MICHIGAN WORKS!®
MACOMB/ST. CLAIR

Trade Adjustment Assistance Reauthorization Act of 2015

Trade Adjustment Assistance Reauthorization Act (TAARA)

- Provides assistance to workers who lose their jobs as a result of foreign trade (increase in imports, shift in production or acquisition of services from another country).

- The intent is to help laid off workers return to work as quickly as possible at a comparable wage.

TAARA Eligibility

Individuals must have a qualifying separation on or after the impact date and before the expiration date of the certification to be eligible to apply for services.

CHECK YOUR "NOTICE OF ELIGIBILITY TO APPLY FOR TAA BENEFITS" FOR THE IMPACT DATE AND EXPIRATION DATE.

*Workers who have a documented separation in the future (on or after the impact date and before the expiration date of the certification) may be eligible for Classroom Training and Employer-Based Training

Major Components of TAARA

- Case Management Services
- Training
- Job Search Allowances
- Relocation Allowances
- Reemployment Trade Adjustment Assistance (RTAA)
- Trade Readjustment Allowances (TRA)
- Health Coverage Tax Credit (HCTC)

Case Management Services

- Comprehensive Assessment*
- Individual Service Strategy*
- Training Information
- Financial Aid Information
- Employability Skills
- Career Counseling
- Labor Market Information (LMI)
- Supportive Services Information

*Mandatory for training or waiver from training

Training

There are two types of training:

- Employer-Based
- Classroom

Please Note: Eligibility is determined by Michigan Works! and must be approved before enrolling in training.

Employer-Based Training

There are three types of Employer-Based Training:

- On-the-Job Training (OJT)
- Customized Training
- Registered Apprenticeships

On-the-Job Training (OJT)

- Worker is hired by the employer
  - Contract must be in place prior to starting employment
- Worker requires specified skills to be proficient in the new occupation
- Plan in place to ensure worker will become proficient
- TAA Program funds 50% of the wages for up to 104 weeks

Customized Training

- Designed to meet the special requirements for an employer or group of employers
- Conducted by a separate vendor, but with a commitment by the employer, or group of employers, to employ an individual upon successful completion of training
- Can include on-site training provided by the employer (if identified in the training contract)
- TAA Program funds 50% of training for up to 130 weeks

Registered Apprenticeships

- Combination of On-the-Job Learning and Related Technical Instruction
- Worker is employed at the start of their apprenticeship
- Covers:
  - Classroom Instruction
  - Tools
  - Uniforms
  - Equipment
  - Books
- Funds can be utilized until participant reaches suitable employment or deadline of training
- TAA Program funds 100% of training (Related Technical Instruction) for up to 130 weeks

Classroom Training

- College or vocational courses, up to 130 weeks
- Covers:
  - Tuition and Fees
  - Books
  - Supplies*
  - Equipment*
- Remedial Training can be approved alone or as part of a Classroom Training program
- Prerequisite Training approvable if required for Classroom Training program
- To qualify for TRA ($), training must be full-time as defined by the institution
  - Part-time training can be approved, but no TRA is allowed

*deemed "highly encouraged," "imperative," or otherwise without the purchase of necessary materials would hinder the success of the participant

Benchmarks

For the entire duration of training, the Michigan Works! Agency will evaluate satisfactory progress against the following two benchmarks at least every 60 days, beginning with the start date of the training plan.

The two training benchmarks are:

- Maintaining satisfactory academic standing
- On schedule to complete training within the timeframe identified in the approved training plan

(Failure to meet a benchmark may result in a modification to the training program, removal from the training program, and/or denial of Completion TRA).

Training Approval Criteria

- No suitable employment is available
- Training must make you more employable
- Reasonable expectation of employment upon completion of training
- Training has to be reasonably accessible
- You must be qualified for the training
- Training has to be available at a reasonable cost

Training Requirement/Deadline for TRA

- In order to receive TRA payments, an individual must be enrolled in TAA training by:
  - 26 weeks from certification, OR
  - 26 weeks from layoff, OR
  - Obtain a Waiver from Training
    - A Waiver from Training is available if one of the three waiver reasons are met (Health, Enrollment Unavailable, Training Not Available)
    - A Waiver from Training requires continual progress toward entering TAA training
    - Waivers are issued and reviewed by Michigan Works!
    - An assessment and Individual Service Strategy with Michigan Works! must be completed before a waiver can be issued
    - Waivers must be reviewed every 30 days in order for the waiver to continue
    - Review requirement applies to the period of time collecting regular unemployment and Basic TRA

Important Information

- One training program is allowed per person, per certification.
- Training has no expiration date (eligibility provisions apply).

