Missouri Trade Adjustment Assistance

DSS Learning Lab
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Office of Workforce Development
Background of the TAA Program

- The Trade Adjustment Assistance (TAA) Program is a federal program administered by the United States Department of Labor (USDOL) that provides assistance to U.S. workers who lost their jobs due to foreign trade.

  - Imports from other countries
  
  - Movement of production / service to foreign countries
Purpose

• The purpose of the TAA Program is to help workers participating in the program obtain suitable employment whenever possible, and to return to employment as quickly as possible.

• Suitable employment:
  - Substantially equal or higher skill level than the worker’s past adversely affected employment;
  - Wages for such work are not less than 80% of the worker’s average weekly wage; and
  - Full-time, long-term duration (not part-time, short-term, or threatened employment)
## Versions of Trade Adjustment Assistance (TAA)

<table>
<thead>
<tr>
<th>Version</th>
<th>Petitions Numbered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade 2002</td>
<td>60,000-69,999</td>
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<tr>
<td>Trade 2009</td>
<td>70,000-79,999</td>
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<tr>
<td>Trade 2002 Revert</td>
<td>80,000-80,999</td>
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<td>• 5 clients elected or were placed under Trade 2002 Revert for receiving a Trade benefit/service prior to 12/20/11.</td>
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<tr>
<td>Trade 2011</td>
<td>80,000-84,999</td>
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<tr>
<td>Trade 2015</td>
<td>85,000-97,999</td>
</tr>
<tr>
<td>Trade Reversion 2021</td>
<td>98,000 &amp; above</td>
</tr>
</tbody>
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## Versions of Trade Adjustment Assistance (TAA)

<table>
<thead>
<tr>
<th>Version</th>
<th>Eligible Sectors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade 2002</td>
<td>• Manufacturing Sector Workers</td>
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<tr>
<td>Trade 2009</td>
<td>• Manufacturing Sector Workers</td>
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<td></td>
<td>• Service Sector Workers</td>
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<td>• Public Sector Workers</td>
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<td>Trade 2002 Revert</td>
<td>• Manufacturing Sector Workers</td>
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<tr>
<td>Trade Reversion 2021</td>
<td>• Manufacturing Sector Workers</td>
</tr>
</tbody>
</table>
USDOL Petition Process

• How do workers become eligible?
  - A petition is filed with the United States Department of Labor (USDOL).
  - USDOL determines if a group of workers becomes certified under the TAA Program through the petition process.
  - Benefits can be received in any state in the United States regardless of where the participant was laid off.
USDOL Petition Process

- Who can file a petition?

  - A group of two or more workers from the same firm, on whose behalf the petition is filed;

  - A certified or recognized union, or other duly authorized representative of the group of workers;

  - The employer(s) of the group of workers; or

  - One-Stop center operator or one-stop partners, including State workforce officials, employment security agencies, or dislocated worker unit and rapid response team members
TAA Program in Missouri

- In Missouri, the TAA Program is jointly administered by the Office of Workforce Development (OWD) and the Division of Employment Security (DES).

- OWD administers the TAA portion of the program which includes reemployment services such as assessments, training, and job search.

- DES administers TRA weekly benefits and the RTAA / ATAA portion of the program.
  
  - TRA = Trade Readjustment Allowance and is similar to Unemployment Insurance (UI).
  
  - RTAA / ATAA = Reemployment Trade Adjustment Assistance / Alternative Trade Adjustment Assistance (ATAA) is a wage subsidy program for worker aged 50 and older.
TRA / Trade Act Claim

- In Missouri, to be determined eligible for TAA / TRA benefits and services, a worker must file a TRA / Trade Act Claim with the Division of Employment Security (DES).

- DES Regional Claim Center
  - St. Louis (314) 340-4950
  - Kansas City (816) 889-3101
  - Jefferson City (573) 751-9040
  - Springfield (417) 895-6851
  - Toll-Free (800) 320-2519

- UIInteract Website
  - https://uinteract.labor.mo.gov
TAA Program Benefits / Services

- Trade Readjustment Allowance (TRA)
- Reemployment Trade Adjustment Assistance (RTAA) / Alternative TAA (ATAA)
- Trade Adjustment Assistance (TAA) = reemployment services
  - Initial, Comprehensive, and Specialized Assessments
  - Employment and Case Management Services
  - Training (may include transportation / subsistence)
    - Classroom Training / Distance Learning
      - Remedial, Pre-Requisites, and/or Skills Training
    - On-the-Job Training (OJT)
  - Apprenticeship
  - Customized Training
- Job Search Allowance
- Job Search Program
- Relocation Allowance
TRA

- Trade Readjustment Allowance (TRA) is a weekly benefit similar to Unemployment Insurance (UI) only available under the TAA Program for workers who meet specific criteria.

- When UI and TRA are combined, a qualifying worker may receive up to 130 weeks of benefits.
  - UI = up to 20 weeks*
  - Basic TRA = up to 32 weeks* (waiver or training)
  - Additional TRA = up to 65 weeks (must be participating in training)
  - Completion TRA = up to 13 weeks (must be participating in training)

- *UI and Basic TRA are combined to equal 52 weeks. If a worker is only eligible for 10 weeks of UI, then the worker would be eligible for up to 42 weeks of Basic TRA.
RTAA / ATAA

- Reemployment Trade Adjustment Assistance (RTAA) / Alternative Trade Adjustment Assistance (ATAA) is a wage subsidy for workers who are 50 and older.

