

TEXAS WORKFORCE
COMMISSION

Texas Workforce Commission
Trade Adjustment Assistance

2006 Annual Report



TEXAS
WORKFORCE SOLUTIONS

**TRADE ADJUSTMENT ASSISTANCE
2006 ANNUAL REPORT**

**Texas Workforce Commission
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Executive Summary

The federally funded Trade Adjustment Assistance (TAA) program provides reemployment services to individuals who lose their manufacturing jobs because of foreign imports or shifts in production to foreign countries with which the United States has a free trade agreement. The Texas Workforce Commission (TWC) administers a program of services for Trade-certified individuals that is fully integrated with the Texas workforce system. Trade-certified workers are eligible for core services including job search assistance, skills assessments, and advanced vocational skills training to meet the needs of Texas employers as well as other assistance, such as transportation reimbursements and child care while in training provided through Texas Workforce Centers.

Texas Labor Code §302.007 requires TWC to submit an annual report to the Legislature on the effectiveness of the TAA program. Specifically, the statute requires TWC to report:

- 1) the number of persons entering employment (Tables 3 and 4);
- 2) whether a person who enters employment after completion of a program retains that employment for at least six months (Table 5);
- 3) the wages earned by persons before and after participation in the program (Table 6);
- 4) the occupations in which the persons are placed (Table 7);
- 5) the number of persons participating in integrated, vocational, and language training programs (see fifth bullet below); and
- 6) whether a participant has acquired basic skills to enhance employability in the participant's local labor market (see last bullet below).

The following data provides a summary of the services and outcomes of the services provided to Trade-certified workers who ended participation¹ in the TAA program during Federal Fiscal Year 2005 (FFY'05). Additional detail about the TAA program participants is available in Tables 1-7.

- 79 percent (3,912 of 4,925) of the individuals who ended participation in the TAA program entered employment within nine months of ending participation;
- 90 percent (3,240 of 3,588) of workers who entered employment in the first quarter after ending participation in the TAA program retained that employment for at least six months;
- individuals who ended participation in the TAA program and entered employment earned 82 percent (\$39,875,733 compared to \$48,725,498) of their prior wages;

¹ Includes participants who ended participation for any reason between October 1, 2004–September 30, 2005 (FFY'05). Beginning in FFY'05, a waiver became a reportable TAA service. Therefore, this year, Trade-certified workers who received only a waiver are counted as participants in the TAA program, where they would not have been counted last year. Many of these individuals received a waiver because they had marketable job skills and were able to find employment without additional training.

- of the 3,055 workers enrolled in TAA-approved training and for whom the employing industry after training is known, the top three industries in which workers obtained jobs are:
 - 22 percent (or 682) in health care and social assistance
 - 22 percent (or 684) in manufacturing
 - 15 percent (or 456) in retail and wholesale trades;
- 58 percent (2,864 of 4,925) of the individuals who ended participation in the TAA program had participated in vocational training that also may have included English as a Second Language (ESL) training; and
- 27 percent (781 of 2,864) of the individuals who ended participation in the TAA program who were enrolled in TAA approved training participated in a remedial education (Adult Basic Education, GED, and/or ESL training.)

The Trade Adjustment Assistance Program in Texas

The Texas Workforce Commission (TWC) keeps a consistent focus on early intervention by integrating the Trade Adjustment Assistance (TAA) Program with Workforce Investment Act (WIA) in order to achieve the following outcomes for Texans:

- successful reattachment in suitable employment, and
- training in new skills for high-growth, high-demand occupations when suitable employment is not available.

Demographic Characteristics of Trade-certified Workers

In Federal Fiscal Year 2005 (FFY'05), a nearly equal number of male and female Trade-certified workers ended participation in the TAA program, and almost three-fourths of them were age 40 or older when they began participation. About two-thirds of the workers ending participation had a high school education or higher when they entered the program.

