

## Eligibility for TAA and ATAA Services and Benefits

To obtain TAA or ATAA services and benefits, a group of workers must first file a petition with both the U.S. Department of Labor and the state trade coordinator or dislocated worker unit in each state where layoffs occurred to request certification of group eligibility to apply for TAA and ATAA as workers adversely affected by foreign trade. If certified, each worker in the group may then apply separately for the individual services and benefits described below through his or her local One-Stop Career Center. To locate a local One-Stop Career Center call (877) US-2JOBS, or visit: <http://www.servicelocator.org>.

## TAA Services and Benefits

- **Reemployment Services**, such as resume writing and interview skills workshops, employment counseling, and job search and referral programs are available to help certified workers market their skills more effectively and ensure workers are referred to appropriate job openings and/or are directed to appropriate training programs.
- **Job Search Allowances** may be payable to cover expenses incurred in seeking employment outside a certified worker's normal commuting area, if suitable employment is not available in the area. Job search allowances reimburse 90% of the costs of allowable travel and subsistence, up to a total of \$1,250. An application for a job search allowance must be submitted before a job search begins, and within 365 days of the worker's layoff or certification (whichever is later), or within 182 days after the conclusion of training, unless the worker gets a waiver of this requirement.
- **Relocation Allowances** may reimburse approved expenses when certified workers must move to a new area for suitable employment outside their normal commuting area. Relocation allowances may include 90% of the reasonable and necessary expenses involved in moving workers, their families, and household goods to a new area following the worker's re-employment outside of his or her normal commuting area, and is paid in a lump sum payment equal to three times the worker's average weekly wage (up to \$1,250 total). An application for a relocation allowance must be submitted before the relocation begins, and within 425 days of the layoff or certification (whichever is later) or within 182 days of the conclusion of training.
- **Training** is available to certified workers who do not have the skills to secure suitable employment in the existing labor market. Training is generally targeted to a specific occupation and provided to help certified workers secure employment at a skill level similar to or higher than their layoff employment, and sustain employment at the best wage available. Based on the individual's existing skills and

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labor market conditions, training will be of the shortest duration necessary to return the worker to employment, with a maximum duration of 104 weeks for regular training and up to 130 weeks if the worker also requires remedial education.

Allowable types of training include classroom training, on-the-job training, customized training designed to meet the needs of a specific employer or group of employers, and remedial education, which may include GED preparation, literacy training, basic math, or English as a Second Language.

For a worker to receive training, there must be no employment available for the worker that pays at least 80 percent of the worker's former salary and utilizes the worker's existing skills. The training must be readily available at a reasonable cost, there must be a reasonable expectation of employment following training; and the worker must be qualified to obtain and complete the training, including having adequate financial resources available to finish the training if income support is exhausted before the training is completed.

- **Trade Readjustment Allowances (TRA)** are available to provide support to workers while they are participating in full-time training. Under certain circumstances, TRA is also available to certified workers for whom training is not feasible or appropriate. There are three types of TRA: basic TRA, additional TRA, and remedial TRA. Basic TRA is payable if the worker is enrolled or participating in TAA training, has completed such training, or has obtained a waiver of such training requirement. Additional TRA is payable only if the worker is participating in TAA approved training and has exhausted all rights to basic TRA. Remedial TRA is payable only to workers who enrolled in remedial education and have exhausted all rights to basic and additional TRA.

As mentioned above, under certain circumstances, eligible workers may be excused from participating in training and still receive basic TRA. If the worker will be recalled to work reasonably soon, has marketable skills for suitable employment and a reasonable expectation of employment in the foreseeable future, is within two years of eligibility for a pension or social security, is unable to participate in or complete training due to a health condition, or no training program is immediately available, training may be determined not feasible or appropriate and waived as a requirement for basic TRA eligibility.

Basic TRA is payable for up to 52 weeks (from which is deducted any time the worker receives state unemployment benefits). Additional TRA is payable for up to an additional 52 weeks after the exhaustion of basic TRA while the worker is in approved training. Remedial TRA is payable up to 26 weeks if the worker requires additional income support to complete approved training. A worker must be

enrolled in approved training within 8 weeks of certification or 16 weeks of the most recent qualifying separation, or have a training waiver to receive TRA. In order to qualify for additional TRA, a worker must have submitted a bona fide application for training within 210 days of his or her layoff or of the certification, whichever is later. In order to qualify for remedial TRA, a worker must participate in training that includes a program of remedial education.

- **Health Coverage Tax Credit (HCTC)** - Workers who are eligible to receive TRA under the TAA program may be eligible to receive tax credits for 65% of the monthly health insurance premium they pay. Qualifying insurance coverage includes COBRA, state COBRA, continuing individual coverage or other state-qualified plans.

### ATAA Benefits

ATAA program benefits are provided as an alternative to the TAA benefits offered to help eligible workers get back to work. Participation in ATAA allows older workers, for whom retraining may not be appropriate, to accept reemployment at a lower wage and receive a wage subsidy. In addition to the HCTC discussed previously, eligible workers age 50 or older who obtain new, full-time employment at wages of less than \$50,000 within 26 weeks of their separation may receive a wage subsidy of 50% of the difference between the old and new wages, with a maximum of \$10,000 paid over a period of up to two years. A worker must obtain qualifying reemployment within 26 weeks of layoff and must not have received TAA approved training to be eligible for ATAA benefits. This is true even if the certification is not issued until after the 26 weeks have passed. A worker receiving a wage subsidy under the ATAA program may not receive training or job search or relocation allowances under the TAA program.

### Appeal Rights for Services and Benefits

All TAA and ATAA services and benefits have different deadlines and individual eligibility criteria. Certified workers must meet the criteria for each benefit to receive that benefit. If certified workers are dissatisfied with the decisions on their individual applications for reemployment services or benefits, they have the same appeal rights as those provided under their state UI law. The written notice that certified workers receive after filing their applications for each benefit will explain their appeal rights and time limits for filing appeals.





### Other Training Opportunities and Reemployment Services

Workers who do not qualify for TAA reemployment services and benefits may be eligible for services under the WIA Dislocated Worker program or other programs accessible through a local One-Stop Career Center.

### Contact Information

United States Department of Labor  
Employment and Training Administration  
Division of Trade Adjustment Assistance  
200 Constitution Avenue, N.W. Room C-5311  
Washington, DC 20210  
Phone: 202-693-3560 Fax: 202-693-3584 or 3585  
Web site: <http://www.doleta.gov/tradeact>

One-Stop Career Center Locator

<http://www.servicelocator.org>

ETA Toll-Free Helpline - (877) US-2JOBS(877) 889-5627 (TTY)

