



Trade Adjustment Assistance (TAA) for Workers

Oregon Service Delivery

Shelly Forsberg, Oregon TAA Program Manager
James Crocker, Petition Coordinator/Co-Supervisor of Case Management Unit
Laura Lausmann, Oregon TAA Liaison/Monitor

Oregon's Approach to Delivering TAA Services

- Overview of TAA Program
- Roles within the Oregon Program
- Review all layoffs in the state for Trade impact
- Proactive engagement with employers and workers
- Emphasis on re-employment services
- Skill up Oregonians to meet workforce needs
- Oregon Best Practices
- Service Delivery during COVID-19



TAA for Workers Program

The TAA Program seeks to provide trade-affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to obtain suitable employment.

The program is divided into two components and is commonly referred to as the Trade Act Program

Trade Adjustment Assistance (TAA)
Trade Readjustment Allowances (TRA)



Roles that support Oregon's Trade Act Program



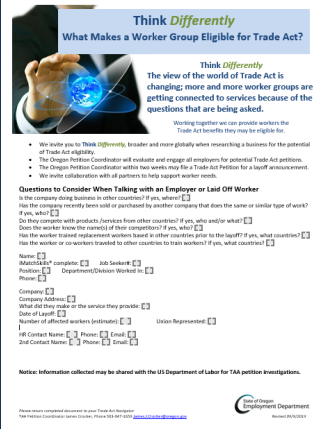
Many roles support TAA eligible participants in Oregon's service delivery



Identification of Layoffs

- Think Differently Forms
- Business Intelligent Reports – UI Claimants
- WARN Notices/Partners
- Media
- Calls to TAA Hotline (Case Managers)
- Internet Searches
- Review DOL website for :
 - Companies being filed for
 - Similar Sectors (contributing factors)

Connect with Local Rapid Response Coordinator and identified staff to review contributing factors of trade



Think Differently
What Makes a Worker Group Eligible for Trade Act?

Think Differently
The view of the world of Trade Act is changing; more and more worker groups are getting connected to services because of the questions that are being asked.

Working together we can provide workers the Trade Act benefits they may be eligible for.

- We invite you to Think Differently, broader and more globally when researching a business for the potential of Trade Act eligibility.
- The Oregon Petition Coordinator will evaluate and engage all employers for potential Trade Act petitions.
- The Oregon Petition Coordinator within two weeks may file a Trade Act Petition for a layoff announcement.
- We make collaboration with all partners to help support worker needs.

Questions to Consider When Talking with an Employer or Laid Off Worker

Is the company doing business in other countries? If yes, where?

Has the company ever been sold or purchased by another company that does the same or similar type of work? If yes, which?

Do they compete with products/services from other countries? If yes, who and/or what?

Do we consider them the closest of their competitors? If yes, who?

Has the worker trained employment workers based in other countries prior to the layoff? If yes, what countries?

Has the worker or co-workers traveled to other countries to train workers? If yes, what countries?

Name:

Market/State* complete: Job Sector:

Business: Department/Division:

Phone:

Company:

Company Address:

What did they make or the service they provide?

Date of Layoff:

Number of affected workers/petitioners: Union Represented?

1st Contact Name: Phone: Email:

2nd Contact Name: Phone: Email:

Note: Information collected may be shared with the US Department of Labor for TAA petition investigation.

Please return completed document to your Trade Act Investigator
We thank you for your assistance in this process. Please call 800-368-5888 www.dhs.gov/taapetition

U.S. Department of Labor
U.S. Department of Commerce

Think Differently Form

Connectivity Tool for both Layoff Aversion and Trade Act.

- Tool for education of the program and identification of affected worker groups.
- Trade Act Navigators learn of layoffs through American job centers staff and fill out form. Send form to rapid Response Liaison and copy to TAA Petition Coordinator.
- Rapid Response makes contact with company and TAA Petition Coordinator researches for trade impact.



Think *Differently*

What Makes a Business Eligible for Trade Act

Local Workforce Board staff, WorkSource Oregon staff, and Trade Act Navigators

Think *Differently*
The world of Trade Act is changing, more and more businesses we thought were not eligible for Trade Act may be eligible.

Working together we can provide workers the Trade Act benefits they may be eligible for.

The Oregon Trade Act Unit and the Oregon Dislocated Worker Unit agree that

- We invite you to *Think Differently*, broader and more globally when researching a business for the potential of Trade Act eligibility.
- The Oregon Trade Act Unit will evaluate and engage all employers for potential Trade Act petitions.
- The Oregon Trade Act Unit within two weeks may file a Trade Act Petition for a layoff announcement.
- We invite collaboration with Trade Act staff in acting quickly and supporting the pursuit of more petitions.