On average, the garment workers who ended participation had a lower education level and fewer transferable job skills when they entered the program than Trade-certified workers from other industries. Therefore, a higher percentage of garment workers requested training. As the number of Trade-certified garment workers has decreased, the requests for training have decreased. Requests for training also decrease while the economy remains strong and there are more jobs available.

Table 2 summarizes the race/ethnicity, gender, age, and education of Trade-certified workers

Funding and Expenditures

States receive formula-allocated Trade funding from a capped Congressional appropriation from DOL for training, job search allowances, and relocation allowances. TWC then allocates the funds to the Boards by formula and works closely with the Boards to encourage the use of all available funding sources in order to avoid service interruptions.

TRA payments provide weekly support to eligible Trade-certified workers while enrolled in TAA-approved training. An eligible Trade-certified worker also can receive some TRA payments if the training requirement is waived. TRA and ATAA payments are made through the state UI payment system from dedicated Federal funds allocated by DOL.

Texas Trade Act Expenditures for Federal Fiscal Year 2005

Type of Payment	Amount
Job Search Allowances	\$3,166
Relocation Allowances	\$57,989
Training	\$12,097,823
Alternative Trade Adjustment Assistance	\$140,424
Trade Readjustment Allowances	\$32,034,280
Total	\$44,333,682

Proposed Final Rules for Trade Act of 2002

Texas has vigorously sought changes to the TAA program regulations to address the difficulties faced by Trade-certified workers who have limited education and skills. The Trade Act of 2002 reauthorization addresses many of these concerns. It allows additional training time for ESL and remedial education. It also allows a longer break in training during holiday periods without suspending support payments and requires early intervention activities immediately after a Trade petition is filed.

Recently, DOL published a Notice of Proposed Rule Making for the Trade Act of 2002 as the first in a series of changes to TAA rules, including ATAA and definitions, in order to solicit public comment about changes to TAA program rules before these are officially adopted. In summary, TWC submitted the following comments for DOL's consideration:

- Endorsed the use of TAA program funds to provide outreach and assessment services to Trade-certified workers;
- Supported changes in the rules that facilitate integration of the Trade program with WIA services;
- Suggested that relocation allowances be approved if the Trade-certified worker finds employment paying more than available employment in the worker's local area; and
- Strongly suggested the rules provide relief for workers who are ineligible for TAA program services through no fault of their own.

Many of the proposed rules advance the integration of the WIA and TAA service delivery systems. In many respects, this goal has already been accomplished in Texas. The proposed rules allow use of the same high-growth, high-demand occupation lists developed by Local Workforce Development Boards (Boards) for WIA and require using WIA-approved vendors for TAA-approved training. DOL also emphasizes using the WIA service delivery system to ensure rapid and thorough assessment of Trade-certified workers' job skills, as well as their support service and training needs.

Changes in Data Reporting: Ramifications

Prior to FFY'05, a Trade-certified worker became a participant in the TAA program when the worker received

- a Trade Readjustment Allowances (TRA) payment,
- training benefits,
- an out-of-area Job Search Allowances payment, or
- a Relocation Allowances payment.

