



SPR SOCIAL POLICY RESEARCH
ASSOCIATES

MATHEMATICA
Policy Research, Inc.



Characteristics of TAA Eligible Workers and their Training Experiences

Prepared by
Jillian Berk
Mathematica Policy Research

TAACCCT Grantee Meeting
February 2012

TAA Program

- **Designed to compensate workers for trade-related injuries, providing services that help them adjust to changes in market circumstances**

TAA Program

- **Key Services**
 - Training
 - Trade Readjustment Allowances
 - Wage Subsidy for Older Workers (ATAA)
 - Health Coverage Tax Credit (HCTC)
 - Job Search, Relocation, and Supplemental Allowances
- **Uses One-Stop Career Centers as focal point of participant intake**
- **Co-enrollment in WIA encouraged**

TAA Program History

- **1962 Trade Expansion Act:** Established TAA for manufacturing workers
- **2002 Trade Act:** Added new program benefits
- **2009 American Recovery and Reinvestment Act:** Expanded program eligibility to service sector workers and increased funding for training
- **2011 TAA Extension Act of 2011**

Evaluation of the TAA Program Under the 2002 Amendments

- **Large DOL Funded Study Includes**
 - **Implementation Study**
 - **Impact Analysis**
 - **Benefit-Cost Analysis**

Today's Presentation

- **Descriptive Findings from Survey of TAA Eligible Workers**
 - **Characteristics of TAA Eligible Workers**
 - **Participation Decisions of Eligible Workers**
 - **Training Experiences of TAA Participants**

Study Sample

- **Nationally representative sample of TAA eligible workers from 26 states**
 - 2,226 participants and 632 eligible nonparticipants
- **Most workers laid off between 2005 and 2007**

Data

- **Completed 35 minute telephone interviews with 2,226 TAA participants and 632 eligible non-participants**
- **Covers the 27 months after job separation**

Selected Findings

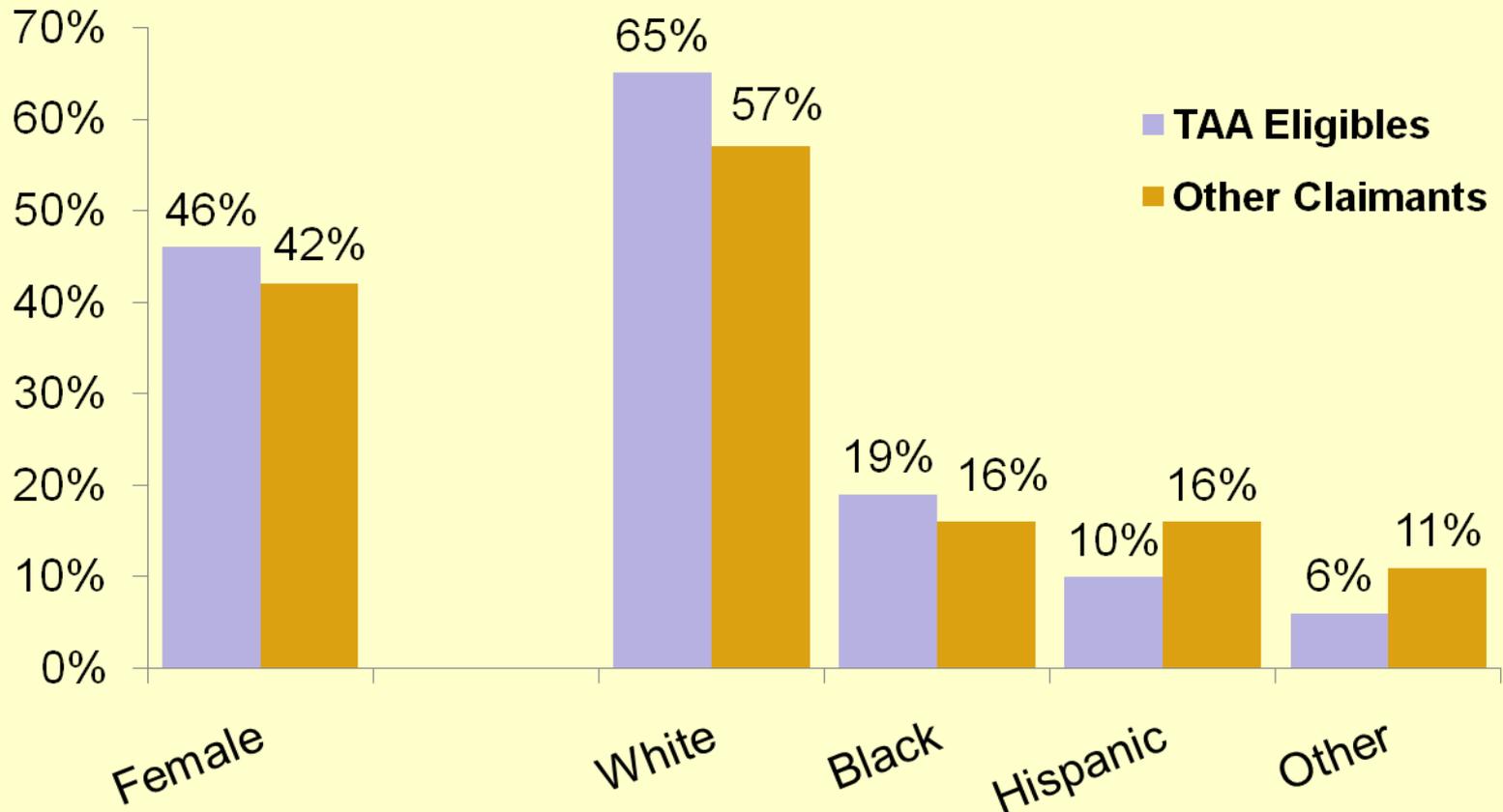
Selected Findings on TAA Participation



- Characteristics of TAA eligible workers
- Extent of participation
- Reasons for participating or not
- Participation in training
- Characteristics of trainees