Job Search Allowances

Assist workers to secure suitable work outside of their normal commuting area

- May be granted when suitable work is not available within 5 miles of your residence
- A scheduled interview or appointment is required (with an employer in the U.S.)
- Application and pre-approval at Michigan Works! is required before the job search begins
- Time limits: 365 days from layoff or certification, or 182 days after completion of TAA training
- Reimbursement of 90% of allowable costs, up to $1,250
- Michigan Works! determines eligibility and makes payments

Relocation Allowances

Relocation allowance enables you and your family to relocate within the U.S. for suitable work

- Must have a valid offer of suitable work that is more than 5 miles from your residence
- Application and pre-approval at Michigan Works! is required before the relocation begins
- Time limits: 425 days from layoff or certification, or 182 days after completing TAA training
- Reimbursement of 90% of reasonable and necessary expenses incurred transporting you, you family, and your household items
- Additional lump sum benefit of up to $1,250 in addition to reimbursement of necessary expenses
- Michigan Works! determines eligibility and makes payments

Health Coverage Tax Credit (HCTC)

HCTC covers 72.5% of the premium amount paid by eligible individuals for qualified health insurance coverage

- Available each month you are TRA or RTAA eligible:
  - Collecting TRA payments
  - Collecting Unemployment
  - Collecting the RTAA wage subsidy

- Qualified insurance coverage includes:
  - COBRA
  - A spouse's group plan for which his/her employer pays less than 50% of the cost
  - A non-group health insurance plan

https://www.irs.gov/Credits-&-Deductions/Individuals/HCTC

Reemployment Trade Adjustment Assistance (RTAA)

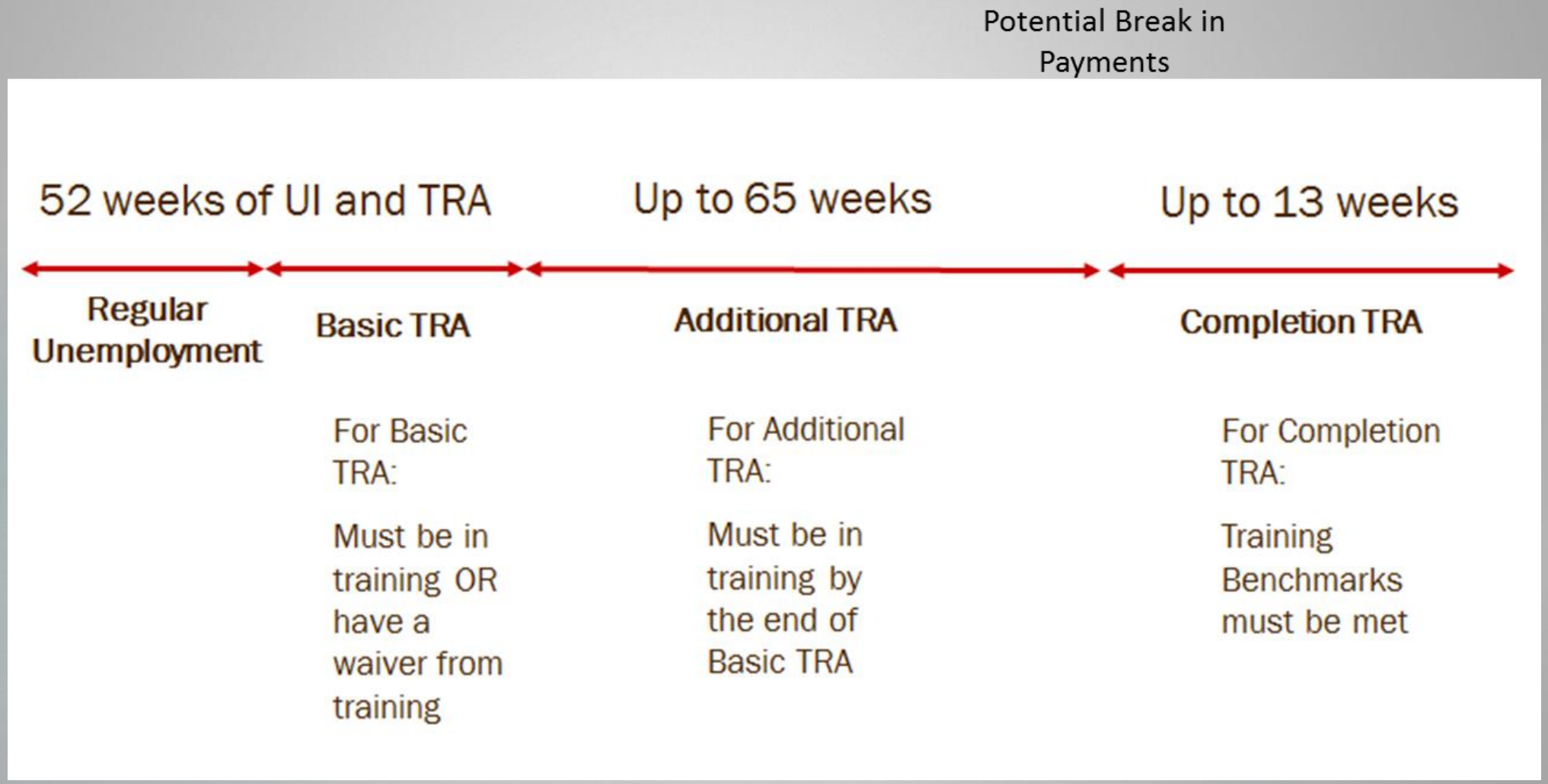
- RTAA is a wage subsidy to help bridge the salary gap between old wage and new wage
- Individuals must be at least 50 years old and within the eligibility period to qualify
- New job must pay less than the old job and less than $50,000 per year (not counting overtime)