Questions to Consider When Talking with an Employer or Laid Off Worker

Is the company doing business in other countries? If yes, where?
Has the company recently been sold or purchased by another company that does the same or similar type of work? If yes, who?
Do they compete with products /services from other countries? If yes, who and/or what.
Does the worker know the name(s) of their competitors? If yes, who?
Has the worker trained replacement workers based in other countries prior to the layoff? If yes, what countries?
Has the worker or co-workers traveled to other countries to train workers? If yes, what countries?

Name:
Job Seeker#:
Position:
Department/Division Worked In:
Phone:

Company:
Company Address:
What did they make or the service they provide:
Date of Layoff:
Number of affected workers (estimate):

HR Contact Name: Phone: Email:
2nd Contact Name: Phone: Email:



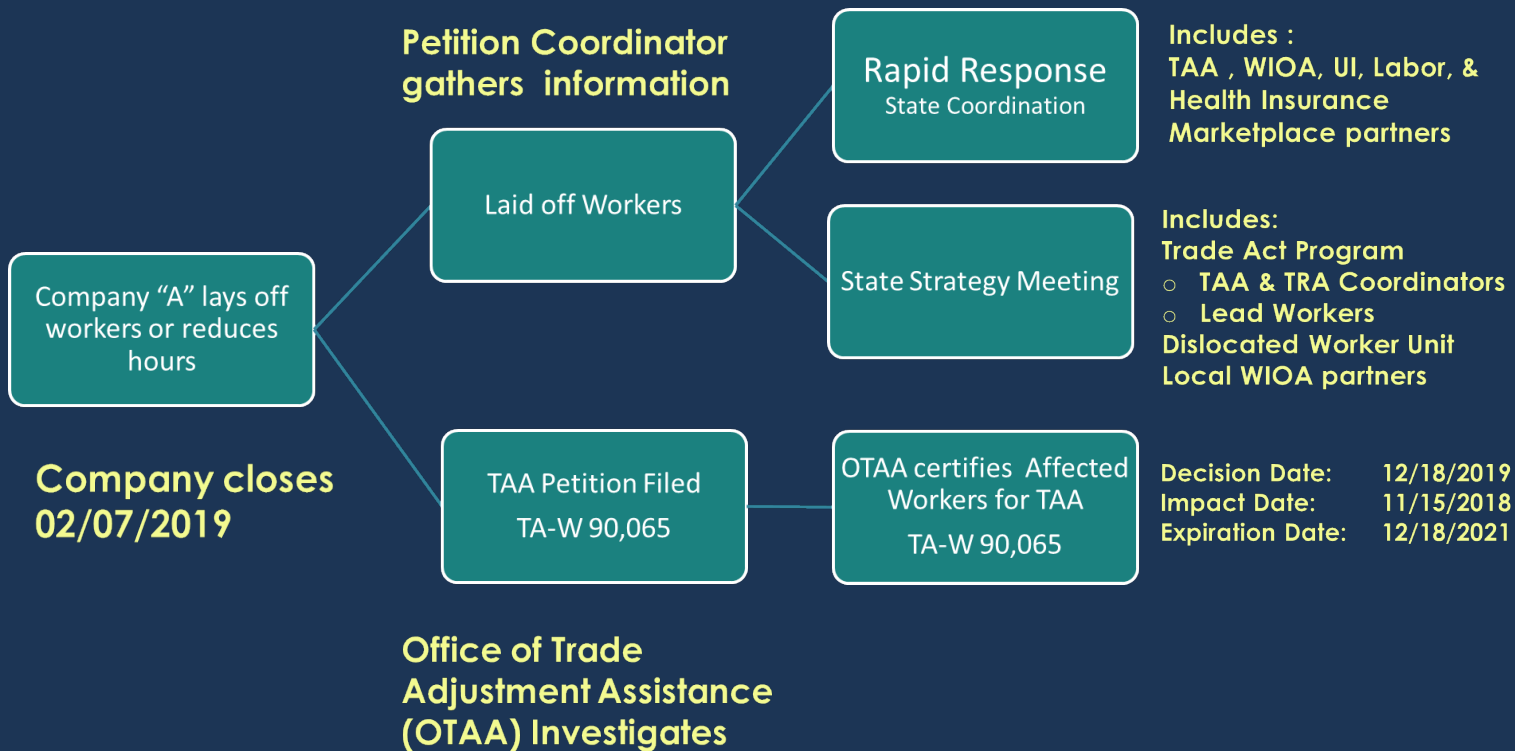
State of Oregon
Employment Department



Oregon Dislocated Worker Unit
Office of Workforce Transition
Oregon Rapid Response Coordinating Committee