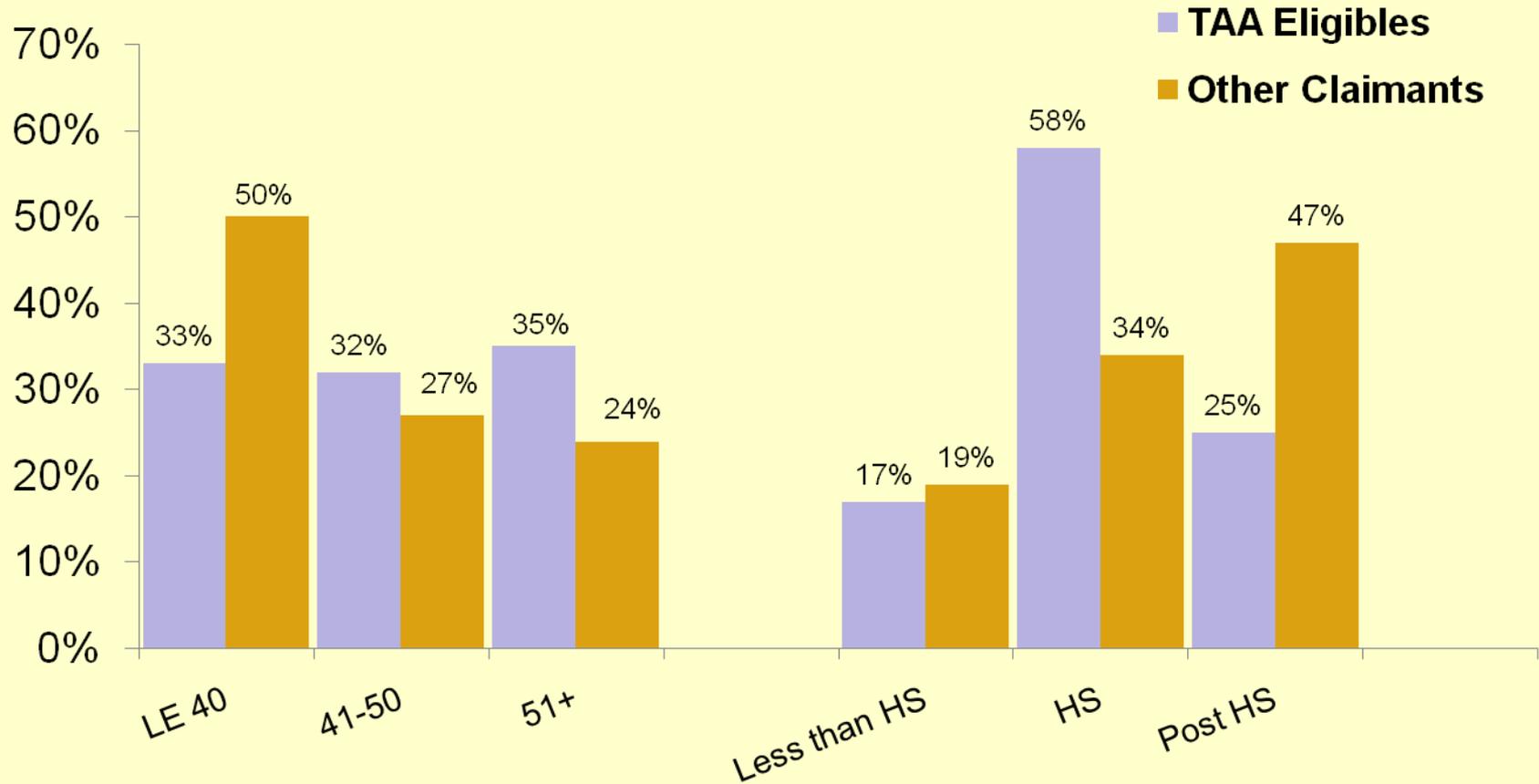
About TAA Eligibles

TAA Eligibles Differ Slightly from Other UI Claimants Demographically



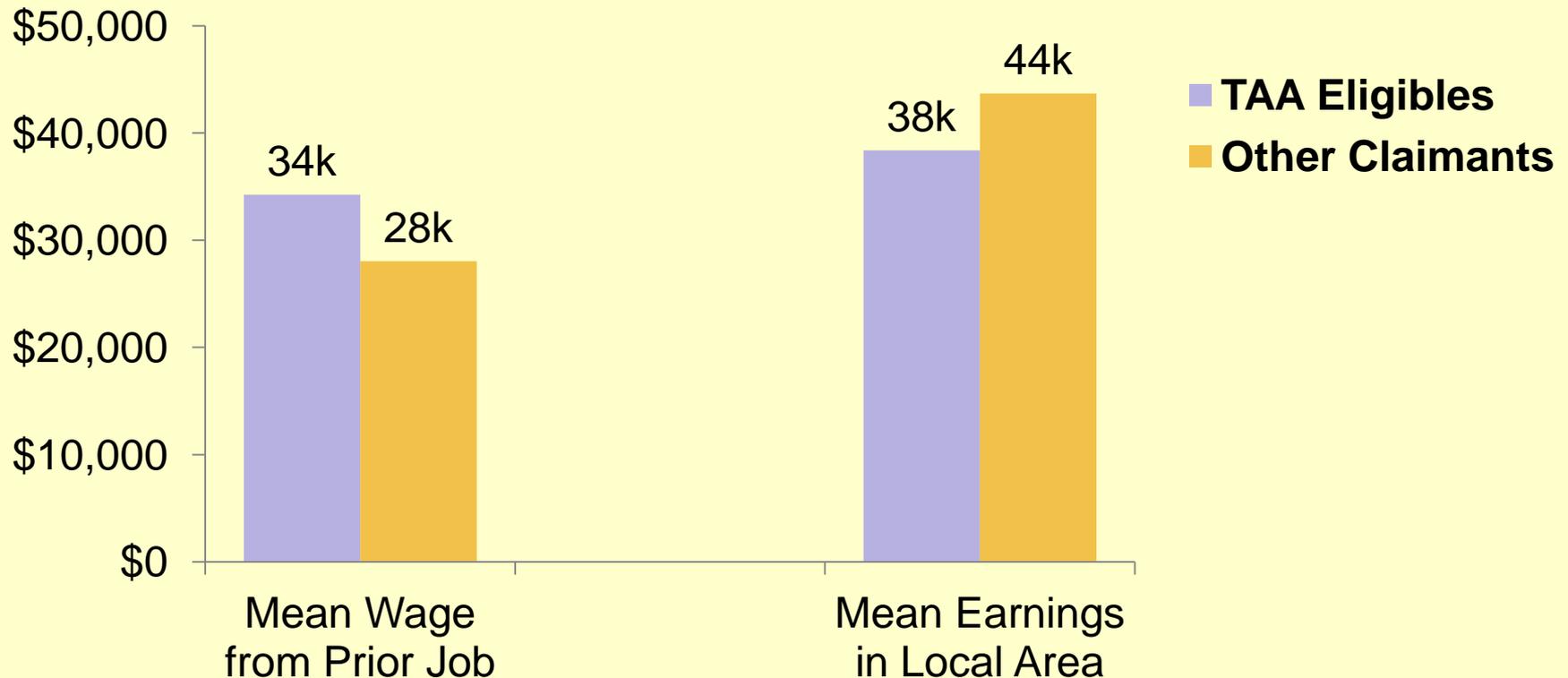
About TAA Eligibles

TAA Eligibles Tend to be Older and Less Well Educated



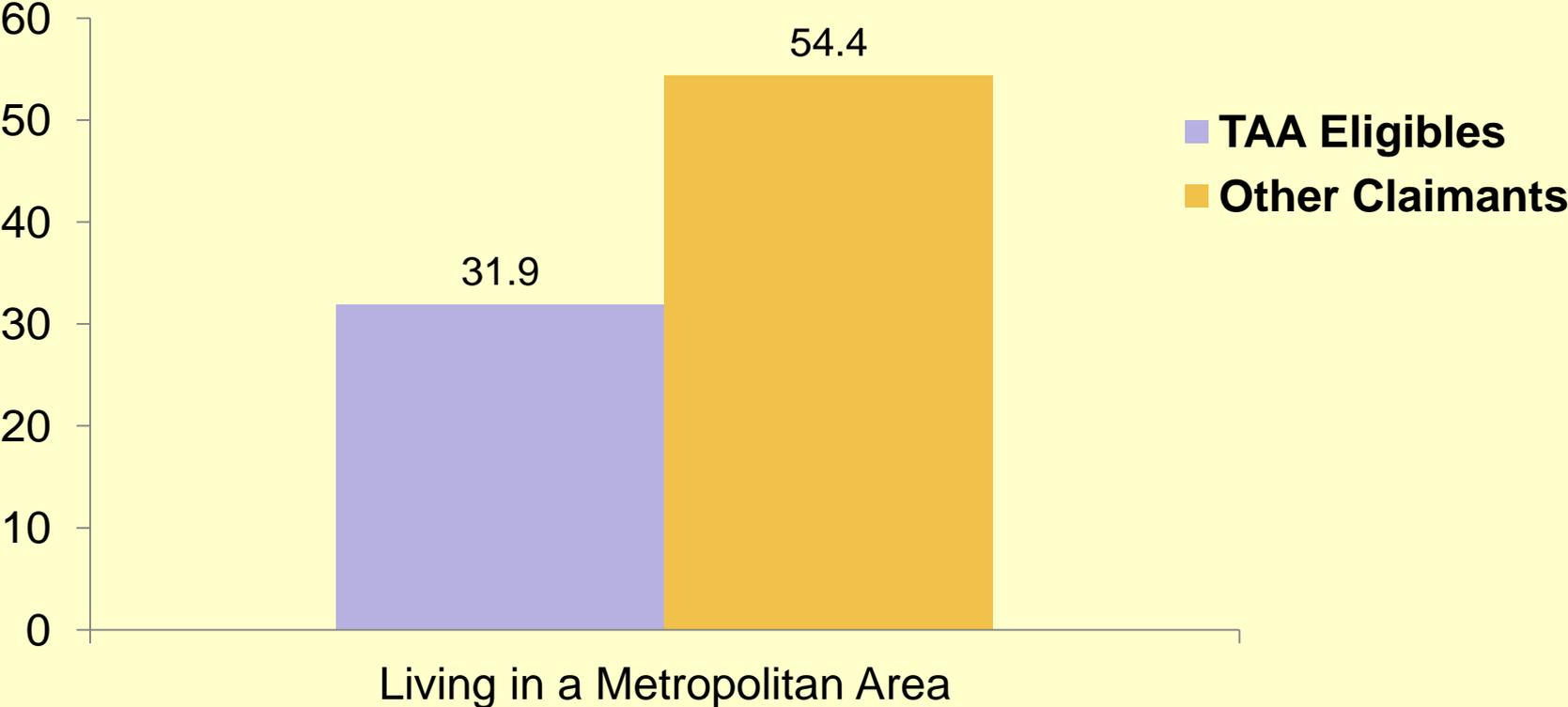
About TAA Eligibles

TAA Eligibles Earned More but Lived in Areas with Lower Average Earnings



About TAA Eligibles

TAA Eligibles Were Less Likely to Live in a Metropolitan Area



About TAA Eligibles

TAA Eligibles Left Full-Time Jobs with Benefits and Long Job Tenure

Job Characteristics	Sample Mean
Hours per week	44
Union member	33%
Employment benefits	
Health insurance	93%
Retirement benefit	80%
Years of job tenure	13