Benefit of RTAA

- Benefit = Half the difference between the old wage and new wage
- There is a cap of 2 years or $10,000 (whichever comes first)
- If you received TRA benefits, those benefits will be subtracted from the RTAA 2 year, $10,000 maximum
- If working at least 20 hours per week, TAA training is allowable in conjunction with RTAA
- Once an RTAA payment is issued, future eligibility for TRA payments are forfeited
- Remain eligible for HCTC while receiving RTAA
- Eligibility begins the first full week of reemployment or the week after you exhaust UI eligibility

Unemployment and TRA ($)

(Applies only if there is TAA TRAINING)



Trade Readjustment Allowances (TRA)

Basic TRA:

- Usually paid at the same rate as UI;
- Paid after UI is exhausted;
- Must be in TAA training or have a waiver by the training deadline to qualify

Additional TRA for up to 65 weeks:

- Must be in TAA training by the exhaustion of Basic TRA to qualify

Completion TRA for up to 13 weeks:

- Payable if all UI and other TRA is exhausted, and **you are still in training**;
  - If Training Benchmarks met, AND
  - Progress towards completion of training on time is maintained

UI Claims and TRA

Election of TRA or UI

- While on TRA, MiDAS checks for wages
- If your last benefit year has ended and there are enough wages for a new UI claim, you will receive a letter
- If the potential new claim has a lower weekly benefit amount (WBA) than your TRA WBA, you can choose the new UI claim or stay on TRA

Even if you haven't worked, you must still file a new UI claim before you can go from one part of TRA to the next part

Earnings Disregard

- If a person is on TRA while in full-time TAA training, any earnings up to the TRA WBA are ignored

- Participants must still report earning when certifying for TRA

Example:
A participant in full-time training has a TRA WBA of $300. Earnings for a week totaled $320. We only use the difference ($20) to use in the calculation to reduce payment for that week.

Trade Readjustment Allowances ($)

Unemployment Insurance Agency/TRA Unit Contacts ($):

- TRA Unit Phone: 866-500-0017
  (Press 1 for English, 2 for Spanish, or 3 for Interpreter Services/TDD, then 6 for TRA)

- UIA Fax: 517-636-0427

*The contacts can be used to inquire about TRA and RTAA determinations and payments

Michigan Works! Agency Contact Information

43630 Hayes Road, Suite 100 **Clinton Township** 48038	Mike Draheim 586-783-1396
75 North River Road **Mt. Clemens** 48043	Dana Keller 586-783-8702
15950 Twelve Mile **Roseville** 48066	Roy Taylor 586-447-9224
27850 Van Dyke Avenue **Warren** 48093	Amy LeDee 586-574-2180
100 McMorran Blvd. 6th Floor **Port Huron** 48060	Brian Kernohan 810-966-3308

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Michigan Works! Macomb/St. Clair is an equal opportunity employer/program. A proud partner of the American Job Center network. Supported by state and/or federal funds. Auxiliary aids and services are available upon request to individuals with disabilities. TTY #711