



Pilot Page

Setting Expectations

July 20th marked the first Trade/Office of Local Operations (OLO) retreat. TRADE management, OLO district coordinators, field managers and other key field staff attended. The theme for the all day event- SETTING EXPECTATIONS.

The retreat was intended to launch the new trade theme of setting a customer's expectations early. It is time to take back the reigns and realign this program with the overarching goal - reemployment. Let's face it, Ohio is experiencing some tough economic times. The painful reality is, Trade activity is up, while federal funding on a national scale, is decreasing. Trade affected workers are becoming more of a challenge as the workforce ages and manufacturing jobs leave our state. We, as workforce agencies, must do more with less.

We have to respond to these challenges by suiting up and stepping up to the plate with a new attitude, an open mind, and fervent determination to serve these workers by getting them back to suitable work as quickly as possible

In order to do this, we must set expectations from the first moment we have contact with potential trade-impacted workers, which is at the Rapid Response and BRI sessions. We must emphatically communicate our goal: SUITABLE REEMPLOYMENT AS SOON AS POSSIBLE. This will require a strategy of commitment, responsibility, accountability, communication, exemplary customer service and above all team work.

The Trade program is a re-employment program. We are in existence to put people back to work. Those we serve must be as committed to their future as we are because Trade is not an entitlement program but rather, it is

another means to an end—reemployment. It is no longer considered acceptable to just talk the talk but instead we must believe it, live it, and make it happen. Now is the time to suit up and step up to the challenge of the new Trade. I look forward to having you on my team!

Julie Smith

Trade Section Chief



Pilot Activity

Pilot Activity	Area 1	Area 2	Area 3	Area 4	Area 5	
	Adams, Brown, Pike, Scioto	Cuyahoga	Montgomery, Clinton, Fayette, Highland, Greene	Hancock, Wood, Wyandot	Sandusky, Ottawa, Erie, Huron, Seneca	TOTAL
Submitted	50	4	100	10	34	198
Approved	45	4	94	10	34	187
Pending	3	0	3	0	0	6
Denied	2	0	3	0	0	5



A SCOTI Update

Submitted by: Kathy Maybriar, Office of Workforce Development

Over the past several months, some pilot area staff have stated that they would like to be able to access the WIA Trade Assessment Record in SCOTI, but only have LE access. Although it is possible to have access to both WIA and LE sides of SCOTI, not everyone wants to do this. SO...the ODJFS SCOTI staff are meeting with MIS staff to make this tool accessible from SCOTI LE in addition to SCOTI WIA. This would make the tool readily available, regardless of the user roles in the field. As this progresses, we'll keep you informed. We appreciate the interest from the pilots on using this joint assessment tool and look forward to the new enhancement.

Employment Outlook and Its Importance

Submitted by, Scott Switzer, TAA Manager

The goal of the Trade program is to get the customer back to work as soon as possible. Our goal is re-employment and thus, the focus must be on the ultimate employment opportunities a training program may offer our customers. Job outlook is how we determine which training programs give the customer the best opportunity to find employment upon completion. This is probably the most important part of contract submission, yet the most overlooked.

When looking at job outlook information, Ohio Career Information System (OCIS) is the recommended tool for determining employment possibilities for claimants upon completion of their training program. OCIS is based upon labor market information (LMI) data and projects employment possibilities up to 12 years in the future. It also gives us projections for local areas, as opposed to just national or statewide figures. Further, it provides us with the percentage employment change in a particular field, whether it is a stable, increasing, or declining field and how many projected openings will be available in the next year. OCIS is very complete in its employment projections, but it does have some limitations.

OCIS is based upon LMI data provided from three years ago, so the projections can become skewed and somewhat stale. If OCIS does not support a particular training program, additional information can be provided to support an upswing in employment that may have been missed by OCIS. Additional documentation that is acceptable would be job postings, either in the newspaper or internet sites such as Monster and Careerbuilder, letters from employers, newspaper articles that show an industry is moving into an area, or any other source showing employment changes.

In providing information to supplement OCIS data, it is important to note several things. First, it is imperative to use documentation from a source that does not have a vested interest in the training contract being approved. Documentation from a school supporting the employment path is not considered an objective source as they have a monetary interest in the customer being permitted to attend their institution. Second, when looking at job postings it is important to make sure the training being provided to the customer is enough to meet the minimum qualifications for that type of employment. Third, employment postings for temporary positions are not sufficient documentation to discredit the projections of OCIS.

Employment outlook insures that we are meeting our goal of getting the customer back to work as soon as possible. Even though we can not guarantee employment, we are required by CFR 20 617.22(a)(3) to make sure there is, "a reasonable expectation that the worker will find a job, using the skills and education acquired while in training, after completion of the training." We must document how the customer meets this regulatory obligation using the tools mentioned above which should, in turn, coincide with the best opportunity for re-employment.