Please return completed forms to your Trade Act Navigator Revised 11.09.2016

Layoff to Assistance



Overview of Service Delivery

- Learns of layoffs
- Connects with employer to engage in services
- Communicates worker's needs and reasons for layoff
- Provide local labor market information and regional job opportunities

- Researches layoffs
- Communicates results of research
- Often files petitions on behalf of affected workers
- Once certified, notifies local stakeholders

- Interprets assessments
- Provides career guidance
- Approves services and benefits
- Carries primary caseload
- Insures constancy in service delivery
- Refers to TAN for reemployment services
- Refers to TAN for OJT's

Rapid Response

- Active partner to Rapid Response
- If layoffs heard first, notifies both local Rapid Response and TAA Petition Coordinators

TAN

Petition Coordinator

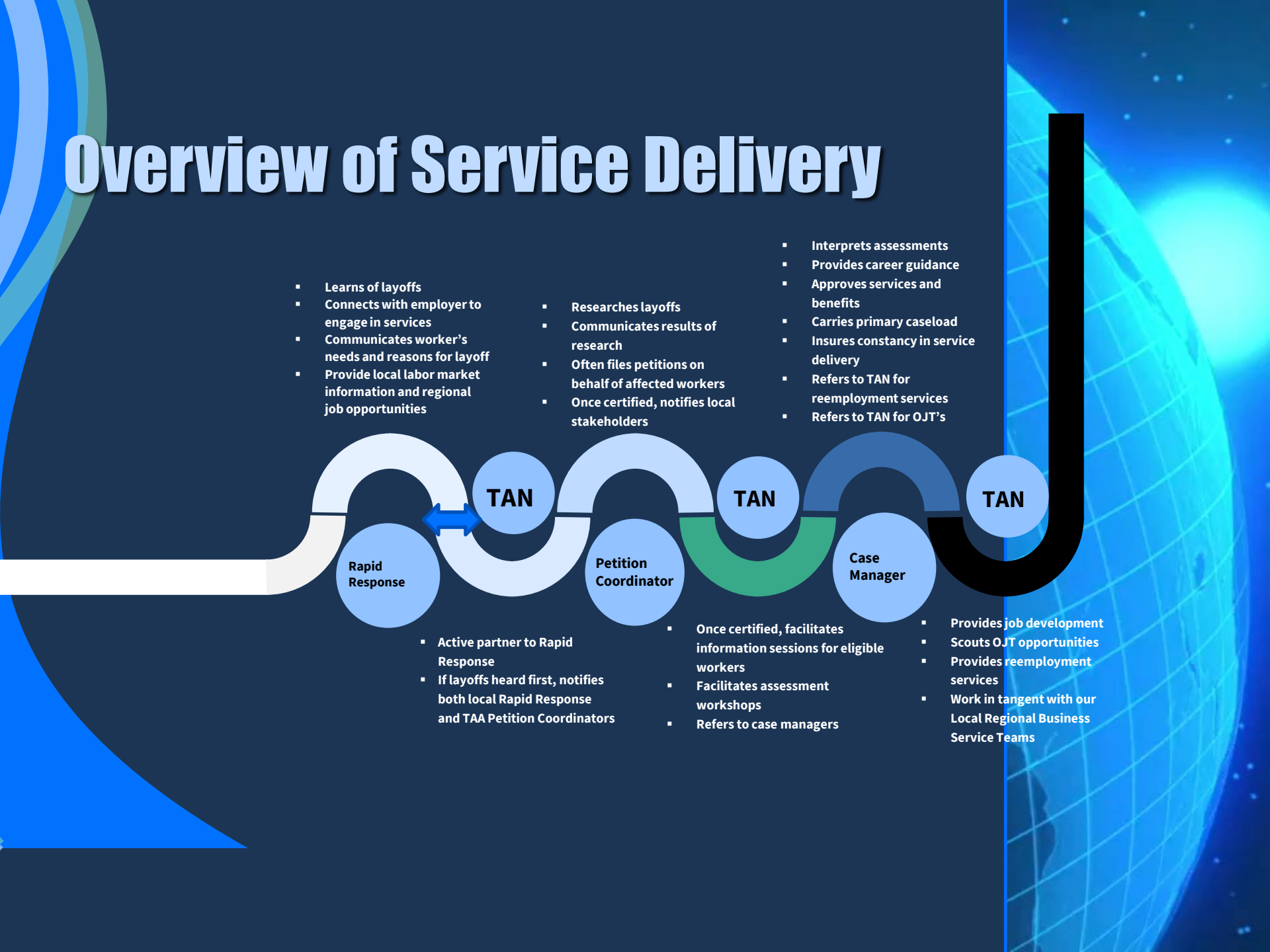
- Once certified, facilitates information sessions for eligible workers
- Facilitates assessment workshops
- Refers to case managers