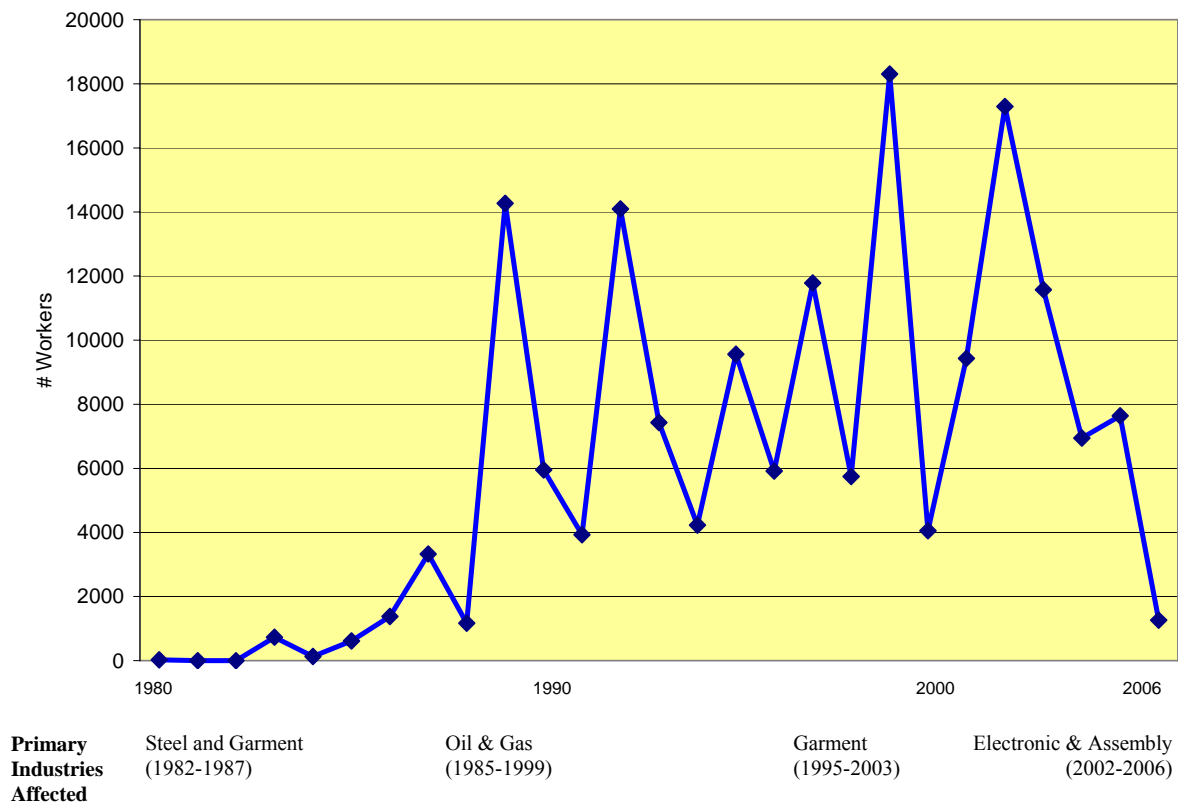
To receive a TRA payment, the Trade-certified worker must be enrolled in TAA-approved training or have received a waiver of that training requirement. Beginning in FFY'05, the U.S. Department of Labor (DOL) defined a waiver as a reportable TAA service and required states to include Trade-certified workers who received only a waiver as participants in the TAA program (Table 1). Since workers with waivers were not counted as participants in prior years, FFY'05 and previous years' data are not easily comparable.

Many participants who receive a waiver of the training requirement have marketable job skills. Often they find employment before exhausting their Unemployment Insurance (UI) benefits and end participation in the TAA program without receiving other TAA program services.

History and Trends in TAA

Over the past four years, fewer workers covered under a Trade petition have requested services. The dramatic decrease is due in large part to which industries those workers represent. Many recent dislocated workers in the electronics manufacturing industry possess transferable skills that have allowed them to reenter the workforce quickly and with no additional training. In FFY'06, the number of workers Trade-certified in Texas was less than 1,300, compared to large numbers of dislocated garment workers and oil and gas workers contributing to a FFY'99 peak of more than 18,000 Trade-certified workers. Other factors contributing to the lower number of workers requesting assistance include the overall improvement in the economy and reduction in the unemployment rate.

Trade-certified Workers by Federal Fiscal Year



The Trade Act recognized the need to assist manufacturing workers who were impacted by U.S. foreign trade policies and imports; however, few workers were Trade-certified in Texas prior to 1983. Beginning in 1983, steel and garment manufacturers in East Texas were unable to compete with the lower cost of foreign imports. Aging steel plants closed or began automation upgrades, resulting in the dislocation of workers who were then Trade-certified.

