Action Requested.** SWAs can use the *Guide* to review their current disaster preparedness strategies and policies; identify changes along with environmental and socioeconomic considerations; and update/create policies that allow for easy adaptation and revision as needed.
3. **Summary and Background.**
 - a. Summary – Between 2011 and 2023, 36 states, representing 72 percent of the United States, experienced ten or more major disaster declarations. As of December 1, 2024, there have been over 170 disaster declarations this calendar year covering everything from severe storms and tornadoes to floods, landslides, and wildfires. Each of these events has a significant effect on the impacted community and in each of these events, the workforce system has a role in the preparation, response, and recovery. It is important that during these events, the functions and services of the public workforce system do not stop. Having the policies and strategies in place ahead of time, and preparing well-trained staff helps ensure continuous, uninterrupted flows of tasks. Based on the successful practices of states experienced in disaster response, ETA recommends all SWAs review and refresh the four elements of the “disaster lifecycle”: readiness, response, recovery, and resiliency. Structuring strategies and processes for all four of these elements can provide a well-organized roadmap for success.

- b. Background – There are three primary programs administered by the Employment and Training Administration that relate to disaster response. Rapid Response allows states and local workforce areas to quickly communicate with workers and businesses and begin to deliver services. Disaster Recovery National Dislocated Worker Grants provide states with additional resources to provide employment and training services, along with disaster relief employment, after a disaster. Both are authorized under the Workforce Innovation and Opportunity Act. Disaster Unemployment Assistance is authorized under Section 410 of Title IV of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (Stafford Act) (Pub. L. 93-288, as amended, set forth at 42 U.S.C. § 5177) and managed under the Unemployment Insurance program. Each of these programs has a role to play in preparing for and responding to disaster events.

4. **Structure of the Guide.** The Guide consists of three parts:

Part I: Convening, Planning, and Readiness seeks to help states identify disaster risks specific to the state, including natural disasters like hurricanes, floods, and wildfires, as well as unexpected events and to assess current policies and staffing rules to ensure they support rapid, flexible responses in any scenario.

Part II: Organizational Strategic Planning discusses building relationships, developing action plans, establishing roles and processes, and staff training.

Part III: Programmatic Strategic Planning provides program specific materials related to Rapid Response, Disaster Recovery National Dislocated Worker Grants, and Unemployment Insurance and Disaster Unemployment Assistance.

5. **Inquiries.** Please direct inquiries to the appropriate Regional Office.

6. **References.**

- Workforce Innovation and Opportunity Act (WIOA), sec. 170, Pub. L. No. 113-128, (July 22, 2014);
- Sections 410 and 423 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act of 1974, as amended;
- Stafford Act, Sections 408 and 410 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. §§ 5174 and 5177);
- WIOA regulations at 20 CFR part 682 Subpart C – Rapid Response Activities;
- 20 CFR part 687 National Dislocated Worker Grants;
- 20 CFR part 625 Disaster Unemployment Assistance;
- [Training and Employment Guidance Letter \(TEGL\) 19-16](#), *Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules*; and

- [Training and Employment Guidance Letter \(TEGL 09-24\)](#), *Updated National Dislocated Worker Grant Program Guidance and Application Information*.

7. Attachment(s).

- a. “The Disaster Lifecycle from Preparedness through Resiliency: A Guide for State Workforce Agencies”
- b. Texas Interstate MOU on DUA Services