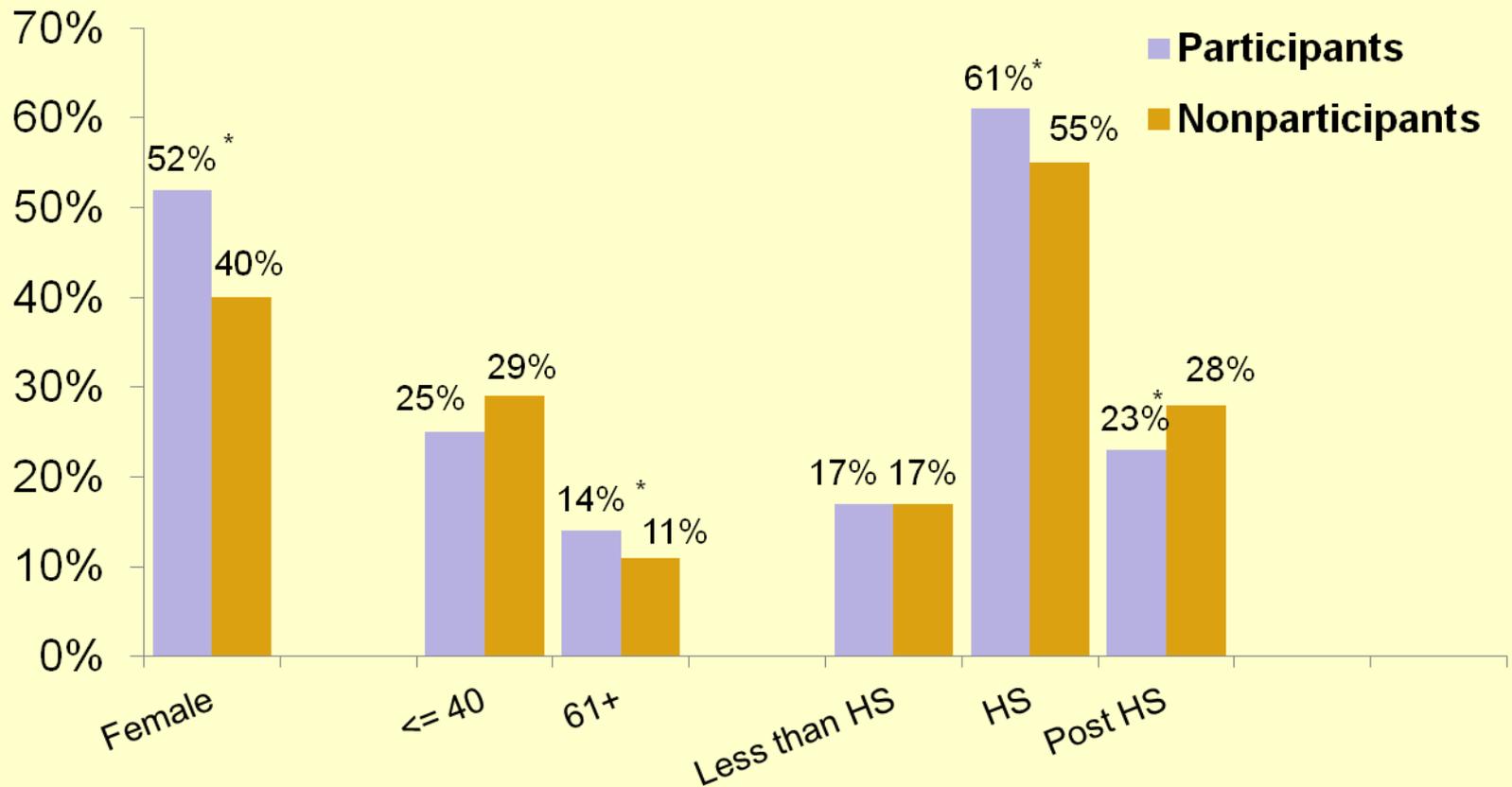
About TAA Participants

50 Percent of TAA Eligibles Participated in TAA

- **Participants:** received any core TAA service – TAA-funded training, TRA, HCTC, or ATAA
- **Nonparticipants:** eligibles who had not received these services

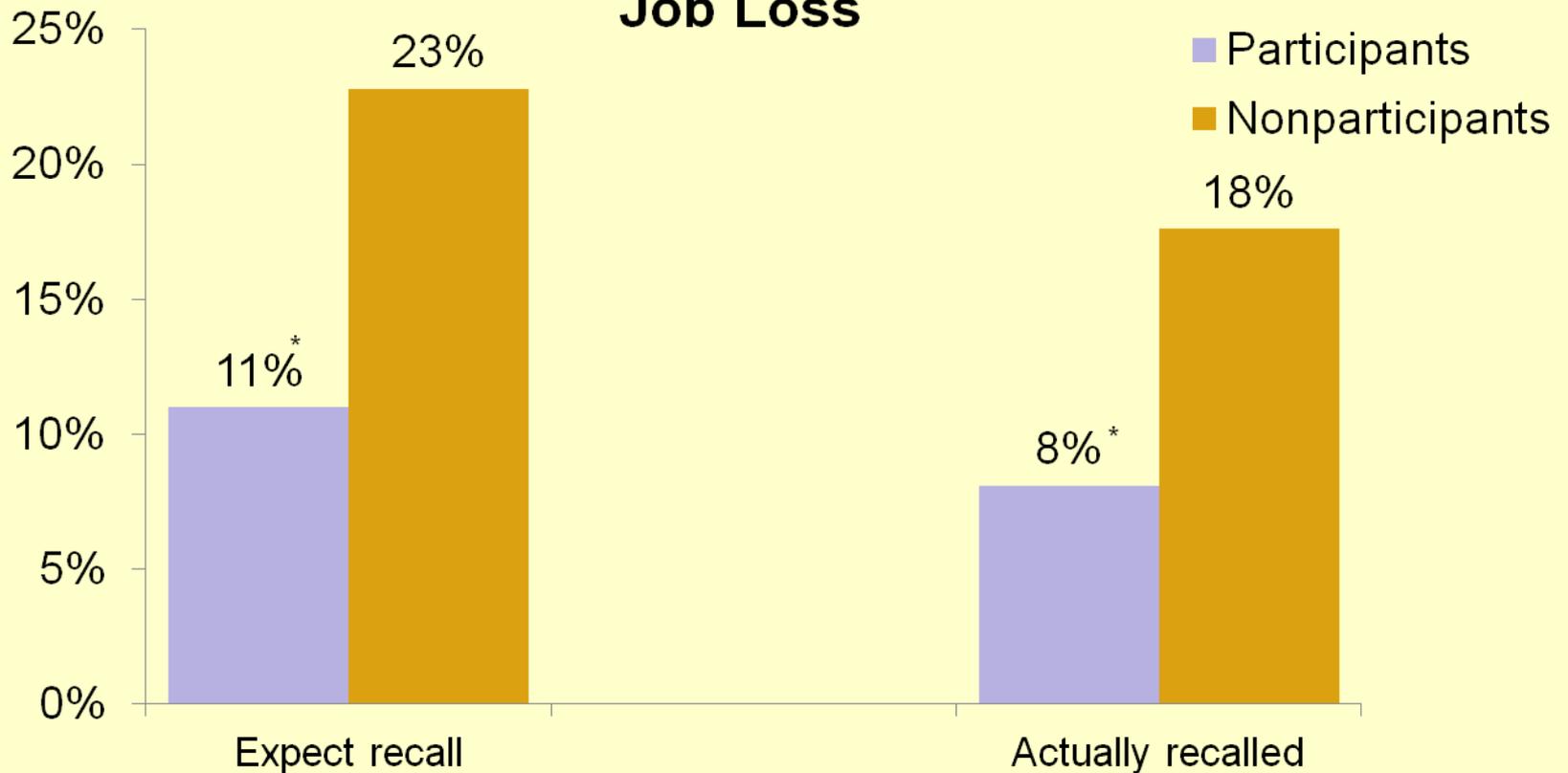
About TAA Participants

TAA Participants Tend to be More Female, Older, and Less Educated than Nonparticipants



About TAA Participants

They Also Experienced a More Permanent Job Loss

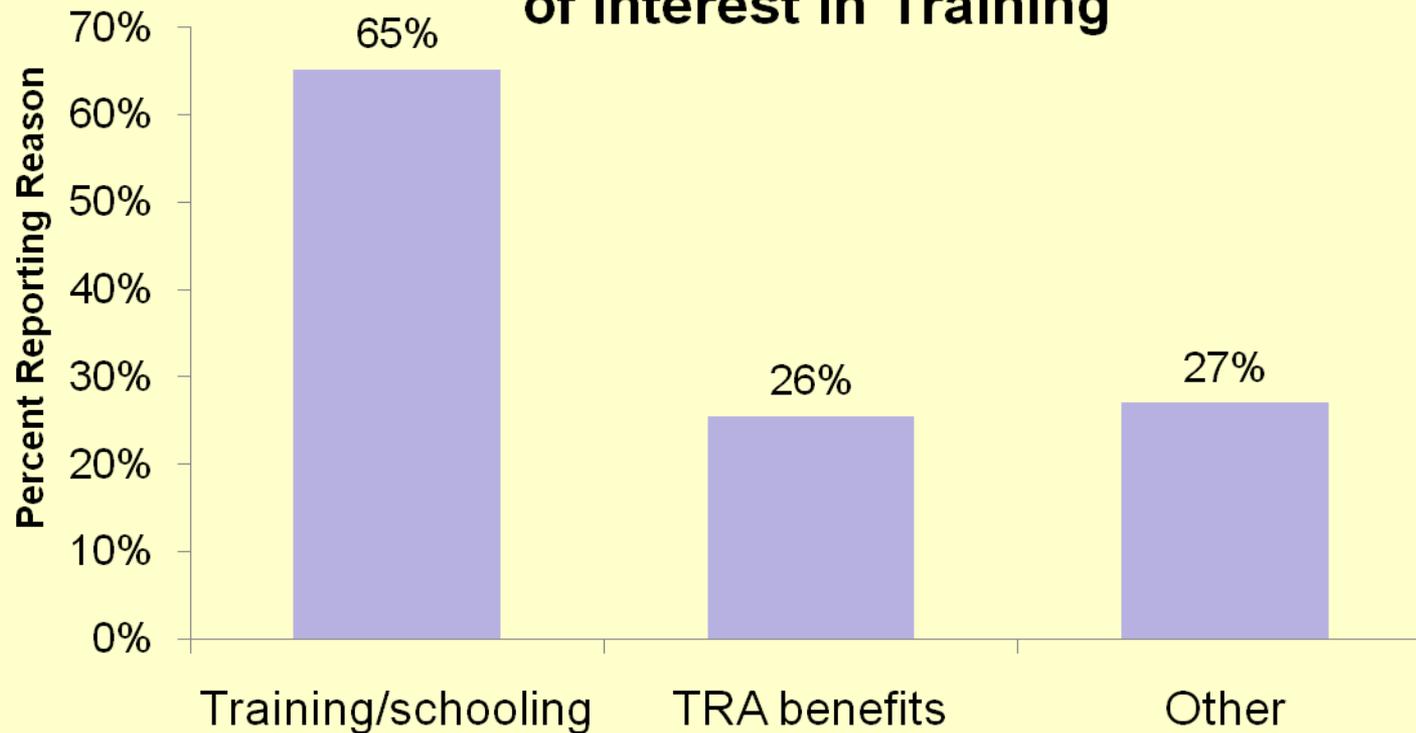


TAA Participants Look Similar Today

	TAA Participants in the Evaluation Study (Survey Data)	TAA Participants in FY2011 (TAPR Data)
Female	51.6	42.7
White	65.3	63.9
Black	20.5	15.2
Hispanic	8.3	2.7
Average Age	48.3	46.0
Less than High School	16.6	13.1
Bachelors Degree +	5.6	13.9