The garment manufacturers in East Texas joined the national garment industry shift to the Texas-Mexico border area. Although these dislocations caused a serious economic impact to the East Texas area, the number of workers who were Trade-certified before 1985 still remained fewer than 1,000 per year.

Oil and gas exploration and production were not initially defined as products under the Trade Act of 1974, but an amendment to the Act allowed oil and gas workers separated after September 30, 1985, to be Trade-certified. The number of Trade-certified workers rapidly increased in Texas, rising from 615 in 1985 to 14,274 in 1989. Although some oil and gas workers enrolled in occupational training programs, many relocated to areas where oil and gas exploration was being conducted, such as Alaska and Colorado. TAA paid the costs of these relocations.

The numbers of Trade-certified oil and gas workers began to decline in the 1990s. However, the garment industry, which had relocated to the Texas-Mexico border area, began closing plants and shifting production to Mexico, in part because of the North American Free Trade Agreement. Dislocated oil and gas workers, combined with large numbers of dislocated garment workers, resulted in a peak of 18,304 Trade-certified workers in 1999. Unlike the oil and gas industries, the garment manufacturing industry was disappearing throughout the United States. The garment workers had job skills that were no longer needed by employers, and relocation was not an option. Therefore, a large percentage of Trade-certified garment workers required training for new occupations, as well as basic education and English as a Second Language (ESL) training.

Concluding Observations

The last large garment manufacturing plants in Texas closed in 2003. The number of workers who were Trade-certified in FFY'06 was only 1,259. Most of these workers assembled electronic products or worked in other types of assembly operations. Trade certifications are shifting from the border to the Dallas/Fort Worth area. Unlike the garment workers, many electronic assembly workers are able to find jobs with their existing skills and do not require occupational training. Therefore, fewer Trade-certified workers will require training or relocation allowances to find suitable employment.

TWC believes in a comprehensive approach to serving Trade-certified individuals, which maximizes rapid reemployment opportunities and quickly identifies individuals who need job skills training to obtain reemployment.

To create a strong and internationally competitive economy, we must maintain a strong and competitive workforce. This requires continued investment in skills training for job seekers and in meeting the needs of our employers.

Tables

- Table 1 Trade Participants Ending Participation in the TAA Program in FFY'05 by Local Workforce Development Area (LWDA)
- Table 2 Characteristics at Intake of Participants Ending Participation in FFY'05
- Table 3 Entered Employment within First Quarter After Ending Participation by Local Workforce Development Area (LWDA) in FFY '05
- Table 4 Entered Employment within Three Quarters After Ending Participation, by Local Workforce Development Area (LWDA) in FFY'05
- Table 5 Employment Retention of Workers Who Entered Employment in First Quarter after Ending Participation by Local Workforce Development Area (LWDA) for FFY'05
- Table 6 Earnings Replacement by Local Workforce Development Area (LWDA)
- Table 7 Participants Employed Within Three Quarters of Ending Participation in the Trade Program by North American Industry Classification System (NAICS) for FFY'05

Table 1. Trade Participants Ending Participation in the TAA Program in FFY'05 by Local Workforce Development Area (LWDA)

