

Policy: E-10 Dislocated Worker and Trade (TAA) Program Coordination

Revised 8.28.18



Updates:

8/28/18: Revamped/clarified local guidelines

7/9/2015: Updated for WIOA

12/14/2009: First posted

Background:

The TAA program offers a variety of benefits and services to workers whose employment has been adversely impacted by foreign trade; including employment and case management services, training, job search allowances, relocation allowances, reemployment and alternative TAA wage subsidies for older workers, and income support in the form of Trade Readjustment Allowances (TRA) while in training.

The Workforce Innovation and Opportunity Act Dislocated Worker Program (DW) is designed to provide reemployment services for individuals who have lost their jobs through no fault of their own and provides career planning, work readiness training, skill upgrading, occupational training, on-the-job training, job placement assistance and follow-up/retention services.

The goal of TAA/WIOA coordination is to provide optimal services and benefits to individuals who qualify for both programs through co-enrollment and collaboration, maximizing both programs' services and funding by creating a successful transition to the next step in a participant's career path while following the rules and regulations required by each program. The expected outcome of the coordination is successful outcomes for participants and for both programs to exceed performance standards.

Local Guidelines:

- Coordination and conversations about the benefits of co-enrollment should begin during Rapid Response/Trade Orientations, which should be attended by representatives from both programs
- At enrollment for either program, benefits of co-enrollment should be discussed, timing should be considered and the Lead Worker should also be determined
- DW will usually take the lead in case management during career planning, basic skill building, work readiness, job search/placement and retention
- TAA will usually take the lead in case management during occupational training or RTAA
- The Lead Worker can and should change throughout a person's participation in the program, depending on the service needs. It may make sense to first enroll someone in DW, then switch to TAA for training, then switch back for job placement.

Examples:

- If a person, at enrollment, is interested primarily in training, the person should start with TAA, then switch to DW when training is almost complete for job search assistance
 - If a person, at enrollment, is interested primarily in job search, the person should start with DW, then switch to TAA if the RTAA benefits will be utilized or for relocation assistance
- On-the-job training can be funded by both programs at the same time, allowing for WDI Business Services Group to provide the business outreach, paperwork development and monitoring (human capital) for the development of the training plan (per DWD guidance received on 6/8/18: *"the TAA Program and WIOA can both fund an OJT. The TAA Program can reimburse employers "up to 50 percent" and WIOA can reimburse employers "up to an additional 25 percent" for a total employer reimbursement of 75%."*).
- To comply with the 90 day service rule, participants cannot remain open in the DW program if no services are being provided. Services must be closed and TAA will take the lead. Note: Due to DWD's common exit policy, even if WIOA Title I services are closed during the TAA participation period, the participant remains active.

Dislocated Worker and TAA

Revised [8.28.18]