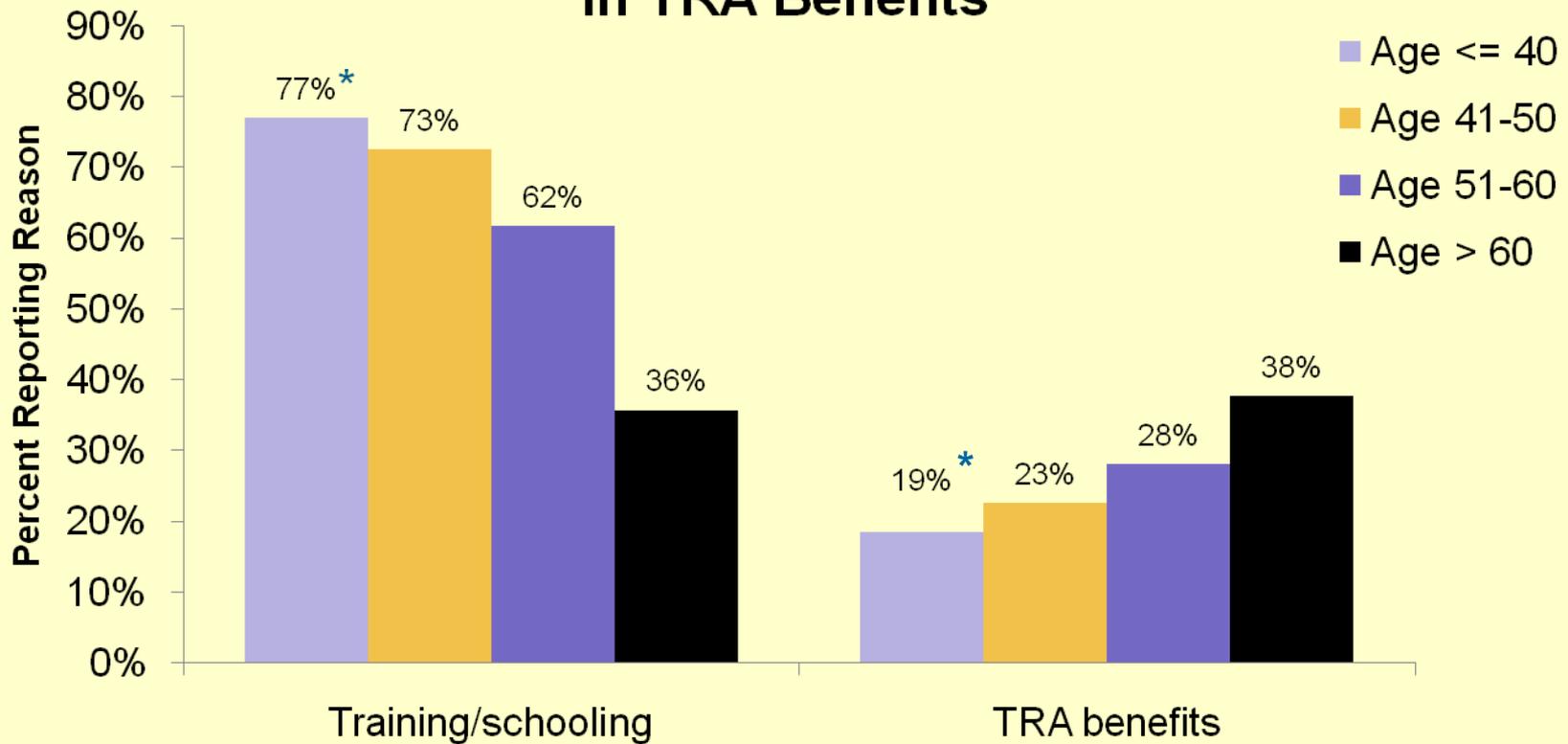
Reasons for Participating

Most TAA Participants Applied Because of Interest in Training

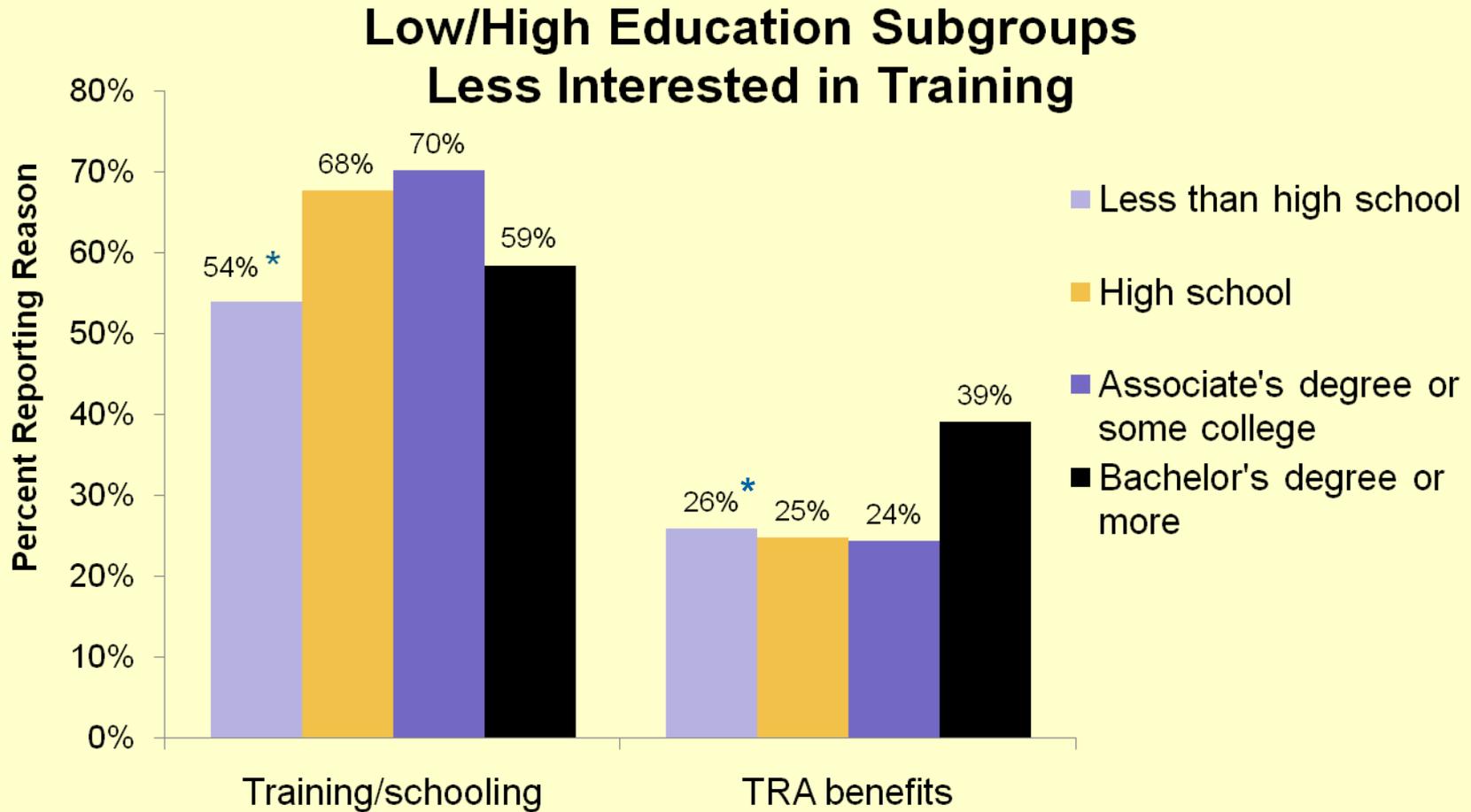


Reasons for Participating

... But Older Participants More Interested in TRA Benefits



Reasons for Participating

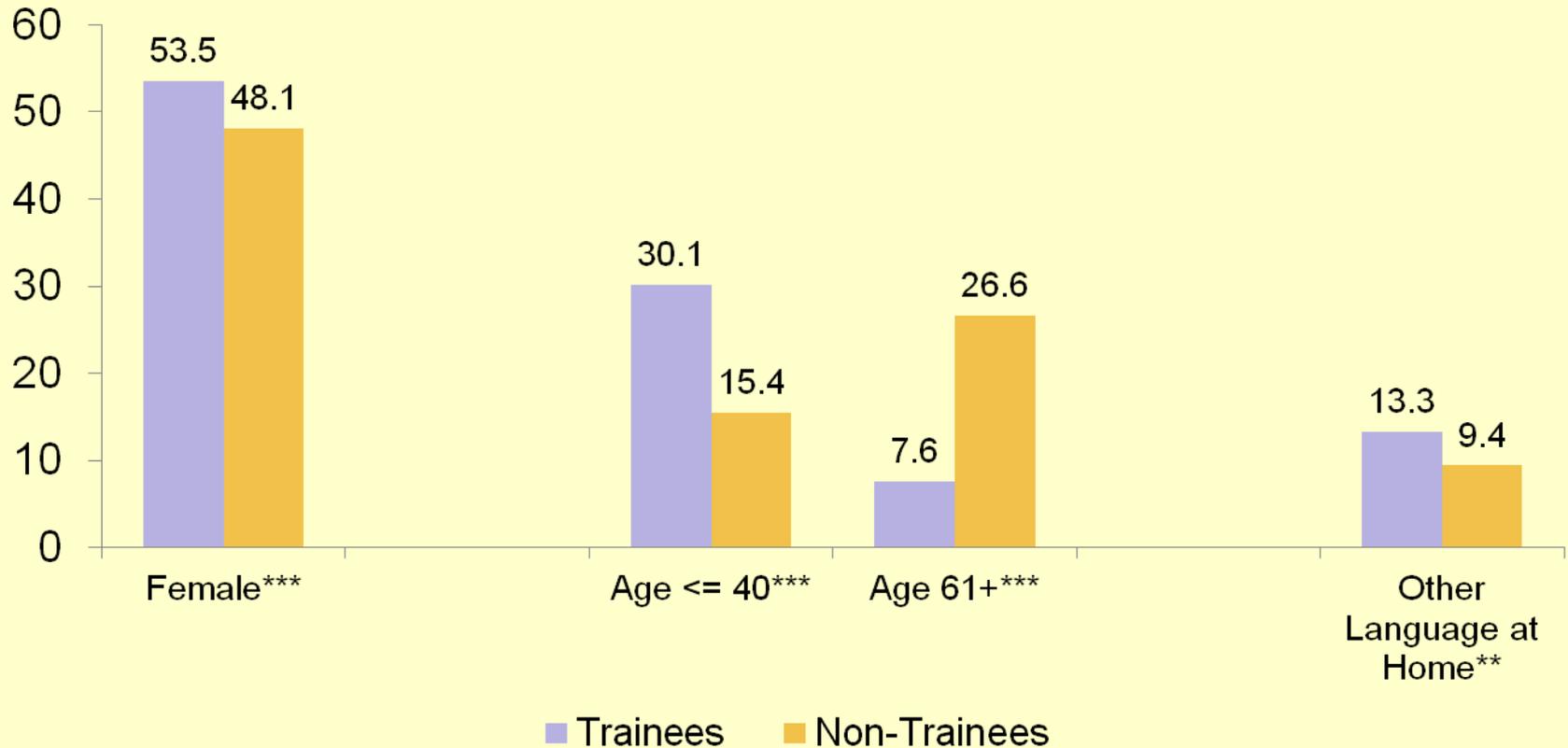


Training Rates

***65 Percent of TAA Participants
Participated in Training***