LWDA No.	LWDA Name	Participants			Participants Receiving Training, Job Search, Relocation, or ATAA	
		No.	%	No. with Only Waivers	No.	%
1	Panhandle	7	0.14%	1	6	0.21%
2	South Plains	65	1.32%	38	27	0.93%
3	North Texas	26	0.53%	1	25	0.86%
4	North Central	234	4.75%	105	129	4.43%
5	Tarrant County	389	7.90%	285	104	3.57%
6	Dallas County	302	6.13%	153	149	5.12%
7	North East Texas	18	0.37%	16	2	0.07%
8	East Texas	83	1.69%	43	40	1.37%
9	West Central Texas	5	0.10%	0	5	0.17%
10	Upper Rio Grande	1512	30.70%	201	1311	45.01%
11	Permian Basin	17	0.35%	1	16	0.55%
12	Concho Valley	4	0.08%	3	1	0.03%
13	Heart of Texas	85	1.73%	83	2	0.07%
14	Capital Area	128	2.60%	66	62	2.13%
15	Rural Capital Area	115	2.34%	91	24	0.82%
16	Brazos Valley	12	0.24%	12	0	0.00%
17	Deep East Texas	240	4.87%	181	59	2.03%
18	South East	48	0.97%	38	10	0.34%
19	Golden Crescent	0	0.00	0	0	0.00%
20	Alamo	601	12.20%	297	304	10.44%
21	South Texas	4	0.08%	1	3	0.10%
22	Coastal Bend	5	0.10%	2	3	0.10%
23	Lower Rio Grande	146	2.96%	7	139	4.77%
24	Cameron County	552	11.21%	188	364	12.50%
25	Texoma	166	3.37%	90	76	2.61%
26	Central Texas	13	0.26%	6	7	0.24%
27	Middle Rio Grande	2	0.04%	0	2	0.07%
28	Gulf Coast	146	2.96%	103	43	1.48%
Totals		4925	100.00	2012	2913	100.00%

Table 2. Characteristics at Intake of Participants Ending Participation in FFY'05

Race/Ethnicity	
Black	6.92%
Hispanic	55.31%
White	22.40%
Asian	5.46%
More than one	6.52%
Other	.30%
Not Reported	3.09%
Gender	
Male	49.46%
Female	50.05%
Not Reported	0.49%
Age	
< 20	0.04%
20–29	8.53%
30–39	24.73%
40–49	37.06%
50–59	24.02%
≥ 60	5.14%
Not Reported	0.48%
Last Grade Completed	
Less than high school	32.49%
High school	42.62%
Some college – Pre-associate's	14.42%
Some college – Post-associate's	1.03%
Bachelor's degree	4.39%
Some graduate school	1.70%
Graduate degree	0.39%
Not Reported	2.96%

NOTE: 4925 Participants ended participation in FFY'05

Table 3. Entered Employment within First Quarter After Ending Participation by Local Workforce Development Area (LWDA) in FFY'05

LWDA No.	LWDA Name	No. of Participants			Entered Employment Rate
		Wages	No Wages	Total	
1	Panhandle	7	0	7	100%
2	South Plains	51	14	65	78%
3	North Texas	23	3	26	88%
4	North Central	165	69	234	71%
5	Tarrant County	259	130	389	67%
6	Dallas County	210	92	302	70%
7	North East Texas	15	3	18	83%
8	East Texas	74	9	83	89%
9	West Central Texas	5	0	5	100%
10	Upper Rio Grande	1085	427	1512	72%
11	Permian Basin	11	6	17	65%
12	Concho Valley	1	3	4	25%
13	Heart of Texas	58	27	85	68%
14	Capital Area	96	32	128	75%
15	Rural Capital Area	91	24	115	79%
16	Brazos Valley	8	4	12	67%
17	Deep East Texas	137	103	240	57%
18	South East	32	16	48	67%
19	Golden Crescent	0	0	0	N/A
20	Alamo	470	131	601	78%
21	South Texas	3	1	4	75%
22	Coastal Bend	4	1	5	80%
23	Lower Rio Grande	115	31	146	79%
24	Cameron County	430	122	552	78%
25	Texoma	127	39	166	77%
26	Central Texas	9	4	13	69%
27	Middle Rio Grande	2	0	2	100%
28	Gulf Coast	100	46	146	68%
Totals		3588	1337	4925	73%

Methodology: UI wage record data was utilized for the quarter immediately following the quarter that the participants ended participation in the TAA program.

