

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