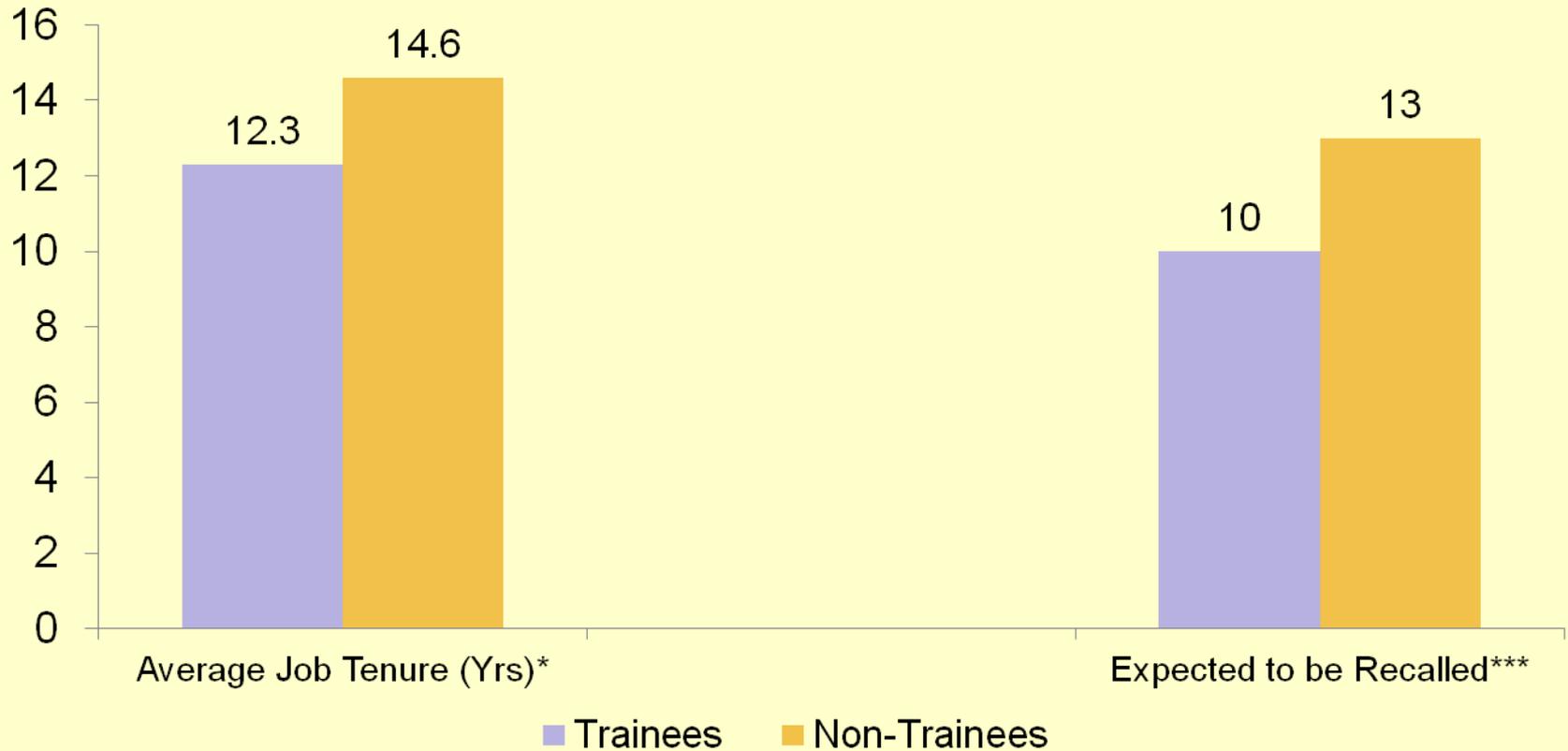
About TAA Trainees

TAA Trainees Tend to be More Female, Younger, and Less Likely to Speak English at Home than Participant Non-Trainees



About TAA Trainees

They also had Shorter Job Tenures and Less Expectation of Recall



Selected Findings

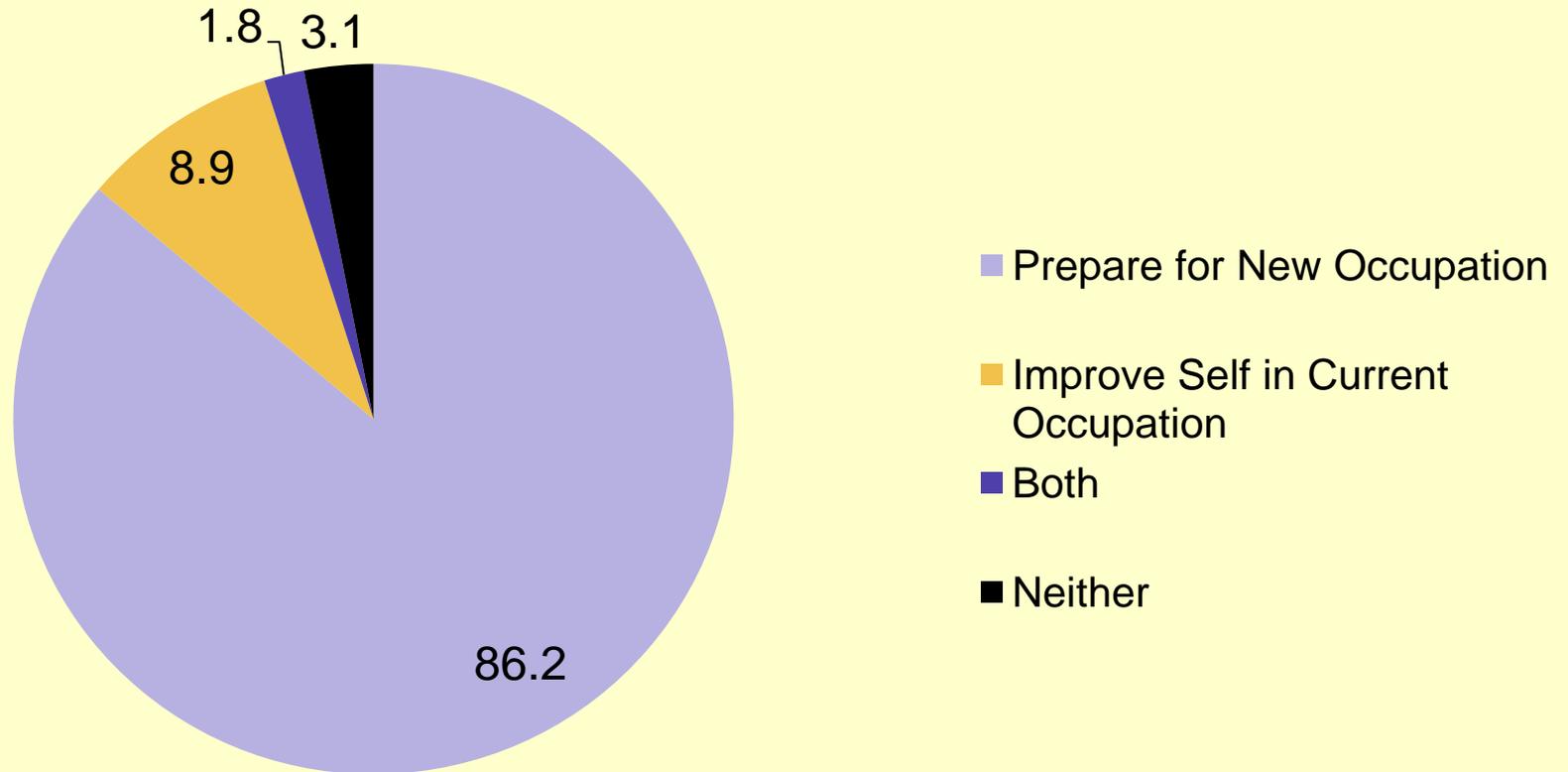
Selected Findings on TAA-Funded Training



