

WORK4WV-REGION 1, INC.

Region 1 Workforce Development Board Policy Letter #07

Subject: Definitions of Self-Sufficiency

Effective Date: July 1, 2016

1. Purpose: To provide the definition and description of self-sufficiency for citizens and employers of the board's service delivery area.

In addition to providing career and training services to individuals who are unemployed, there remains a significant population of job seekers who are underemployed. These individuals may include: those working less than full-time who are seeking full-time employment; individuals who are employed in a position that is inadequate with respect to their skills and training; individuals who are employed who meet the definition of low-income individual, and; individuals who are working, but whose current job's earnings are not sufficient compared to their previous job's earnings from their previous employment.

2. References: WIOA sec. 3(36); WIOA sec. 3(24); WIOA sec. 134(c)(3)(A), and; West Virginia lower-living standard income levels (non-metropolitan) 2016.

Under WIOA regulations, training services may be made available to employed and unemployed adults and dislocated workers, who among other criteria, are: unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services, and/or are in need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment.

3. Background: The WIOA Act and the regulations (final rule) outline the minimum criteria that must be used by local boards in determining whether an employed worker needs career and/or training services to obtain or retain employment that leads to self-sufficiency. The regulations provide maximum flexibility, requiring only that self-sufficiency means employment that pays at least the Lower Living Standard Income Level. The regulation allows self-sufficiency for a dislocated worker to be defined in relation to a percentage of the lay-off wage.

4. Policy: The definition for self-sufficiency for employed workers and unemployed disadvantaged adults to receive WIOA funded career and/or training services is:

Region 1 Self-Sufficiency Levels

"The Self-Sufficiency Standard measures how much income is needed for a family of a given composition in a given place to adequately meet its basic needs – without public or private assistance." The Region 1 Workforce Development Board defines the Self-Sufficiency Standard for families working and living in the 11 counties of southeastern West Virginia as detailed below:

Family Size	Non-Metropolitan LLSIL Guidelines	Metropolitan LLSIL Guidelines	Region 1 Annual Wage
1	\$12,815	\$12,895	\$21,145
2	20,993	21,129	34,638
3	28,813	29,000	47,541
4	35,568	35,803	58,687
5	41,974	42,256	69,257
6	49,087	49,421	80,994
For each additional family member add	7,113	7,165	11,736

For Employed Dislocated Workers – Shall be defined as employment which provides the worker a wage that is equal to or greater than 80% of his or her wage at the time of dislocation.

5. Action: All Workforce West Virginia centers located within Region 1 or serving customers from Region 1 will be made aware of this policy. Eligibility for priority of service shall be determined by the Workforce West Virginia center and tracked through the WIOA Management Information System (MACC).

6: Expiration Date: This policy shall be in effect until revised or canceled by the Region 1 Workforce Development Board.

Approved: **August 04, 2016**
 August 18, 2016
 August 24, 2016

Executive Committee
Region 1 Workforce Development Board
LEO Board