Table 4. Entered Employment within Three Quarters After Ending Participation, by Local Workforce Development Area (LWDA) in FFY'05

LWDA No.	LWDA Name	No. of Participants			Entered Employment Rate
		Wages	No Wages	Total	
1	Panhandle	7	0	7	100%
2	South Plains	54	11	65	83%
3	North Texas	23	3	26	88%
4	North Central	184	50	234	79%
5	Tarrant County	294	95	389	76%
6	Dallas County	241	61	302	80%
7	North East Texas	15	3	18	83%
8	East Texas	79	4	83	95%
9	West Central Texas	5	0	5	100%
10	Upper Rio Grande	1155	357	1512	76%
11	Permian Basin	15	2	17	88%
12	Concho Valley	2	2	4	50%
13	Heart of Texas	62	23	85	73%
14	Capital Area	111	17	128	87%
15	Rural Capital Area	103	12	115	90%
16	Brazos Valley	10	2	12	83%
17	Deep East Texas	154	86	240	64%
18	South East	38	10	48	79%
19	Golden Crescent	0	0	0	N/A
20	Alamo	491	110	601	82%
21	South Texas	4	0	4	100%
22	Coastal Bend	5	0	5	100%
23	Lower Rio Grande	125	21	146	86%
24	Cameron County	479	73	552	87%
25	Texoma	133	33	166	80%
26	Central Texas	9	4	13	69%
27	Middle Rio Grande	2	0	2	100%
28	Gulf Coast	112	34	146	77%
Totals		3912	1013	4925	79%

Methodology: UI wage record data was utilized for the three quarters immediately following the quarter that the participant ended participation in the TAA program.

Table 5. Employment Retention of Workers Who Entered Employment in First Quarter after Ending Participation by Local Workforce Development Area (LWDA) for FFY'05

LWDA No.	LWDA Name	No. of Participants with Wages			Employment Retention Rate
		First Quarter	All Three Quarters	Did not retain	
1	Panhandle	7	7	0	100%
2	South Plains	51	50	1	98%
3	North Texas	23	19	4	83%
4	North Central	165	148	17	90%
5	Tarrant County	259	232	27	90%
6	Dallas County	210	193	17	92%
7	North East Texas	15	15	0	100%
8	East Texas	74	70	4	95%
9	West Central Texas	5	5	0	100%
10	Upper Rio Grande	1085	959	126	88%
11	Permian Basin	11	10	1	91%
12	Concho Valley	1	1	0	100%
13	Heart of Texas	58	50	8	86%
14	Capital Area	96	91	5	95%
15	Rural Capital Area	91	86	5	95%
16	Brazos Valley	8	8	0	100%
17	Deep East Texas	137	124	13	91%
18	South East	32	28	4	88%
19	Golden Crescent	0	0	0	N/A
20	Alamo	470	432	38	92%
21	South Texas	3	3	0	100%
22	Coastal Bend	4	3	1	75%
23	Lower Rio Grande	115	101	14	88%
24	Cameron County	430	387	43	90%
25	Texoma	127	119	8	94%
26	Central Texas	9	6	3	67%
27	Middle Rio Grande	2	1	1	50%
28	Gulf Coast	100	92	8	92%
Totals		3588	3240	348	90%

Methodology: Percentage of participants who had wages in all three quarters after leaving the TAA program. UI wage record data was used.

NOTE: The statutory requirement is to report at least six months of data. The DOL reporting requirement of three quarters meets this requirement. The first quarter is not used since it often does not contain three months of employment.

