



Work-Based Training

Through the Trade Adjustment Assistance Program

HOW IT CAN BENEFIT YOUR BUSINESS!

Trade Adjustment Assistance (TAA) is a federal entitlement program that assists U.S. workers who have lost their jobs as a result of foreign trade. This program seeks to provide adversely affected workers with opportunities to obtain the skills, credentials, and support necessary to become reemployed. The Connecticut Department of Labor (CTDOL) administers this program for the state.

A primary benefit of the TAA program is the ability for these adversely affected workers to receive work-based training such as on-the-job (OJT) or apprenticeship training, while providing the employer with **wage reimbursements** for a specific period of time to help off-set the costs of training.

<u>On-The-Job Training</u>	<u>Apprenticeship Training</u>
<ul style="list-style-type: none"> ◆ Employer receives up to a 50% wage reimbursement of the new employee's wage rate. ◆ Reimbursement between 2 and 9 months, depending on the complexity and skill level of the job. ◆ Provides new employee training at the work site using other skilled employees as instructors. ◆ The new employee will be trained to the employer's specific work requirements. 	<ul style="list-style-type: none"> ◆ Employer receives up to a 50% wage reimbursement of the new employee's wage rate. ◆ New employee becomes a registered apprentice* and follows established apprenticeship work-schedule. ◆ Funding can continue until the worker reaches suitable employment** or 130 weeks, whichever comes first. ◆ TAA can fund 100% of the related instruction, books, tools, uniforms, equipment and books.

CTDOL will identify and refer TAA participants to your OJT or apprenticeship openings, assist with paperwork and record keeping, pay the agreed upon monthly reimbursement and provide ongoing employer/employee support. The employer agrees to offer full-time training on-the-job to the worker.

Since TAA training may not be approved retroactively, *an interested worker needs to apply for the training with CTDOL before beginning employment.*

Interested? If you would like to learn more about work-based training opportunities for your business, please contact the Business Services Representative you have been working with, or by visiting the following web page: <http://www.ctdol.state.ct.us/TradeAct/WBT.htm>

*Employer and apprentice will need to be registered with the Connecticut Office of Apprenticeship Training.

**Suitable employment is defined as work of substantially equal or higher skill level than the worker's past adversely affected employment, and wages for such work at not less than 80 percent of the worker's average weekly wage.