

DEPARTMENT OF  
HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT



# Missouri Trade Adjustment Assistance

**DSS Learning Lab**  
**June 23, 2022**

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)

<b>Trade 2002</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 60,000-69,999</li> </ul>
<b>Trade 2009</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 70,000-79,999</li> </ul>
<b>Trade 2002 Revert</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 80,000-80,999               <ul style="list-style-type: none"> <li>•5 clients elected or were placed under Trade 2002 Revert for receiving a Trade benefit/service prior to 12/20/11.</li> </ul> </li> </ul>
<b>Trade 2011</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 80,000-84,999</li> </ul>
<b>Trade 2015</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 85,000-97,999</li> </ul>
<b>Trade Reversion 2021</b>	<ul style="list-style-type: none"> <li>•Petitions numbered 98,000 &amp; above</li> </ul>



## Versions of Trade Adjustment Assistance (TAA)

<b>Trade 2002</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li></ul>
<b>Trade 2009</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li><li>•Service Sector Workers</li><li>•Public Sector Workers</li></ul>
<b>Trade 2002 Revert</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li></ul>
<b>Trade 2011</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li><li>•Service Sector Workers</li></ul>
<b>Trade 2015</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li><li>•Service Sector Workers</li></ul>
<b>Trade Reversion 2021</b>	<ul style="list-style-type: none"><li>•Manufacturing Sector Workers</li></ul>

## 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
- UInteract 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

- Employment & 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](http://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](http://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](http://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 75<sup>th</sup> 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 75<sup>th</sup> 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

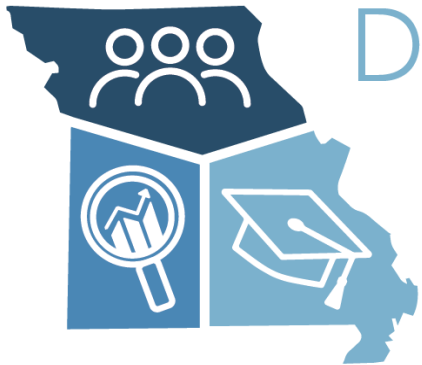
**Darla Linhardt**

(573) 751-2169

**[missouritradeact@dhewd.mo.gov](mailto: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.





DEPARTMENT OF  
HIGHER EDUCATION &  
**WORKFORCE DEVELOPMENT**