

Welcome to the TAA Roundtable Virtual Tour

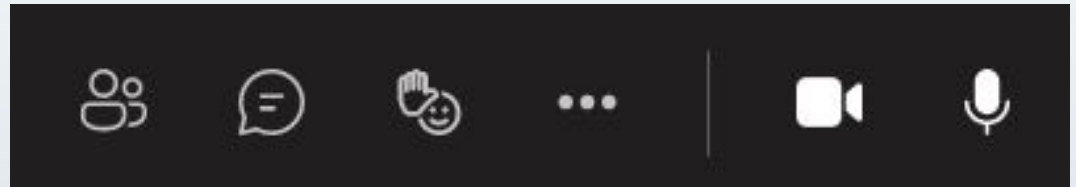
April 2021

While we are waiting for others to join, please enter your full name, the agency you work for and what animal you prefer in the chat box or window: Dog or Cat?



Virtual Session Housekeeping

- As you are able to, please familiarize yourself with Teams features: chat, raise your hand, mute, and video
- Please mute your microphone and turn your video camera off
- If you have questions please put them in the chat box



Trade Adjustment Assistance Roundtable Virtual Tour Spring 2021

Introductions

TAA Staff

- Sarah Saito, TAA Supervisor
- Olajide Williams, TAA Specialist Senior
- Tamika Brewer, TAA Specialist Senior
- Thomas Sommer, TAA Performance Specialist
- Hony Yang, TAA Specialist
- Jackie Umlauf, TAA Specialist (follow-up)
- Claudette Parchment-Roehrich, TAA Specialist
- Mohamed Farah, TAA Specialist
- Jennifer Anderson, TAA Specialist
- Laurie Larson, TAA Specialist
- Ann Malz, TAA Specialist
- Meg Odanga, TAA Specialist
- Marla Beaty, Senior Rapid Response & TAA Liaison
- Nancy Omondi, Director of Adult Programs



Presentation Overview

- U.S. Department of Labor (DOL) Final Rule
- Question/Answers-Final Rule
- COVID-19

Final Rule Overview

The purpose of this final rule is to ensure that the TAA Program regulations are modernized to reflect the program's current operation and make needed improvements. The revisions also will provide clarity by eliminating confusing and overly technical language and update the TAA Program regulations by encouraging the use of paperless electronic mechanisms over paper-based methods.

<https://www.federalregister.gov/documents/2020/08/21/2020-13802/trade-adjustment-assistance-for-workers>

- **Subpart A: Definitions of Terms**
- **Subpart B: Petitions**
- **Subpart C: Employment & Case Management**
- **Subpart D: Job Search & Relocation Allowance**
- **Subpart E: Reemployment TAA (RTAA)**
- **Subpart F: Training**
- **Subpart G: TRA including Waivers**
- **Subpart H: Administration including Staffing**
- **Subpart I: Allocation of Funds**



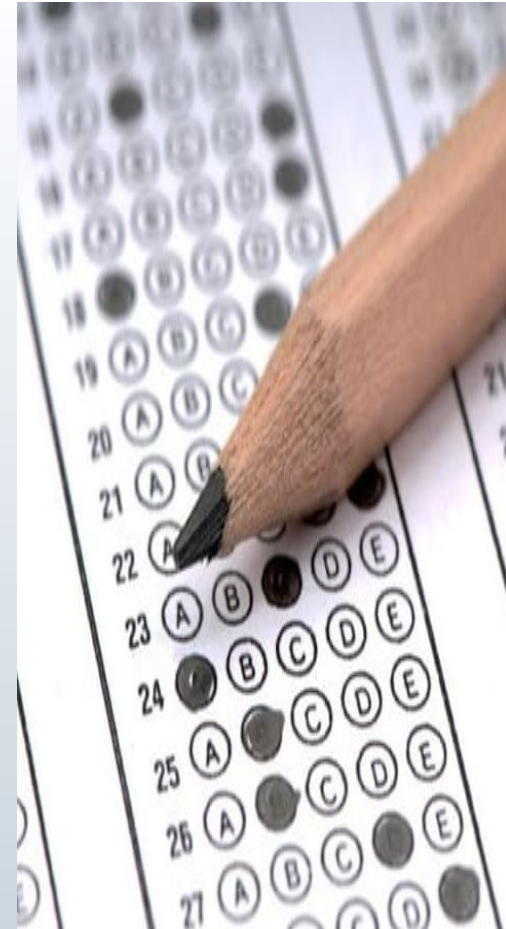
Subpart F: Training 20 CFR 618.600

Major change for Minnesota

- Is suitable employment available to the customer?
 - If so, refer customer to TAA's Job Search Allowance, Relocation Allowance, RTAA benefits
 - If not, determine if customer needs training
 - Complete comprehensive assessments to determine the best occupational goal