TAN

Case Manager

- Provides job development
- Scouts OJT opportunities
- Provides reemployment services
- Work in tangent with our Local Regional Business Service Teams

TAN



Individual Employment Plan

Trade Act Information
Session(s) Scheduled



Group Initial Assessment and
Career Planning Sessions



Information provided to TAA
Case Managers (CM)

TAA/TRA teams review:

- Application for Individual Eligibility Program
- Benefits
- Next Steps

This is the first step to assist in career planning. In this session we guide affected workers through the information they need to start their path back to employment.

CM completes Initial Assessment and Individual Employment Plan begins, re-employment Services or re-training if skill gap identified.



Re-employment Services

Re-employment
Services needed



Secures suitable
employment!

One-Stop services - Career exploration tools - Community resource information - Reemployment counseling and case management - Labor market information - Support services - Vocational testing - and more...



Skill upgrade needed

Case Manager completes comprehensive assessment of worker's skills, interests, education level and skill gaps to employment, labor market information, and worker is in need of training.

Case Manager reviews training options with participant and reviews required paperwork for training approval.

TAA Participant approved for and participating in training.

TAA Participant successfully completes training and receives Reemployment services.

Classroom training, Employer-based Training/On-the-Job Training (OJT), Apprenticeship Training.

TAA participant actively participates in required training. Case Manager monitors progress, grades, schedules, and processes invoices for required tuition, books, fees, refers to support services as needed.

TAA participant engages in Reemployment services during last term of training.

Reemployment Services

Oregon & TAA Apprenticeship Training

TAA Liaison assigned as Apprenticeship point of contact at Administrative level.

Outreach and presentations to Apprenticeship Coordinators, Union & Non-Union programs around the state on the *benefits of hiring Trade Affected Workers*.

- Excellent Soft Skills, funding for training, and now under 2020 Final Rule, funding for wage reimbursement.

Training for TAA Case Managers on how to assist with applications, what is a Pre-Apprenticeship program: when/how to utilize them, reviewed Oregon's Apprenticeship Website navigation.

Maintain contacts with Apprenticeship Coordinators to learn of open enrollment times, industry needs, specific application requirements, etc.



Oregon Best Practices

- Petition Coordinator role
- Think Differently form
- Utilization of the Oregon UI data via the Business Intelligence Tool to identify laid off workers and trade impact on new worker groups
- Centralized case management unit
- Trade Act Navigator role
- Outreach to affected workers/number of affected workers served
- TAA Central Analyst Team
- Apprenticeship training support & approval
- Service delivery during COVID-19



COVID – 19 Service Delivery



Oregon TAA – continued without any lapse of services

- Due to COVID-19 social-distancing requirements, the TAA Program converted to a telecommuting service delivery model for its 42-member team beginning March 24, 2020.
- TAA administration is provided through phone, email, video conferencing, Adobe Sign, TAA and OED management information systems, online file systems, and data reports, which are accessible via telecommuting.
- In-person services were converted to full virtual delivery. Rapid Responses and Trade Act Information Sessions, which are typically in-person meetings that involve informing workers of potential TAA Program eligibility, have been converted to informational videos publicly accessible on OED's YouTube channel and CTAU's Facebook page.
- The number of active TAA participants has increased by over 10%, since telecommuting. This is a higher percentage increase since before 2019 in comparable months in 2017-18.
- TAA staff have been averaging higher workloads: each case manager has been managing higher numbers of TAA participants during the telecommuting time period. Benefits, outreach, and number of services provided per TAA participant has increased despite each staff person managing higher levels of customers.



Questions? More Information?

Shelly Forsberg

Oregon TAA Program Manager

Oregon Employment Department

Workforce Operations

Salem, OR 97311

(503) 383-5074