

TRADE ADJUSTMENT ASSISTANCE (TAA)

THE TRADE ADJUSTMENT ASSISTANCE ACT AS AMENDED
2020 FINAL RULE



SERVICE ACCESS

Before we begin, in order to take advantage of all the services available to you through our American Job Centers, including TAA, you must first create an account in our CTHires database, located at:

www.cthires.com

So, if you have not done so already, please make sure to go to this site and register!

REGISTER NOW

WHAT IS TAA?

TAA=Benefits and Services = Employment and Income

1. TAA (Trade Adjustment Assistance) is a federal program sponsored by the U.S. Department of Labor and is administered by the Connecticut Dept. of Labor for our state.
2. Provides a multitude benefits and services to eligible workers who have lost their jobs due to foreign trade.



THE GOAL OF TAA



The goal of the TAA program is to get you back to “suitable employment” as quickly as possible.

Suitable Employment is defined as:

- ❖ Work that is equal to or of a greater skill level of your Trade-impacted job
- AND**
- ❖ Pays at least 80% of what you were being paid at that job OR
- ❖ In the case of relocation, pays at least 75% of national wages as determined by the National Occupational Employment Wage Estimates

WHO IS ELIGIBLE FOR TAA BENEFITS?

Any member of a worker group certified in the TAA certification by the US DOL who has experienced a total or partial layoff

OR

is in danger of being totally or partially laid off



SO, WHAT DOES TAA OFFER?

TAA offers a variety of benefits and services to help you become reemployed.

They include:

- *Reemployment and case management services*
- *Trade Readjustment Allowances (TRA)*
- *Job Training*
- *Reemployment Trade Adjustment Assistance (RTAA)*
- *Job search allowances*
- *Relocation allowances*
- *Assistance with healthcare premium costs*

Lets' take a look at these
benefits and services!

REEMPLOYMENT SERVICES

- Comprehensive, specialized career assessments
- Individualized career counseling
- Employment planning
- Resume and interview prep workshops, etc.
- Supportive services available through the Workforce Innovation and Opportunity Act (WIOA)
- Employer recruitments
- Veteran services
- Resource centers



TRA BENEFITS

(TRADE READJUSTMENT ALLOWANCE)

- Offers financial support you while you are learning
- Same amount you received while filing for Unemployment (the Weekly Benefit Rate)
- There are three types of TRA:
 - ❖ Basic TRA
 - ❖ Additional TRA
 - ❖ Completion TRA



To be eligible for TRA you must:

- Be an adversely affected worker covered under a TAA certification
- Have a qualifying separation within the impact and termination date of the certification
- Had at least 26 weeks of employment at wages of \$30 or more *prior* to your layoff

The next slide shows what your TRA determination letter looks like and contains important information such as your training enrollment date deadline, the weekly amount of TRA and your Basic TRA eligibility period.

TRA TRAINING ENROLLMENT DEADLINE

TRA-857 (Rev 7/2017)

IMPORTANTE - TENGA ESTO TRADUCIDO INMEDIATAMENTE

CONNECTICUT LABOR DEPARTMENT - EMPLOYMENT SECURITY DIVISION/TRADE ADJUSTMENT ASSISTANCE (TAA)

TRADE READJUSTMENT ALLOWANCES (TRA) ELIGIBILITY DETERMINATION

Trade Act of 1974, As Amended (United States Code Title 19, Chapter 12)

Cheryl McD.
1234 Willy Wonka Blvd.
Boca Rotten Candy, FL

Social Security Number ***-**-XXXX
American Job Center Interstate
Date Filed 4/10/2018
Date Mailed 5/3/2018
Original Revised

Employer: Crown Forwarding, Inc.
Separation Date(s): 4/30/2018

Petition Number:	93550
Certification Date:	3/16/2018
Impact Date:	2/12/2017
Termination Date:	3/16/2020

You are eligible to receive Trade Readjustment Allowances (TRA).

1. Your ability to receive TRA will be limited or voided, however, unless you enroll in TAA-approved training or receive a waiver of training by your training enrollment deadline, 11/3/2018. §2291(a)(5), §2293(i), §2294(b)
If enrolled in TAA training, your participation must be full time to receive TRA.

You will be contacted within the next 2 weeks for your scheduled appointment. (Please see attachments).
 Refer to the enclosed *Notice to Reemployed Worker* for important information about accessing benefits.

You must exhaust entitlement to Unemployment Insurance (UI) before TRA may be paid, except if you establish a new UI benefit year based on part-time or short-term employment that follows your most re-impacted employment and such UI benefit amount pays less than your weekly TRA amount.

2. Your TRA weekly benefit amount is \$555.00. Dependency allowance is included, if eligible up to \$14,430.00 in basic TRA.