Table 6. Earnings Replacement by Local Workforce Development Area (LWDA)

LWDA No.	LWDA Name	Participants	Post Wages	Prior Wages	Earnings Replacement Rate
1	Panhandle	7	\$104,120	\$127,538	82%
2	South Plains	52	\$629,207	\$831,717	76%
3	North Texas	17	\$189,150	\$240,873	79%
4	North Central	132	\$2,330,057	\$2,816,635	83%
5	Tarrant County	221	\$2,806,630	\$3,774,277	74%
6	Dallas County	189	\$2,678,805	\$3,389,343	79%
7	North East Texas	15	\$253,923	\$340,185	75%
8	East Texas	68	\$1,683,437	\$1,397,391	120%
9	West Central Texas	5	\$67,469	\$73,874	91%
10	Upper Rio Grande	956	\$8,602,280	\$10,027,625	86%
11	Permian Basin	10	\$204,537	\$197,383	104%
12	Concho Valley	2	\$34,413	\$37,880	91%
13	Heart of Texas	52	\$727,825	\$980,601	74%
14	Capital Area	68	\$1,318,399	\$1,531,357	86%
15	Rural Capital Area	83	\$1,022,337	\$1,299,146	79%
16	Brazos Valley	8	\$79,059	\$117,045	68%
17	Deep East Texas	135	\$2,336,017	\$3,363,218	69%
18	South East	30	\$821,744	\$949,201	87%
19	Golden Crescent	0	0	0	N/A
20	Alamo	433	\$6,131,037	\$7,404,512	83%
21	South Texas	3	\$37,385	\$32,687	114%
22	Coastal Bend	3	\$28,598	\$48,213	59%
23	Lower Rio Grande	96	\$762,122	\$868,791	88%
24	Cameron County	382	\$3,574,231	\$4,189,286	85%
25	Texoma	121	\$1,529,025	\$2,310,526	66%
26	Central Texas	5	\$64,194	\$84,568	76%
27	Middle Rio Grande	1	\$14,218	\$16,020	89%
28	Gulf Coast	83	\$1,845,513	\$2,275,607	81%
Statewide		3177	\$39,875,733	\$48,725,498	82%

Methodology: Percentage of wages earned in the second and third quarters after the participants who entered employment ended participation in the TAA program compared to wages earned in the second and third quarters prior to separation. UI wage record data was used. Only participants ending participation in the program with wage data in all four quarters and the first quarter after ending participation were used.

Table 7. Participants Employed Within Three Quarters of Ending Participation in the Trade Program by North American Industry Classification System (NAICS) for FFY'05

NAICS Code	NAICS Title	Participants	
		No.	%
11	Agriculture, Forestry, Fishing and Hunting	15	0.49%
21	Mining	14	0.46%
22	Utilities	14	0.46%
23	Construction	123	4.03%
31-33	Manufacturing	684	22.39%
42	Wholesale Trade	161	5.27%
44-45	Retail Trade	295	9.66%
48-49	Transportation and Warehousing	142	4.65%
51	Information	79	2.59%
52	Finance and Insurance	36	1.18%
53	Real Estate and Rental and Leasing	36	1.18%
54	Professional, Scientific, and Technical Services	131	4.29%
55	Management of Companies and Enterprises	1	0.03%
56	Administrative and Support and Waste Management and Remediation Services	338	11.06%
61	Educational Services	171	5.60%
62	Health Care and Social Assistance	682	22.32%
71	Arts, Entertainment, and Recreation	4	0.13%
72	Accommodation and Food Services*	12	0.39%
81	Other Services (except Public Administration)	29	0.94%
92	Public Administration	88	2.88%
	Total	3055	100.00%
	Not Classified	857	
	Grand Total	3912	

Appendix

Description of Trade Services and Benefits for Trade-certified Workers

Training assistance can be provided to Trade-certified workers when no suitable work is available within their local commuting area. Training opportunities include on-the-job training (OJT), vocational or technical training, customized training, and remedial education as part of an occupational training program. Generally, participants must complete training programs within 104 weeks. Up to 26 weeks of training can be added if remedial education is necessary to complete occupational training. The training provides job skills that participants need to obtain employment in high-growth, high-demand occupations, such as computer-related occupations, accounting clerk positions, nursing and other health and dental service occupations, computer-assisted drafting, general clerical positions, heating and air conditioning repair, electronics, pharmacy technology, various machine repair positions, and truck driving.