- Occupational goals of trainees
- Types of training
- Timing of enrollment
- Provider of training
- Duration of training
- Training completion and certificate receipt

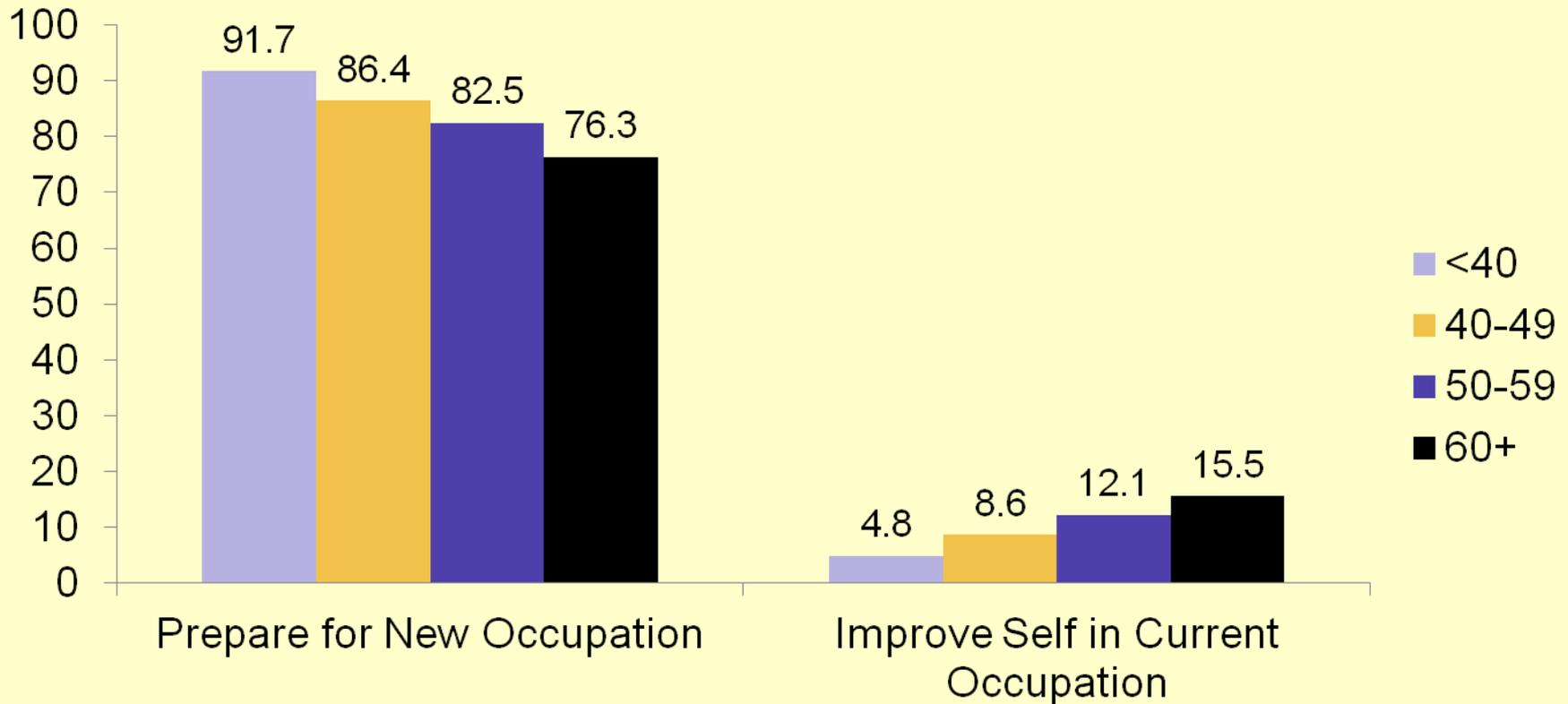
Occupational Goals of TAA Training Participants

Most Trainees were Preparing for New Occupations



Occupational Goals of TAA Training Participants by Age Subgroups

Younger Trainees More Interested in New Occupations



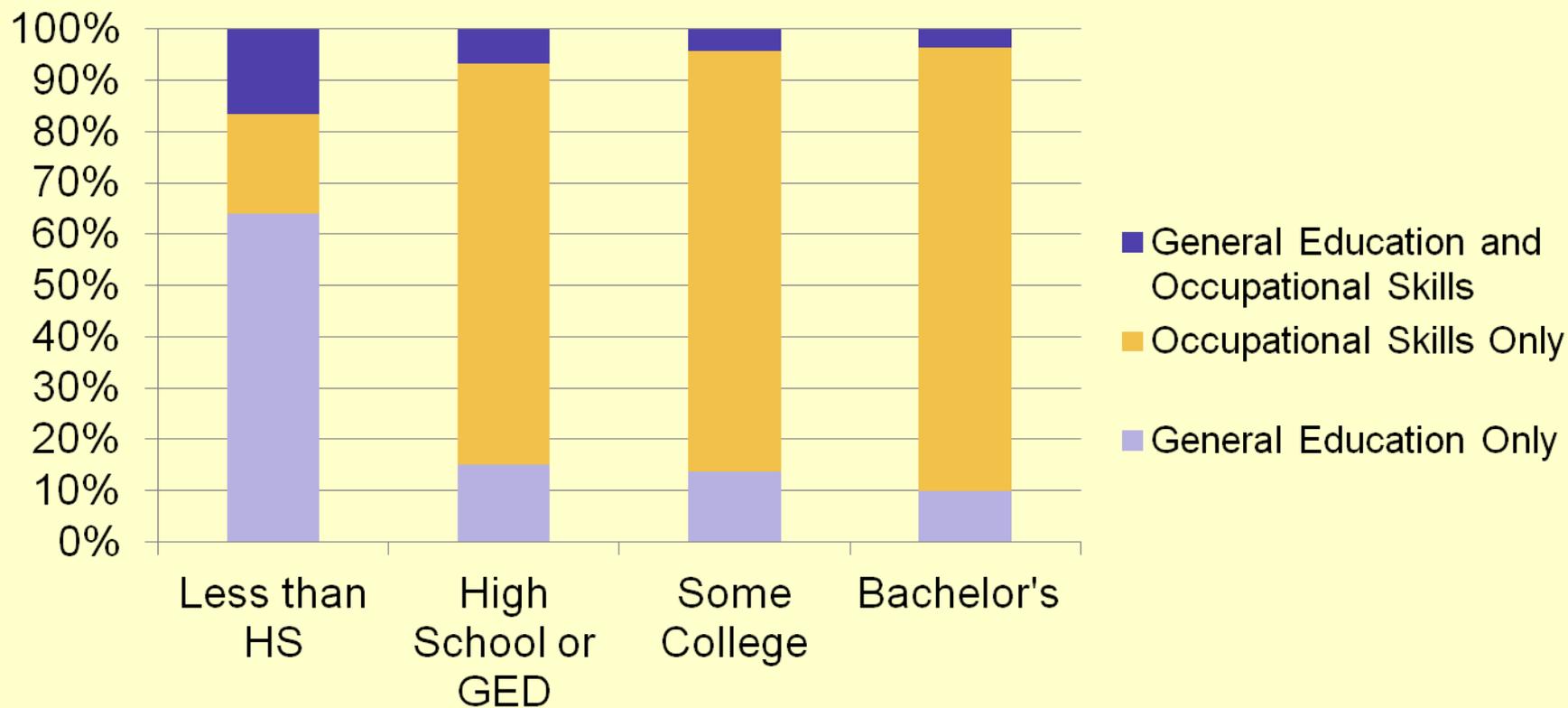
Types of TAA-Funded Training or Education

Most TAA Trainees Enrolled in Occupational Skills Training Rather than General Education

	TAA-Funded Trainees
General Education Only	17.7
Occupational Skills Training Only	76.9
General Education and Occupational Skills	5.5
Total	100.0