If checked, TRA dollar amounts remain undetermined until you file for UI.
 If checked, TRA eligibility is reduced because the training enrollment/waiver deadline has passed.
 If checked, TRA eligibility is restored because the training enrollment/waiver deadline is met.

3. Your eligibility period for basic TRA is 5/6/2018 through 5/2/2020. Your first week of eligibility is either the first week beginning after you exhaust all rights to UI, or the first week beginning after 3/16/2018, whichever is later. §2291(a), §2293(a)(2), §2293(g)-(i), §2294(b)

4. If participating in long-term training, you may be eligible to receive Additional TRA payments. §2293(a)(3)

5. If you exhaust all above Basic and Additional TRA entitlement then Completion TRA could be available under certain conditions based on the petition number of your Trade Act certification. §2293(f)



Highlight this date, as you need to be enrolled in training prior to this date (or on a waiver) In order to receive TRA

THE THREE TYPES OF TRA:



Basic TRA

- Up to 26 weeks of benefits after exhausting regular unemployment insurance benefits
- Must be participating in full time training, have completed training, or
- have obtained **a waiver** of the training requirement with job search efforts

Please Note: You may receive basic TRA while conducting work search up to your enrollment date deadline without training or a waiver, but you will not be eligible for Additional or Completion TRA.

BASIC TRA JOB SEARCH REQUIREMENTS

Follows the same rules as when you were filing for Unemployment benefits

1. Contact at least three employers on two separate days per week
2. Accept any offer of “suitable work”
3. Consider other types of work
4. Keep a record of your job-seeking efforts



ADDITIONAL TRA **UP TO 65 WEEKS**

Additional TRA is available while you are participating in full time training AND you have exhausted ALL rights to your Basic TRA. . .

To remain eligible for Additional TRA, you must continue to be enrolled and participating in training.



COMPLETION TRA PROVIDES ANOTHER 13 WEEKS

Payable to you when you exhaust ALL Basic and Additional TRA

Five Criteria for Receiving Completion TRA:

1. Requested weeks are necessary to complete training that leads to a degree or industry recognized credential
2. Need to participate in full-time training each week
3. Must meet training benchmarks established in your training plan
4. Continue to make satisfactory progress in training
5. Be on target to complete the training during the established Completion time period



WAIVER OF TRAINING

A waiver of training allows a participant to receive Basic TRA while not participating in training, but you are required to perform work search efforts.

Three Types of Waivers:

- ❖ **Health:** Unable to participate in training or complete training due to a health condition
- ❖ **Enrollment Not Available:** Training will not begin within 30 days of the approval date
- ❖ **Training Not Available:** No training is available in which you can enroll

Note: Waivers are only available during Basic TRA. In order to receive Additional or Completion TRA, you **MUST** be participating in full time training.

WAIVER OF TRAINING REQUIREMENTS

- A training waiver may be issued if one of the three conditions from the previous page is met
- Once a waiver of training is approved you will need to fulfill your work search efforts
- The waiver will be reviewed after the first 90 days and then every 30 days thereafter
- When the waiver terminates, you will be given a new enrollment date deadline for which to enroll in training to remain eligible for TRA

TRAINING

Training is potentially available to you either full-time or part-time, but there is **no TRA** eligibility with part-time.

Types of training:

- Traditional Classroom Training or On-line
- On-the-Job Training
- Apprenticeship Programs
- Post-Secondary Education
- Certifications
- Prerequisite and remedial education



YOUR TRAINING PLAN

- Once you meet with your TAA representative, you will discuss training options best suited for your reemployment goals.
- There are six criteria for approval:
 1. There is NO “suitable” employment available
 2. You would benefit from the training
 3. There is a realistic expectation of employment after training
 4. The training is reasonably available
 5. You are qualified to take and finish the training
 6. Training is available at a reasonable cost




WHAT IS IN A TRAINING PLAN?

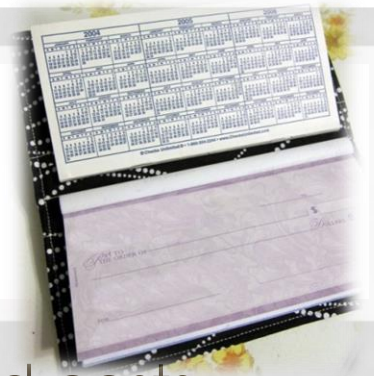
Your training plan will assist you in obtaining the skills necessary to gain suitable employment

Components of a training plan Include:

- Labor Market Data to Support the Training Plan
- Documented Training Benchmarks reviewed every 60 days
- Financial Support Projection
- Training Program Comparisons
- Course Outline
- Career Development Plan

 You will be expected to take an active role in the development of your plan and once started, you are expected to complete the training.