- It pays half the difference of the wages between their trade affected employment and their new reemployment.

- The maximum benefit pays up to $10,000 or two years, whichever is reached first.
Employment and Case Management Services

- Information on Training Available in Local and Regional Areas
- Provision of Employment Statistics Information
- Short-Term Prevocational Services
- Individual Career Counseling
- Information on How to Apply to Financial Aid
- Development of Individual Employment Plan
- Comprehensive and Specialized Assessment
- Information Relating to the Availability of Supportive Services
Training – Classroom Training / Distance Learning

- Workers can participate in any combination of remedial, pre-requisites, and/or skills training for up to 130 weeks.

- The TAA Program pays for all required costs.

- Training:
  - Must end with a credential.
  - Can be full-time or part-time.
  - Must meet six approval criteria.
  - Must be supported by labor market information and assessments.
  - Requires a reasonable cost comparison.

- Transportation / Subsistence
  - Workers who have to travel outside their commuting area to participate in training are eligible to receive transportation and/or subsistence.
  - The commuting area in Missouri is 10-miles one-way.
  - The current rate of reimbursement is 58.5 cents per mile up to the per diem rate of the city/state of where the worker is attending training (www.gsa.gov).
  - Reimbursement starts at mile 11.
Training – On-the-Job Training (OJT)

- An OJT is a contract between an employer and OWD. The employer provides training on the job and the employer is reimbursed 50% of the worker’s wage during the training period.

- Workers can participate in an OJT for up to 104 weeks. Contracts are written on a case-by-case basis based on education and experience of the worker and cannot exceed the Specific Vocation Preparation (SVP) level as noted on www.onetonline.org.

- Training:
  - Must meet same approval criteria as classroom training / distance learning
  - Must lead to suitable employment.

- Transportation / Subsistence
Training – Customized Training

• Customized training is designed to meet the special requirements of a single employer or a group of employers. The training is conducted by a training provider, a single employer, or a group of employers.

• The employer or group of employers must commit to employing the worker upon successful completion of training.

• The employer or group of employers must pay at least 50% for the cost of the training.

• Transportation / Subsistence
Training – Apprenticeship

- Apprenticeship has two components: 1) work-based learning; and 2) educational or instructional component.

- The work-based learning component cannot exceed 130 weeks.
  - Contracts are written on a case-by-case basis based on education and experience and cannot exceed the Specific Vocation Preparation (SVP) level as noted on www.onetonline.org.
  - The employer is reimbursed 50% of the apprentice’s regular wage.

- The length of the educational or instructional component may exceed the 130 weeks and continue through the scheduled completion of the specific apprenticeship training.
  - TAA funds can pay for associated expenses such as tuition, fees, books, supplies, uniforms, equipment, and tools.
Training – Apprenticeship

• Training:
  - Must meet same approval criteria as classroom training / distance learning
  - Must end in an industry recognized credential

• Transportation / Subsistence
Job Search Allowance

• Job Search Allowance provides a worker a 90% reimbursement of travel expenses associated with participating in eligible job search activities, for suitable employment*, outside his/her commuting area.

• *Employment that pays a wage of at least the 75th percentile of national wages, as determined by the National Occupational Employment Wages Estimates, and otherwise meets the definition of suitable employment.

  - https://www.bls.gov/oes/current/oessrcst.htm

• Maximum benefit is $1,250.
Job Search Program

- Job Search Program means a job search workshop or job finding club.

- A worker who participates in an approved Job Search Program may receive reimbursement for necessary subsistence and transportation incurred for his/her participation.

  - Subsistence and transportation costs must be approved regardless if inside or outside the worker’s commuting area.

- A State may approve a Job Search Program if the Job Search Program is:

  - Provided through Workforce Innovation and Opportunity Act (WIOA), the public employment service, or any other Federal- or State- funded programs; or

  - Sponsored by the trade-affected employer from which the worker has been separated.
Relocation Allowance

• Relocation Allowance provides a worker a 90% payment of travel and moving expenses, based on the Federal Travel Regulations, to relocate himself / herself and entire household outside of their commuting area. To qualify, the worker must obtain or secure suitable employment* which requires the relocation.

• *Employment that pays a wage of at least the 75th percentile of national wages, as determined by the National Occupational Employment Wages Estimates, and otherwise meets the definition of suitable employment.

-https://www.bls.gov/oes/current/oessrcst.htm

• The worker is also entitled to a lump sum of up to $1,250.
Miscellaneous

- In the TAA Final Rule, USDOL requires mandatory co-enrollment between the TAA Program and the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program.
Resources

- DHEWD / Office of Workforce Development’s (OWD’s) TAA webpage
  - https://jobs.mo.gov/trade-adjustment-assistance

- United States Department of Labor’s (USDOL’s) website
  - https://www.dol.gov/agencies/eta/tradeact
Questions

Myra Huhmann
(573) 526-8213

Christy Story
(573) 258-2576

Darla Linhardt
(573) 751-2169

missouritradeact@dhewd.mo.gov

The Missouri Office of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.