Job search allowances cover the expenses participants incur in seeking employment outside their normal commuting area. Participants may receive up to 90 percent of necessary transportation and living expenses (with a maximum of \$1,250) while searching for such employment.

Relocation allowances pay 90 percent of the reasonable and necessary expenses of moving participants, their families, and their household goods to a new location, if participants obtain employment outside their normal commuting area. As part of their relocation allowance, participants may receive a lump sum payment equal to three times their former average weekly wage (with a maximum of \$1,250) to pay deposits and help them get settled.

Weekly income support benefits (Trade Readjustment Allowances) may be paid to eligible participants after they exhaust their state UI benefits. The income provides financial support to participants and their families while the participants are in a TAA-approved training program. Although TRA payments are intended to help assist individuals enrolled in approved training programs, in some cases the training requirement can be waived (e.g., where training is not feasible). The amount of the income support payments is typically the same as the participant's UI payments; however, these benefits are not UI, are not charged against the employer's accounts, and do not affect the employer's UI tax rates. The total length of time a participant can receive weekly benefits, including UI and TRA, generally cannot exceed two years. In cases where a participant needs remedial training to enroll in occupational training or become job ready, benefits may be extended.

Health Coverage Tax Credit (HCTC) pays 65 percent of the cost of health insurance premiums for health coverage under the Consolidated Omnibus Budget Reconciliation Act—COBRA—of 1985 or other qualified health insurance plans. An individual must be eligible for TRA payments to be eligible for HCTC.

Alternative Trade Adjustment Assistance (ATAA) pays a 50 percent pay differential, based on the worker's prior and current wages, to older Trade-certified workers who find employment within 26 weeks of being laid off.

Description of Service Delivery for Trade-certified Workers

Service delivery begins when an employer provides notice of an impending layoff or plant closure, when TWC staff receives notification of an event by other means, or when a Trade petition is filed. The Board in the affected area provides Rapid Response services by meeting with the employer to arrange early intervention reemployment services for affected workers. The Board and Texas Workforce Center staff members provide the employer and employees with information about workforce services, including Trade services.

Rapid Response early intervention services provide immediate aid to potentially dislocated workers affected by plant closings and large layoffs. The objective is to help these workers find reemployment as quickly as possible, often before their last day of work. Trade-certified workers also may be notified of possible eligibility for services by individual mail-outs in English and Spanish, press releases, or notices published in newspapers announcing Trade certifications.

During the Rapid Response effort, Texas Workforce Center staff conducts employee orientations and seminars concerning job search skills, stress management, financial management, and local labor market information. Activities such as local job fairs and job referrals also occur. If workers have been certified under a Trade petition by DOL, or if a certification will likely occur, orientations and assistance include information about Trade services and benefits. Providing this information to employees during Rapid Response activities helps to ensure that Trade-certified workers apply for services and file for benefits as early as possible to meet the TRA benefit eligibility timelines. Following job separation, Trade-certified workers can access WorkInTexas.com to find jobs that match their skills and experience, or they can receive staff-assisted job search services through a Texas Workforce Center.

Through co-enrollment in WIA Dislocated Worker services, Trade-certified workers can receive thorough assessment services. If a Trade-certified worker lacks the job skills required to secure suitable employment, he or she can receive occupational training to prepare for a high-growth, high-demand occupation. Board-approved vendors can provide occupational training, or occupational training can be provided through customized training or OJT with an employer. Texas Workforce Center staff continues to work with participants while they are in training. TWC continuously stresses the need for training that integrates occupational job skills with the necessary basic education and language skills required for the occupation. While in training, the participant can file claims for weekly support payments through TWC's UI system.

Not all workers covered under a Trade certification request services. Many workers who are potentially eligible for Trade services and benefits find reemployment quickly, take advantage of retirement options or transfers within a company, or become self-employed.