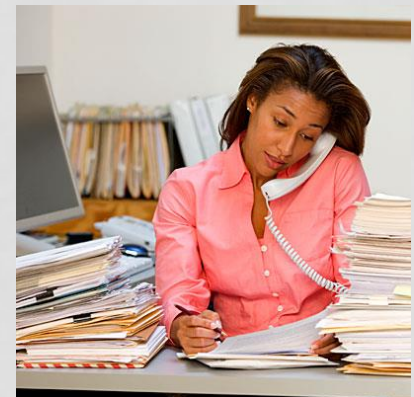
TRAINING ALLOWANCES



- A cap of \$25,300 is allowed for training related costs.
- Training must be approved BEFORE any expenses will be covered.
- Subsistence allowance for mileage, food and lodging reimbursement *if* your training commute is 41 or more miles from your home.
- There is a maximum of 130 weeks of training allowed.
- Entitled to one Training program per Trade Act certification. However, a single plan can consist of multiple training components.

INCUMBENT WORKER TRAINING

- An incumbent worker is still employed, but has been threatened with a separation from their company due to foreign trade
- TAA training is available while still employed
- Must be certified as eligible to apply for TAA benefits/services
- TRA is not available while still employed
- Re-employment Services available



ON THE JOB TRAINING

- Allows you to work at a new job while being trained on NEW skills by company
- Customized to meet the needs of the employer
- Must apply before starting the new job
- Can be combined with classroom training if needed
- Being paid by employer – **No TRA**
- This is your one and only training plan



APPRENTICESHIP TRAINING

- Similar to On-The-Job Training
- Registration with State Apprenticeship Office is required
- TAA funds can be used to reimburse the employer for costs of training, up to 50% of wages
- Can be used to cover related instruction costs
- Being paid by employer – **No TRA**
- This is your one and only training plan



OCCUPATIONAL TRAINING

Can include:

- Certification programs
- Associate degrees
- Bachelor degrees
- Master degrees

Must be able to complete within the 130-week limitation.

REMEDIAL TRAINING

- GED
- Basic Adult Education
- English as a Second Language

Remedial training can be combined with occupational training if the total training weeks is 130 or less.

STAYING ON TRACK!



- The Trade program has many great benefits that come with rules and responsibilities.
- You will be provided with documentation detailing your responsibilities.
- You will need to provide grades, progress reports, transcripts and diplomas upon request.
- When in doubt, ask! Don't make any changes before speaking with your TAA representative.
- Failing to comply means you may lose your benefits and possibly be liable to repay money expended on your behalf.

RTAA

(REEMPLOYMENT TRADE ADJUSTMENT ASSISTANCE)

- Provides a wage supplement when you are earning less than what you were making at your Trade impacted employer
- Must be 50, or about to be 50 years of age or older
- Earn less than \$50,000 in your new job
- Maximum of \$10,000 paid to you over a two-year period

MORE ABOUT RTAA

To receive RTAA you will need to:

- be fully employed or
- employed part-time (20+ hours per week) and attending TAA full-time approved training

Eligibility period begins when your unemployment benefits have exhausted *or* when your new job begins, whichever is sooner.

RTAA CONTINUED

- Cannot receive TRA while receiving RTAA
- If you collected TRA beforehand, those benefits will be subtracted from the 10,000 cap (eligibility period reduced)
- Once RTAA is received, you cannot collect any unclaimed TRA



JOB SEARCH ALLOWANCE

- Covers some of the expenses while looking for work
- For searches outside of your commuting area (**41 or more miles one way**)
- There must be a finding of no suitable employment available in your commuting area
- Covers 90% of the costs for travel and subsistence

RELOCATION ALLOWANCE

- Must have a bona fide job offer of long-term suitable employment
- Job offer requires relocation
- No suitable employment available in your commuting area
- Covers up to 90% of the expenses that are reasonable and necessary



RELOCATION ALLOWANCE CONTINUED

- A lump sum payment = to 3x your average weekly wage, UP to \$1,250
- Application must be submitted before relocation process begins
- Save all receipts
- Subject federal per diem rates to limitations

HEALTH COVERAGE TAX CREDIT (HCTC)

- Available to eligible TRA & RTAA recipients
- Operated & funded by the Internal Revenue Service
- Cover 72.5% of you and your family's healthcare insurance premiums if participating in a qualified health care plan as defined by the IRS
- CTDOL only provides TAA eligibility information to the IRS, we do not determine who is eligible for the credit
- You will need to fill out forms to enroll, and they can be found on the IRS site at: **WWW.IRS.GOV/HCTC**



ANY QUESTIONS?



THE END!

- Thank you for viewing this benefits overview presentation for the TAA program
- Please make sure you have also read the Participant's Guide to TAA in Connecticut
- Also please make sure to register in CTHires before your first appointment
- If you have any questions after reviewing this material, please write them down and ask your TAA representative at your first appointment.

<https://www.ctdol.state.ct.us/TradeAct>