Types of Training Courses by Education Subgroups

Workers without a HS Diploma Most Likely to Enroll in General Education



General Education Programs

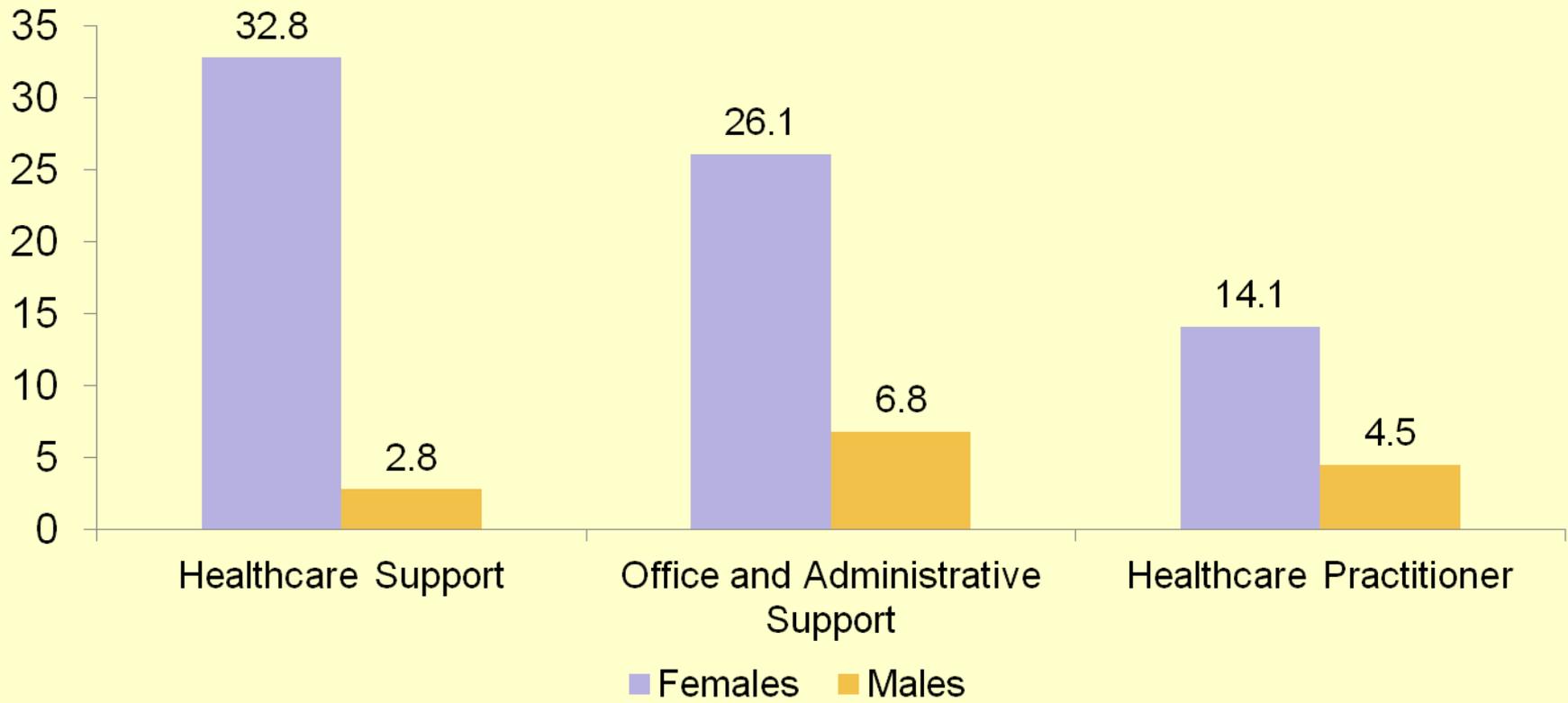
	TAA-Funded Trainees
Two-Year Program at a Community College	37.1
GED Classes	27.6
Non-Credit Adult Education	12.0
ESL-English as a Second Language	8.7
Regular High School	2.7
Graduate or Professional Program	2.3
Four-Year Program at College/University	1.5
Other	7.8
Total	100.0

Occupational Focus of Training Programs

	TAA-Funded Trainees
Healthcare Support	18.0
Office and Administrative Support	16.6
Installation, Maintenance, and Repair	14.4
Healthcare Practitioners and Technical	9.5
Computer and Mathematical	7.2
Transportation and Material Moving	8.0
Production	5.9
Construction and Extraction	4.7
Other	15.7
Total	100.0

