

Additional Information and Resources to Strengthen Reemployment and Connections to Suitable Work

Reemployment Services and Eligibility Assessments (RESEA) for individualized reemployment services

The reemployment of UC claimants remains a top priority for the entire workforce system. The UI program supports reemployment through a variety of targeted strategies, and RESEA provides a dedicated funding stream for states to provide individualized reemployment services and referrals to other workforce partners. RESEA, a voluntary program for states, is codified in Section 306, SSA. Recognizing RESEA as a permanent workforce partner, states with RESEA programs have been directed to prioritize strategies that support the expansion and sustainability of the program, such as permanent staffing, expanded eligibility, and increased service-delivery. UIPL No. [08-24](#) and [08-24, Change 1](#), and Training and Employment Guidance Letter (TEGL) No. [11-23](#) and [11-23, Change 1](#) provide the FY 2024 RESEA operating guidance. States recently updated their WIOA state plans, which should reference the integration of RESEA into their broader workforce system and reemployment strategies.

States are permitted to reference their RESEA and WIOA state plans in the SQSP rather than replicate these strategies and approaches. States should also discuss in their SQSPs how their RESEA strategies support reducing improper payments, including the review of claimant eligibility, and providing services that help them comply with work search requirements.

STC as a lay-off aversion program

The STC program (known also as “worksharing” or “shared work”) is a lay-off aversion program in which an employer, under a state-approved plan, reduces the work hours for a group of workers, and these workers in turn receive reduced UC payments for the weeks in which they worked reduced hours. States that received grants as described in UIPL No. [22-20](#) to implement or improve their STC programs, or to promote participation in STC programs, are encouraged to include the strategies they are pursuing using these grant funds in their FY 2025 SQSPs. The Department also encourages the use of STC to support workers and employers.

Robust Work Search Activities

Section 303(a)(12), SSA, requires, as a condition of a state receiving a UI administrative grant, that state law include a work search requirement as a condition of UC eligibility. Each state defines acceptable work search activities through its laws and policies, which vary across the states.

TEN No. [17-19](#) provides states with model work search legislation focused on proactively referring claimants to suitable work, establishing a comprehensive definition of acceptable work search activities that focuses on rapid reemployment, and providing fair notice and documentation requirements. It is a best practice for states to have a fully integrated workforce system that focuses its collective efforts on assisting claimants to return to suitable work as quickly as possible. The following items reflect work search strategies that states should consider:

- Requiring work search activities that embrace a wide array of activities that support reemployment in today’s labor market and include receiving services through American Job Centers;
- Supporting claimant compliance with required work search activities through a reemployment service delivery design that includes developing clear, plain language work search requirements that: 1) ensure claimants understand work search requirements (both acceptable activities and documentation requirements); 2) ensure claimants understand the consequences of failing to comply with these requirements; and 3) provide assistance in developing a reemployment plan that meets the requirements, including through customer-friendly technology applications that facilitate claimants carrying out tasks that meet work search requirements;
- Encouraging states to proactively identify and refer claimants to suitable job openings from public and private job banks, and ensure that claimants accept employment in suitable work when offered;
- Developing and facilitating continuous review of completed work search activities to verify claimant compliance;
- Documenting these activities through the state’s case management system or other information technology (IT) systems that support documentation requirements; and
- Providing case management services through American Job Center career counselors, which include following up with claimants and employers on the results of job referrals to inform future job referrals and/or the need for additional reemployment services for the claimant.

There are additional strategies states should consider in developing their work search requirements and designing reemployment service delivery strategies that support a claimant’s ability to comply with a state’s work search requirements and help to mitigate improper payments to claimants who fail to meet this eligibility requirement. States are strongly encouraged to implement these additional strategies to address work search errors and incorporate those strategies into the Integrity Action Plan (IAP) as part of the SQSP.

- Designing the state RESEA program to support the development of an individual reemployment plan that can help each claimant effectively plan work search activities, and making such services available virtually to support a broader reach;
- Encouraging RESEA and other career and reemployment service providers to take advantage of the My Reemployment Plan tools that are designed to support development of individualized reemployment plans and connect claimants to effective reemployment resources (*see* [Pathways to Reemployment](#)); and
- Reinforcing the requirement to complete work search activities throughout the claims cycle through the use of plain language to explain the requirements and use of behavioral

messaging in electronic communications, either in an online technology application or through emails or texts, to “nudge” claimants to comply with work search requirements.