

## Desk Reference

### Facilitating Reemployment and Increasing Program Integrity

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## Background

The Unemployment Insurance (UI) program is a required partner in the workforce system and provides unemployment benefits to individuals who have lost their employment through no fault of their own and who otherwise meet initial and continuing UI eligibility requirements. Beginning in 2005, the U.S. Department of Labor, Employment and Training Administration funded the voluntary UI Reemployment and Eligibility Assessment (REA) program to address individual reemployment needs of UI claimants and prevent and detect improper benefit payments. In 2015, the Reemployment Services and Eligibility Assessment (RESEA) program replaced the REA program and received increased funding and broadened statutory authority allowing funds to be used for reemployment services in addition to services previously provided under the REA program.

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## Target Populations

### UI CLAIMANTS

RESEA targets those UI claimants determined to be most likely to exhaust benefits and in need of services. Targeting is conducted using statistical models developed by each state that rely on several factors, such as job tenure, education, industry, occupations, and local unemployment rate.

### UNEMPLOYMENT COMPENSATION FOR EX-SERVICE MEMBERS (UCX)

UCX provides unemployment benefits to ex-service members who were on active duty with a branch of the U.S. military and separated under honorable conditions. UCX benefits are paid for by the appropriate military branch and administered by the state where the claim was filed. RESEA grantees are encouraged to serve as many UCX claimants as feasible.

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## Services Provided

The foundational element of the RESEA program is an in-person meeting between the UI/UCX claimant and an appropriately trained American Job Center (AJC) staff member. There is variation across states in the use of technology, group sessions, and the number of RESEAs provided (up to 2 sessions per claimant may be funded through the RESEA grant). However, at a minimum, RESEA sessions must include:

### ELIGIBILITY ASSESSMENT

Every RESEA session is required to include a one-on-one assessment of the claimants' continuing UI/UCX eligibility. This assessment typically includes confirming employment status and a review of the claimant's work search activities. Once selected, participation in RESEA activities is mandatory and failure to attend or complete the RESEA may impact the continuance of UI benefits.

### REEMPLOYMENT SERVICES

A significant difference between REA and RESEA is increased emphasis on, and the ability to fund, reemployment services. Beginning in Fiscal Year (FY) 2017, allowable reemployment services were aligned with the Workforce



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Innovation and Opportunity Act's "career services" as a means of creating greater integration across programs. RESEAs must provide participants with:

- ◆ Orientation to available AJC services;
- ◆ Development of an individual reemployment plan;
- ◆ Provision of customized career and labor market information;
- ◆ Registration with the state's job bank;
- ◆ Enrollment in the Wagner-Peyser Employment Service; and
- ◆ Provision of at least one additional career service, such as:
  - ◇ Referrals and coordination with other workforce activities;
  - ◇ Job search assistance;
  - ◇ Information about supportive services;
  - ◇ Information and assistance with financial aid resources;
  - ◇ Financial literacy services; and
  - ◇ Career readiness activities, including assistance with resume writing and/or interviewing techniques.

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## RESEA Availability

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The transition from REA to RESEA was completed by the end of FY 2016. RESEA is a voluntary activity and is currently available in 48 states, Puerto Rico, the District of Columbia, and the Virgin Islands. During FY 2017, approximately 17 percent of all UI claimants were scheduled for an RESEA.

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## Evidence-Based Strategies

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The RESEA program is based on a successful model established in Nevada in which eligibility assessments were delivered seamlessly with reemployment services. Research on that service delivery model found the impact to be the following:

- ◆ Claimants were significantly less likely to exhaust their benefits;
- ◆ Claimants had significantly shorter UI durations and lower total benefits paid (on average 1.82 fewer weeks and \$536 lower total benefits paid);
- ◆ Claimants were more successful in returning to work sooner, earning higher wages in the measurement period, and retaining their jobs; and
- ◆ Every \$1.00 of cost produced \$2.60 of savings.

### Learn More About RESEA

**Operating Guidance:** [https://wdr.doleta.gov/directives/attach/UIPL/UIPL\\_03-17\\_Acc.pdf](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_03-17_Acc.pdf)

**Technical Assistance:** <https://rc.workforcegps.org/resources/2016/10/03/06/29/RESEA>

**Nevada Study:** [https://wdr.doleta.gov/research/fulltext\\_documents/etaop\\_2012\\_08\\_rea\\_nevada\\_follow\\_up\\_report.pdf](https://wdr.doleta.gov/research/fulltext_documents/etaop_2012_08_rea_nevada_follow_up_report.pdf)

