

Alaska Department of Labor and Workforce Development  
Trade Adjustment Assistance - TAA  
Reference Guide

To be eligible for TAA: *lists of certified companies can be located at our website*

- Participant must have been **LAI D OFF** from a certified company between the impact date and the expiration date. We can verify this layoff with the company.
- OR approved for the USDA TAA program. The fishermen will need to provide the approval letter they received from the Farm Service Agency in Palmer.
  - Fishermen are eligible for **TRAINING ONLY**. No other USDOL TAA benefits.

**Training:** *applications can be located at our website*

TAA pays 100% of tuition, books and fees, travel to and from training-one time, and in certain cases, subsistence costs, if allowable.

**Subsistence:** TAA can pay for living expenses (rent, utilities and food) for the participant **ONLY** at the training location **ONLY** IF the participant is maintaining two separate households (The usual residence and the temporary residence at the training location). Subsistence is calculated by taking ½ of the federal per diem rate for the area of the training location X 5 for a weekly total. Subsistence is reimbursed up to the weekly allowable amount OR actual costs, whichever is less, after the participant submits receipts for rent, utilities and food. The website we use to calculate the per diem rate is:

[http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA\\_BASIC&contentId=17943](http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_BASIC&contentId=17943)

- The participant must be in training for a specific occupation or degree program and be job ready upon completion of training
- TAA can train for one occupational goal and each participant gets one opportunity to attend training (if training is needed for them to find suitable work)
- We look at training that is available in the State of Alaska prior to approving out of state training.
- The maximum length of training cannot exceed 104 weeks unless pre-requisite or remedial education is needed. If so, then the participant is allowed to attend remedial training for up to 26 weeks and then regular training for up to 104 weeks. The weeks do not have to be consecutive but the training has to be full-time and completed in the shortest time possible

NOTE: Training may continue beyond the 130 if the participant can demonstrate the ability to survive financially while in training after UI and TRA benefits (if elig.) are exhausted.

Training approval is contingent upon the following six criteria and must be documented in the TAA file in Central Office: (The employment counselor or case manager is responsible for determining this through the assessment process.)

1. There is no suitable employment available for the participant. This means that the participant cannot obtain work with the skills and education they possess that will pay them at least 80% of their average weekly wage at layoff. Does not apply to USDA fishermen.
2. The participant would benefit from appropriate training.
3. There is a reasonable expectation of employment following completion of such training. A review of the labor market is needed to establish this.
4. Training approved is reasonably available to the participant from either governmental agencies or private sources.
5. The participant is qualified to undertake and complete such training. This emphasizes the participants' personal qualifications to undertake and complete the training and the participant must be able to financially survive while in training.
6. Such training is suitable for the participant and available at a reasonable cost. Available at a reasonable cost means that training may not be approved at one provider when all costs being

considered, training substantially similar in quality, content, and results can be obtained from another provider at a lower total cost within a similar time frame. It also means that training may not be approved when the costs of the training are unreasonably high in comparison with the average costs of training other participants in similar occupations at other providers.

TAA cannot do an official training approval until 30 days prior to the start date of the training.

### **Trade Readjustment Allowances (TRA)**

TRA is a weekly benefit, much like unemployment insurance that begins after UI is exhausted while the participant is in a training program or under a training waiver. To be eligible for TRA benefits:

- The participant must have worked at least 26 weeks in the 52-week period prior to their separation from the TAA certified company and be eligible for UI benefits
- The participant must be in training or on a training waiver within 26 weeks of the company's TAA certification or of the participant's separation date
- The basic weekly TRA benefit amount is the same as the UI weekly amount and lasts up to 26 weeks.
- An additional 52 weeks of TRA benefits is available if the participant is in a training program

### **Job Search:** *applications can be located at our website*

- On or before May 17, 2009-TAA can pay for 90 100% of necessary transportation and living expenses (up to a maximum of \$1,250) while the participant is searching for employment outside their normal commuting distance
- Must be pre-approved and completed within 30 days
- The participant must use job search within 365 days of the date of certification or 365 days after the date of the participant's separation date, whichever is later, or within 182 days of completing approved training
- On or after May 18, 2009-TAA can pay for 100% of necessary transportation and living expenses (up to a maximum of \$1,500) while the participant is searching for employment outside their normal commuting distance
- Must be pre-approved and completed within 30 days

### **Relocation:** *applications can be located at our website*

- On or before may 17, 2009- If a TAA individual is successful in obtaining employment outside their normal commuting area TAA can pay 90 100% of expenses of moving the participant and their immediate family, their household goods and personal belongings to the new area
- TAA allows for a lump sum payment of up to \$1,250 to help them get settled
- Must be pre-approved, the participant must have a letter of hire from the new employer and the relocation must be completed within 182 days
- Relocation must be filed within 425 days after the date of certification or 425 days after the layoff date, whichever is later, or within 182 days after the completion of approved training
- On or after May 18, 2009- If a TAA individual is successful in obtaining employment outside their normal commuting area TAA can pay 100% of expenses of moving the participant and their immediate family, their household goods and personal belongings to the new area
- TAA allows for a lump sum payment of up to \$1,500 to help them get settled
- Must be pre-approved, the participant must have a letter of hire from the new employer and the relocation must be completed within 182 days
- Relocation must be filed within 425 days after the date of certification or 425 days after the layoff date, whichever is later, or within 182 days after the completion of approved training

**Reemploy Trade Adjustment Assistance program (RTAA):** On or after May 18, 2009- Participants 50 or older who are laid off from a TAA certified company are eligible.

- They may choose to receive payments of 50 percent of the difference between pre-layoff wages and their reemployment wages rather than go to training, or attend training and work part time.
- Their new job must pay less than \$55,000 per year
- The participant can receive up to \$12,000 over a two-year period
- The participant may choose TRA at first, and later move to RTAA; never back to TRA. Still eligible to attend training

**Health Care Tax Credit: *HCTC Phone number: 1-866-628-4282***

- The Trade Reform Act of 2002 created a tax credit of 65% of the cost of a health plan premium for TAA eligible individuals and qualified family members who are enrolled in qualified health plans. The Trade and Globalization Act of 2009 increased the tax credit to 80%
- Qualified plans consist of Cobra, Spousal coverage (when the spouse's employer pays for less than 50% of the premium), individual (non-group health coverage that began at least 30 days prior to layoff, and state qualified plans. Alaska's insurance plan can be located at: <http://www.achia.com/>
- Premium costs can be advanced each month or claimed at the end of year as a tax credit.
- Eligible individuals include TAA participants receiving weekly TRA benefits, those who are eligible to receive TRA but are still receiving their Unemployment Insurance (UI), and ATAA participants.

Web resources

<http://www.jobs.state.ak.us/taa/> Alaska TAA information and forms can be located at this site  
<http://www.doleta.gov/tradeact/> USDOL site for Trade Act information