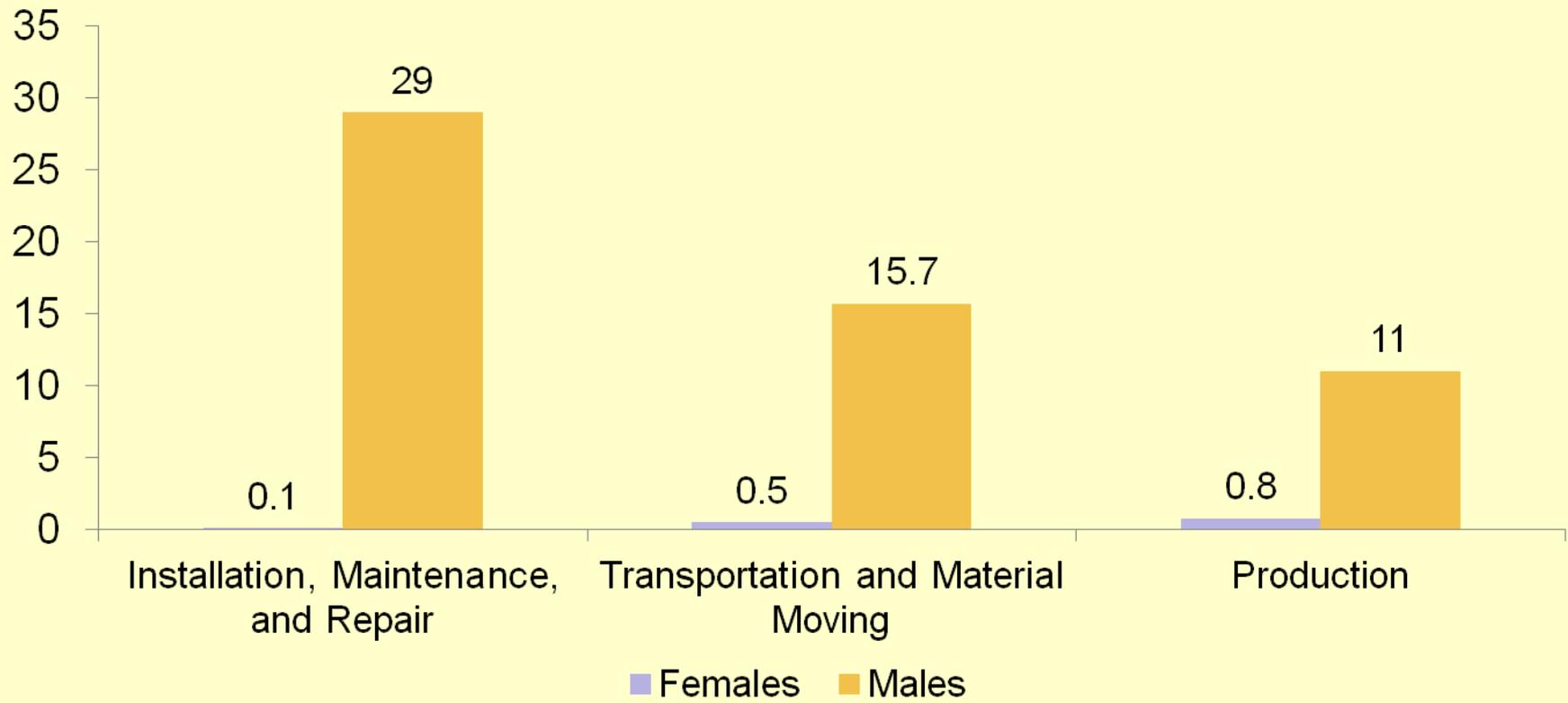
Occupational Training

Large Gender Differences in Occupational Training Programs



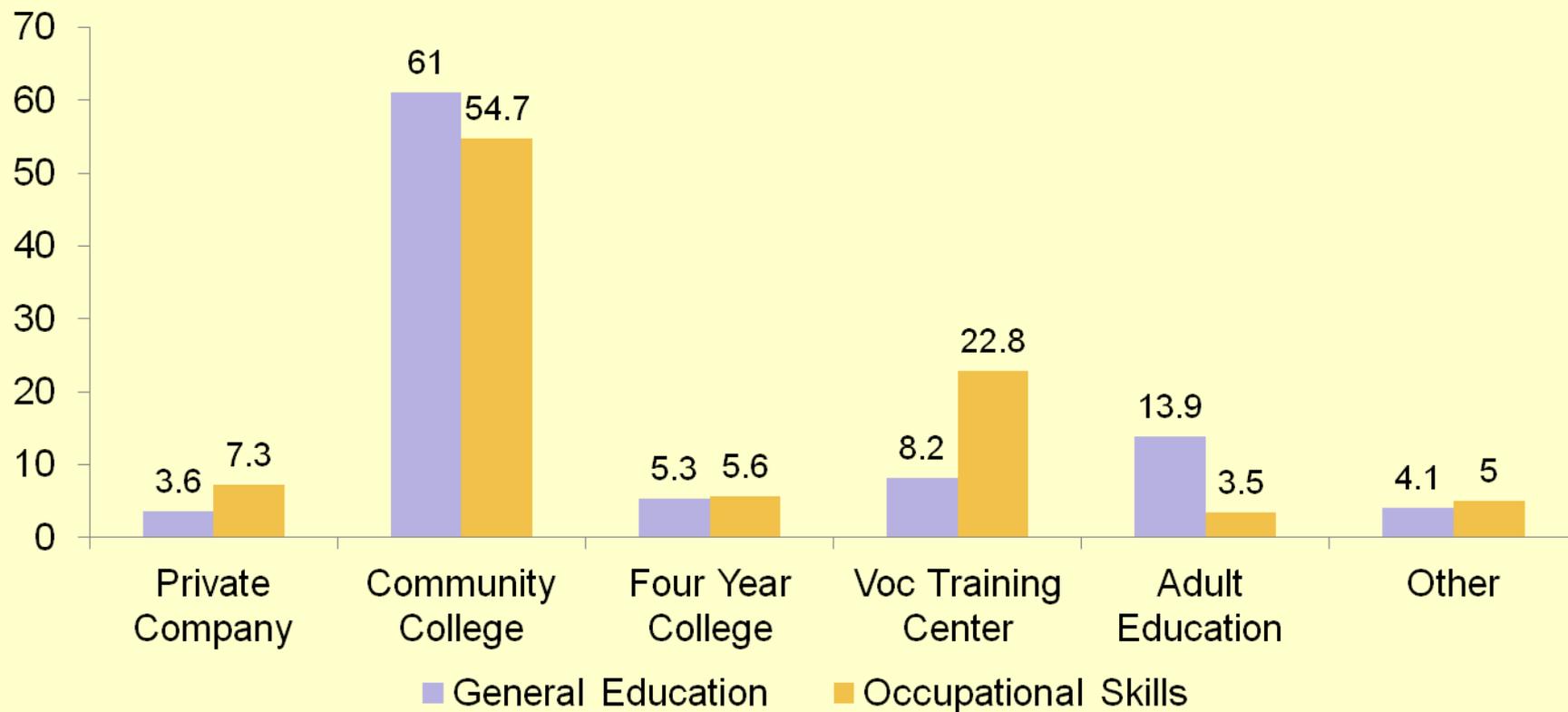
Occupational Training

Large Gender Differences in Occupational Training Programs



Training Providers

Community Colleges were the Biggest Providers of TAA-Funded Training

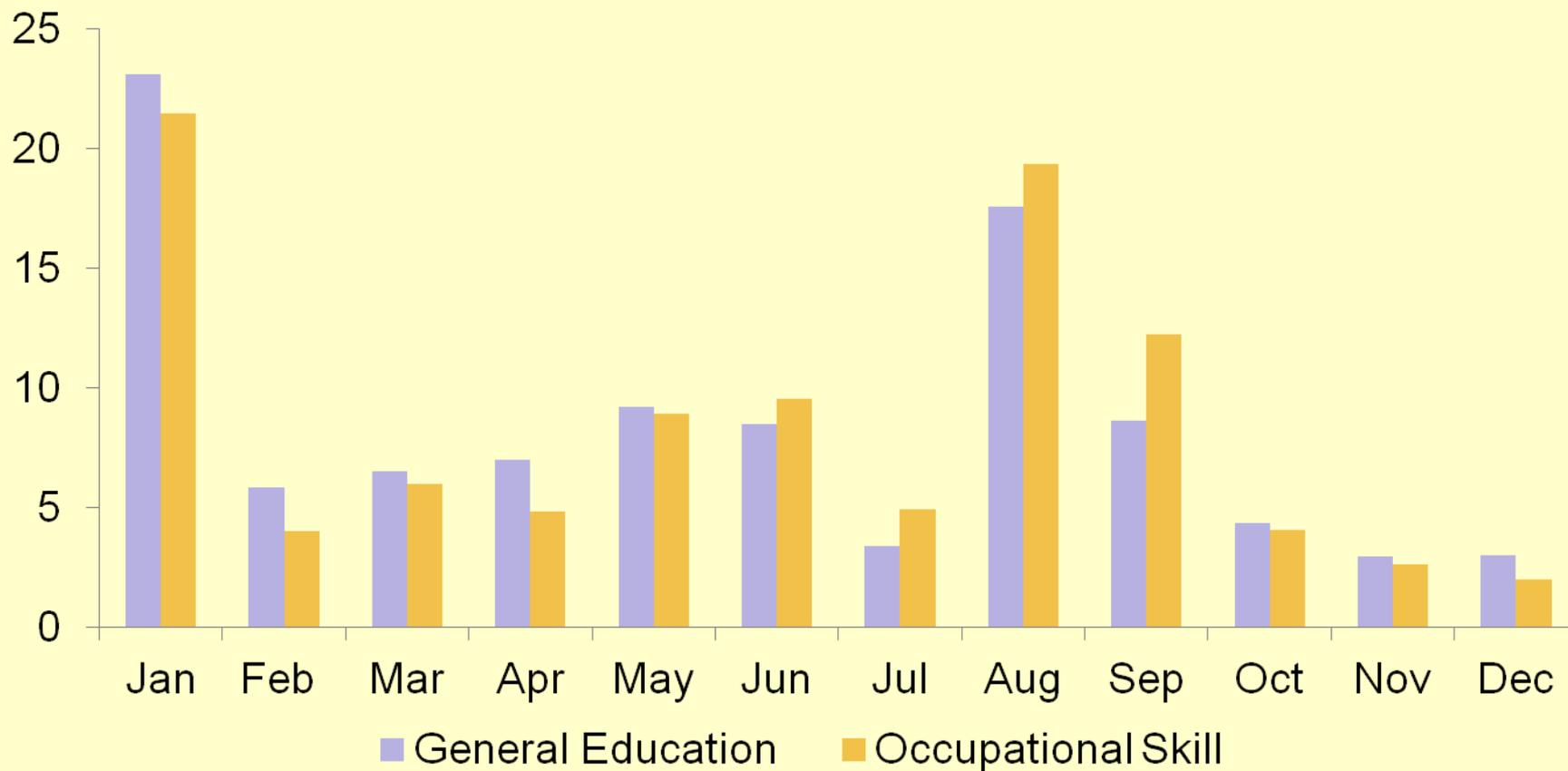


Timing of Enrollment - Average Weeks to Enrollment

	TAA-Funded Trainees
Weeks to Enrollment in First Education Course	16.9
Weeks to Enrollment in First Occupational Skills Training Course	25.6

Timing of Enrollment

Strong Seasonality in Training Enrollment



Duration of Training Programs

	TAA-Funded Trainees
Duration of Training Program	
< 1 Month	5.3
1 – 3 Months	27.9
4 – 6 Months	9.1
7 – 9 Months	9.5
10 – 12 Months	15.9
13+ Months	32.3
Average Duration (Months)	12.1

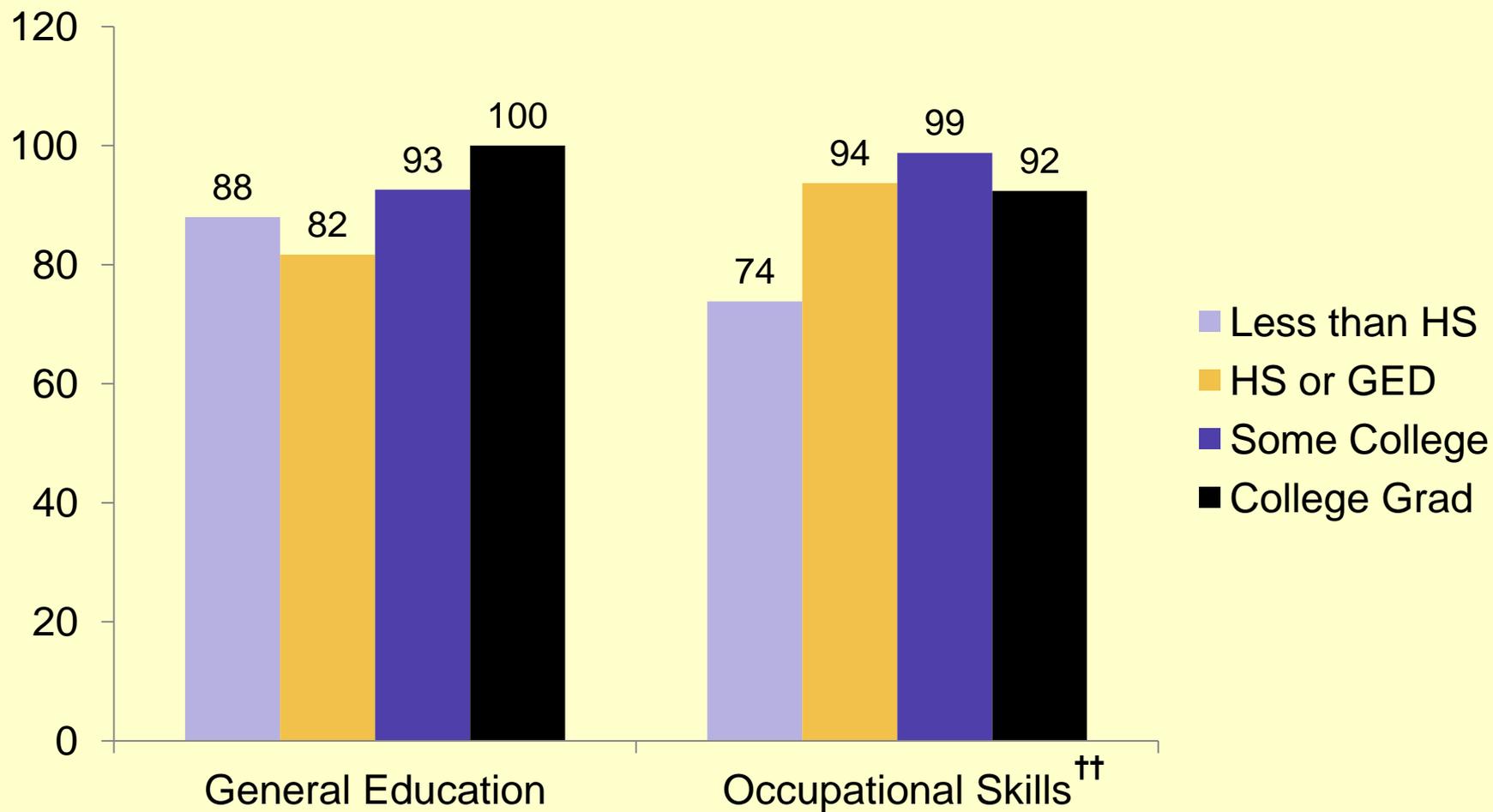
Training Completion

- **Participants completed 81 percent of TAA-funded training programs**
- **Reasons for Non-Completion**
 - Found a job (32%)
 - Couldn't afford to continue (18%)
 - Poor grades (9%)
 - Illness or Pregnancy (8%)
 - Not interested or didn't like program (8%)

Training Completion

- **Most training completers reported receiving a certificate or degree**
 - 86 percent completing a general education program reported a certificate or degree
 - 93 percent completing an occupational program reported receiving a certificate or degree

Training Outcomes - Received Certificate or Degree by Education Subgroups



Key Findings

- **TAA eligible workers face special challenges finding comparable employment**
- **TAA program services appeal to many workers, especially training**
- **50 percent of eligible workers participate in TAA**
- **65 percent of participants receive training, mostly in occupational skills programs**
- **Community colleges are key providers**
- **High reported completion and certification rates**

For Comments or Further Information

Ronald D'Amico, Ph.D.
**Project Director & Co-Principal
Investigator**
Social Policy Research Associates
510-763-1499 x628
ron_damico@spra.com



Jillian Berk, Ph.D.
Researcher
Mathematica Policy Research
202-264-3449
jberk@mathematica-mpr.com

Peter Schochet, Ph.D.
Co-Principal Investigator
Mathematica Policy Research
609-936-2783
pschochet@mathematica-mpr.com