Assessments

- TAA requires a standardized assessment with TAA training applications
- All assessments should point toward the customer's employment goal
- TAA can pay for assessments
- TAA offers the CAPS, COPS, COPES free of charge to customers: send your customer's email address to the general TAA mailbox



CCC Assessment – COPS/CAPS/COPEs

COPSystem

Name: Sarah

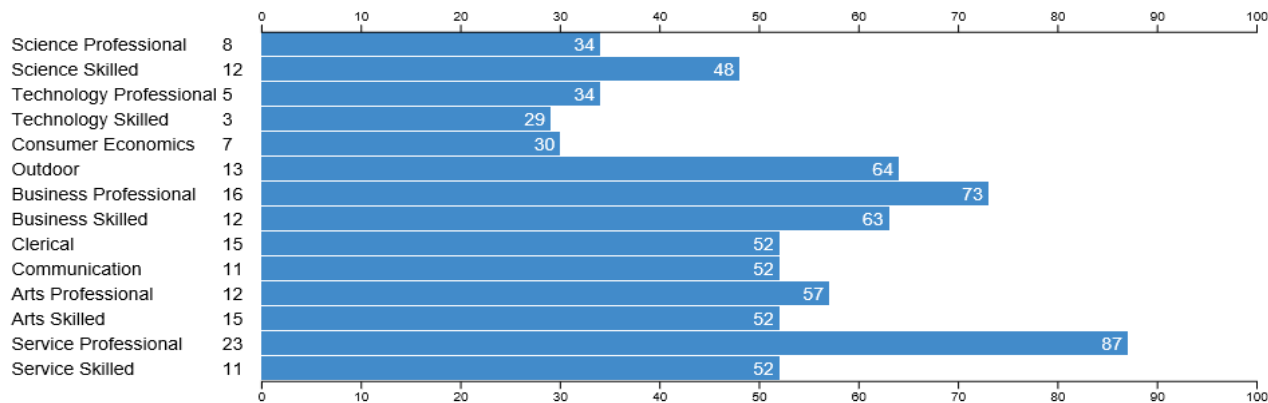
Date Completed: 10/4/2019



Interests (COPS)

Your interest profile is plotted below. A percentile number is printed inside the bars. Each number shows your approximate position on each scale as compared to other people at your educational level who have taken the COPS. If your score is near 50, about half (50%) of others fall below you. The higher your score the greater your interest is compared to others. [Read More »](#)

COPS Interest Inventory



Your Highest Career Groups on the COPS are:

Outdoor; Business Professional; Service Professional;

Subpart F: Training 20 CFR 618.600

Major change for Minnesota

When reviewing training options, consider:

1. Program with the soonest training end date,
2. Followed by cost,
 - Good faith estimate needs to include ALL associated costs (books, internet, tools, transportation, etc.)
3. Then local area

Criteria to Approve Training

1. There is no suitable employment available.
2. The worker would benefit from appropriate training.
3. It's reasonable to expect the worker will be able to find employment after completing training.
 - Employment doesn't have to be immediately available
 - Must use labor market information (If worker is going to relocate, we must use LMI for area of relocation)
 - On-the-Job-Training (OJT) must lead to suitable employment
 - **Occupational (not entrepreneurial) training that leads to self-employment can be approved**

Subpart F: Training 20 CFR 618.600

Major change for Minnesota

- Allows for training that will lead to self-employment
 - Employment goal can be self-employment, but training must be occupational

Criteria to Approve Training, continued

4. Training is reasonably available.
5. The worker is qualified to undertake the training.
 - Based on assessments
 - Financial resources available to support worker
6. Training is suitable for the worker and available at a reasonable cost.

Benchmarks – 20 CFR 618.660

- TAA must review benchmarks (Training Progress Reports) at least every 60 days
 - Customer is maintaining satisfactory academic standing
 - Customer is on schedule to complete training within the timeframe on the approved plan

- Required for all training that's longer than three months

Benchmark Failures – 20 CFR 618.660

- **Upon 1st failure to meet a benchmark**
 - Minnesota TAA must provide a warning
 - The customer may amend the training program



Benchmark Failures – 20 CFR 618.660

☐ Upon second benchmark failure

- Worker may continue in the approved plan without Completion TRA *or*
- The training plan may be amended which would allow for access to Completion TRA