Success Stories from Oak Harbor

Submitted by: Stephanie Kowal, Assistant Director, Ottawa County DJFS



#1

Ben was a dislocated worker from a medium sized manufacturing facility that supplied to the automotive industry. He was laid off within six months of the company issued WARN notice, and soon after, the company was Trade certified. He contacted the Job Store in Oak Harbor, regarding Trade benefits, but also in regards to career counseling and making the most of any training opportunities. Based on information he received through SCOTI and help from WIA Core and Intensive services, Ben decided to pursue a career as a line worker for a local utility company. He took pre-requisite classes through WIA to get into the customized training program at Owens Community College. He also used WIA funds for supportive services for mileage. Initially, Trade was going to be used to pay for tuition for the program custom designed to train as a line worker with First Energy. However, the employer offered to pay for Ben's training costs. As a result, a combined contract was written to reflect a \$0 amount for training to come from the Trade program, supportive services to come from WIA, and the employer sponsoring the training cost. This will also allow Ben to continue to collect unemployment compensation while he is in the program, and have a guaranteed job at the end.



#2

Bill was a long term employee of a local automotive supplier company, who was laid off earlier this year. He has a basic machining background, and somewhat marketable skills, but needed a skill upgrade. Bill was interested in upgrading his skills, but was most concerned with health care coverage. Bill used the services in the Job Store, and met with the local veteran's representative and WIA Career Counselor. As a result, Bill is taking classes to upgrade his knowledge in advanced manufacturing. He has been provided with application information for HCTC. Veteran Rapid Response dollars are being used to initiate COBRA coverage as well as cover the cost of his training. His training is part time and short term, and he continues to make job search contacts. If at the end of this skill upgrade there is a need for additional training to be marketable and secure employment, a Trade/ WIA contract will be considered.



ANNOUNCEMENTS

Trade Policy Letter 2-06, issued on Automotive Attrition plans and their impact on Trade eligibility http://www.ohioworkforce.org/workprof/policy_infostm#t

Proposed Federal Trade Regulations released for public comment and can be accessed through <http://www.doleta.gov>



WIA/TRADE welcomes Monroe/Noble County area into the Pilot Program. Area 15 integrated out of necessity to survive the Ormet lay off and it is felt they will have some best practices to share with the group. We welcome and look forward to working with all of you!

Trade Myths & Legends

This installment will focus on a portion of the Trade Program that came into existence as a result of the 2002 Trade Act Amendments, Section 124: Alternative Trade Adjustment Assistance (ATAA). Although ATAA is barely four years old, it has already spun its own web of myths and legends.

Most of you know some of the basic individual eligibility requirements of ATAA, which are: the trade-certified dislocated worker must be at least age 50 at the time of reemployment; must obtain full-time reemployment by the 26th week after the separation date; and may receive a maximum of \$10,000 in ATAA payment during the two-year eligibility period. A tale of lore, however, has arisen from the eligibility requirement that the trade-certified dislocated worker “cannot return to the employment from which he/she was separated.” (Trade Act of 2002, Section 124 (a)(3)(B)(vi)). The myth is that the trade-certified dislocated worker cannot return to work for his/her separating employer. This is false. A trade-certified dislocated worker cannot return to the **same pre-trade position** with the separating employer, but he/she can work, again, for the separating employer if it is in a different position with different job duties. Please remember, though, that the new and different position must pay less than \$50,000 annually in gross wages.

Another often repeated fable from the land of ATAA, is that a severance or buy-out must be deducted from ATAA payments. In order to dispel this myth once and for all, always keep in mind that ATAA is a **wage supplement for having obtained employment**, which is different from a regular unemployment compensation benefit. Accordingly, as a wage supplement, ATAA payments are not subject to the deductible requirements associated with regular unemployment compensation and/or TRA benefit payments.

Here, at Trade Central Office, we regularly conduct research and seek clarification from U.S. Department of Labor Officials on the fine points of the governing federal laws, rules and policies in an effort to improve our administration of the Trade Program. Please help us continue to debunk Trade myths by consulting with us on any questions you might have about the Trade Program. On behalf of Trade, I thank you for your hard work and continued cooperation.

Until Next Time,



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Bureau Chief

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Events

- ? 9/14 Montgomery Area Site Visit
- ? 9/15 Sandusky Area Site Visit
- ? 9/26 Noble County Site Visit
- ? 9/28 Wood/Wyandot Site Visit
- ? 10/5 Winchester Area Site Visit
- ? 10/12 Brookpark Site Visit