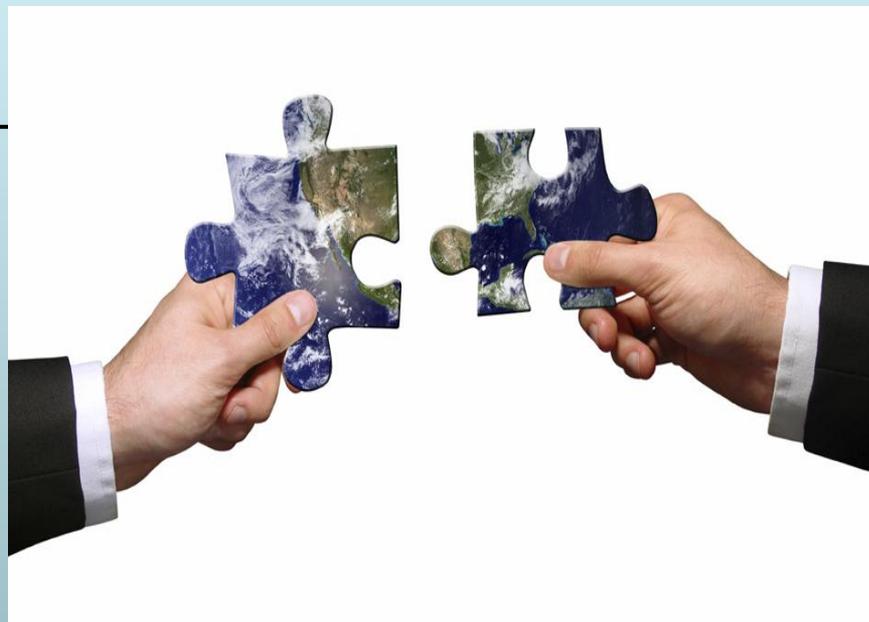


HOW WE CAN BEST SERVE TRADE IMPACTED WORKERS

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Dislocation Services Unit Manager



TRADE LANGUAGE

- Every program has it's own language and Trade is no different
- Focus on Trade Adjustment Assistance Extension Act of 2011
- A few terms that need definition before we move on

WORLD OF TRADE

- To be part of the Trade program an individual must have been laid-off from a company that has an approved Trade Petition and must either be enrolled in training or on a waiver from training.

Exception – Incumbent Workers

1. Member of group of workers that has been certified as eligible to apply for TAA benefits
2. Has not been totally or partially separated from employment
3. Is determined to be an individual threatened with total or partial separation

TRADE LANGUAGE

TRA-TRADE READJUSTMENT ALLOWANCE

- A wage subsidy available in the form of weekly cash payments to workers who are enrolled in a full-time training course

ENROLLED IN TRAINING MEANS:

- Have received written notice of acceptance in to an approved training program **and**
- Training application has been approved by the Trade department in the state **and**
- Training must begin within 30 calendar days after the date of approval

TYPES OF TRA

BASIC – Up to 52 weeks minus Unemployment Insurance entitlements and benefit extensions

- While attending approved full-time training **or**
- Waived from training enrollment requirement

ADDITIONAL TRA – Up to 65 weeks while participating in approved full time training in a fixed 78 week period

COMPLETION TRA – Up to 13 weeks while participating in approved full time training if necessary to complete the training

TOTAL MAXIMUM TRA BENEFIT

130 WEEKS!!!

AKA -2.5 years

MUST START IN TRAINING OR BE ON A WAIVER WITHIN 26 WEEKS OF LAY-OFF OR CERTIFICATION

Only 3 reasons for a waiver:

1. **HEALTH** – Worker is unable to participate in training
2. **ENROLLMENT UNAVAILABLE** – First available enrollment date to the worker's approved training is within 60 days after the date of the determination made under this paragraph, or, if later, there are extenuating circumstance for the delay in enrollment, as determined under guidelines issued by the Secretary
3. **TRAINING NOT AVAILABLE** – Training approved by the Secretary is not reasonably available to the worker from either governmental or private sources, no suitable training for the worker is available at reasonable cost, or no training funds available

With these concepts in mind...

A close-up photograph of a hand holding a white rectangular card. The hand is positioned in the center, with fingers slightly curled around the top edge of the card. The background is a blurred, light-colored surface, possibly a desk or table. The card contains the following text:

**Items To Consider
When Working With
Trade Impacted Workers!**



NUTS AND BOLTS

AVOID INFREQUENT STARTING OF THE PROGRAM

- Remember-Depending on how this falls, it may not line up with the need to be in training within 26 weeks.
- If the waiver reason of Enrollment Unavailable is used, the training would need to start within 60 days.



NUTS AND BOLTS

AVOID PART-TIME TRAINING SCHEDULES

- To be eligible for TRA an individual *must* be in full-time training.
- “Full-Time” is defined by the training institution.



NUTS AND BOLTS

AVOID LONG BREAKS

- Long breaks between semesters or no classes offered during certain times, such as Summer, may cause disruption or loss of TRA payments.
- Breaks over 30 calendar days could lead to loss of TRA funds.



NUTS AND BOLTS

SHARING OF INFORMATION

- It would be helpful to have permission for the trainer institution and the Trade unit to talk each other in advance.
 - Items such as schedule changes, date changes, dropping a section all have impact on the individual.
 - We have to perform 60 day reviews and check benchmarks during the training. This permission would allow us to get information from the trainer to have a better discussion with the impacted worker.



NUTS AND BOLTS

COORDINATION OF WEEKLY ATTENDANCE SHEETS

- Much of the time that an individual is in training, they will need to have a weekly attendance sheet signed to get their TRA.
 - If a standard system could be set up to address this need, it would be very helpful.



NUTS AND BOLTS

TRAINING LESS THAN 130 WEEKS

TEGL 10-11 dated 11/14/11, page 24

D.2. Length of Training

The 2011 Amendments do not include a specific limitation on the length of an approvable training program for a Trade-Affected Worker. However, 20 CFR 617.22(f)(2) limits the maximum length of approvable training to 104 weeks (during which training is conducted), so that a training program would not extend too far beyond the worker's TRA. In this respect, the 2011 Act does not change the Trade Act. However, consistent with TEGl No. 11-02 and TEGl No. 22-08, we interpret the 2011 Amendments as allowing the maximum length of an approvable training program to match the maximum number of payable weeks of income support (UI plus TRA), or 130 weeks during which training is conducted.



NUTS AND BOLTS

BEWARE ENTREPRENEURIAL TRAINING

- It has been determined that TAA benefits **cannot** be spent on training that leads ***solely*** to self-employment or employment as an independent contractor.



IT WOULD BE IDEAL TO

- Have all the required materials bundled together and have the cost of them included in the cost of the training.
 - Would make contracting and paying for the program much easier.
 - Hopefully, the items could be waiting for the individual on the first day of class.
 - Reduce stress among participant about getting the correct items for the classes.



IT WOULD BE IDEAL TO

- Provide flexibility during the program
 - With permission, allow for a person to change from the day program to the evening or weekend program
 - As an individual's life changes, sometimes they need to change the time they are taking classes



IT WOULD BE IDEAL TO

- Have one contact with the program at the school for all matters concerning the program for the student and the Trade staff
 - **A point of contact for:**
 - **FINANCIAL ISSUES**
 - **ACADEMIC ISSUES**