☐ Customer must show the effort of collecting the TPR

- If no effort is documented in WF1, then TAA will send non-compliance letter

Subpart F: Training 20 CFR 618.600

Supplemental Assistance – 20 CFR 618.640

- New terminology “supplemental assistance” = travel and subsistence
- Provides financial assistance to customers who travel **outside of their commuting area**
 - This applies to Training, Job Search, Relocation, and people traveling to OJTs
- The customer’s employment plan should document their need for supplemental assistance

Transportation Payments – 20 CFR 618.640



- Pays for commuting costs to training outside of the worker's commuting area
 - Payable only for days actually traveled
 - Mileage is round trip from the **1st mile outside the worker's commuting area**
- TAA compares the federal mileage rate to $\frac{1}{2}$ the per diem of the school's city and pays the lesser of the two

Subsistence Payments – 20 CFR 618.640

- Covers costs of temporary living quarters while in TAA-funded training (meals, incidentals)
- Made instead of a transportation payment
- Payments made for days that customer attends scheduled class
- Amount = Lesser of:
 - *Worker's actual expenses
 - *50% of the per diem rate

Payments must be made at the conclusion of a week of training

DOL Final Rule, other

- **Required:** Co-enrollment between WIOA and TAA
 - Minnesota has been doing this for years (yay Minnesota!)
 - A person doesn't need to meet Selective Service requirement for TAA services.
- **Allowable:** TAA funds can be used for non-merit staff who provide employment and case management services to people eligible for TAA

Mirroring Activities

It is highly recommended that DW providers open a corresponding training activity when a TAA training activity is opened. For example, when a TAA Specialist opens an Occupational Skills Training activity, the DW counselor would open a Classroom Training activity with the same information in it as the Occupational Skills Training activity.

Activity Entered by TAA Staff	Corresponding DW Mirroring Activity
Occupational Skill Training	Classroom Training
OJT	OJT Public or Private
TAA Apprenticeship	Apprenticeship
Waiver	Career Counseling

- If there is not a corresponding DW training activity on the case, the DW performance report **will not** count the participant in the credential measure
- If there is a corresponding DW training activity on the case, the DW performance report **will** count the participant in the credential measure

DOL Final Rule

Individual Employment Plans (IEPs)

- IEP is needed to approve TAA benefits
- Uses results of assessments
- Must document:
 - Employment goal
 - Type of training proposed, if any
 - Services, if any, needed to obtain suitable employment
- Document if there is a need for supplemental assistance

DOL Final Rule

- **Job Search and Relocation Allowance**
 - Applications need to show that there is not available suitable employment in the customer's local area
 - Relocation Allowance timeline and insurance coverage have changed



DOL Final Rule

Notification of Workers — 20 CFR 618.816(e)

In addition to mailing letters, TAA must:

- Publish notice in a newspaper (electronic or printed)
- Include a Babel notice in the mailing
- Use at least one method of modern electronic communication

Subpart F: Training 20 CFR 618.600

Major changes for Minnesota

- Determine if customer needs training
 - If so, complete comprehensive assessments
 - Compare training with the shortest completion time, then cost, then location
- The Final Rule provides guidelines on determining reasonable cost
 - Consider the priorities based on DOL's guidance: time to complete training, followed by cost, and then local area
 - Good faith estimate includes ALL associated costs (training, internet, supplemental assistance, etc.)
- Allows for training that will lead to self-employment
 - Employment goal can be self-employment, but training must be occupational (i.e. hair salon owner; TAA could pay for cosmetology training)
- Benchmark failures
- Supplemental assistance = travel/transportation and subsistence
- Transportation is paid for miles that *exceed* local commuting area

DOL Final Rule

Questions about Final Rule?



COVID-19

- It has now been more than a year of working during a global pandemic!
- What's one thing you are looking forward to after COVID-19 or as we get back to normal slowly but surely?
- If there are ways TAA can support you or your agency, please describe that in the follow up survey.

COVID-19

- *A BIG Thank You* to DW Counselors for your patience and innovation

Wrap up

- Final Questions & Answers
- Partner Express newsletter
- Watch for a survey via email soon
- Certificate of Training Attendance
- Thank you for attending!



Contact us!

- Minnesota TAA Program
 - Email: DEED.TAA@state.mn.us
 - Applications: www.mn.gov/deed/taa
 - Phone: 651-259-7543, 1-888-234-1330
 - Fax: 651-296-0288
- Minnesota TRA Unit
 - Email: DEED.TRA@state.mn.us
 - Phone: (ask for a TRA Specialist)
651-296-3644, 1-877-898-9090
- TAA in other states:
www.doleta.gov/tradeact