

South Central Workforce Development Board (SCWDB)



POLICY: WIOA SELF-SUFFICIENCY INCOME LEVELS

EFFECTIVE DATE: July 1, 2016

POLICY NUMBER: 2016-10

SUBJECT: WORKFORCE INOVATION AND OPPORTUNITY ACT (WIOA) SELF SUFFICIENCY INCOME LEVELS FOR PY 2016-17

PURPOSE:

To define self-sufficiency for the use of WIOA funds in the South Central Kentucky workforce area.

EFFECTIVE DATE: July 1, 2016

ACTION REQUIRED:

Within 15 days of the receipt of this policy it is the recipient's (e.g., vendors, partners) responsibility to ensure all staff are informed of the policy and to create an internal process to ensure accountability.

BACKGROUND:

Under WIOA Under WIOA Sec. 134(c)(3)(A), 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
- 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.

Pursuant to section 134 (b)(3)(A)(i)(I) of the WIOA, for adults and dislocated workers to receive training services, they must be in need of such service to obtain or retain employment that leads to self-sufficiency or wages comparable to or higher than wages from previous employment. Local areas must determine criteria for self-sufficiency.

For working dislocated workers, determination of self-sufficiency status requires a two-step assessment of the worker's employment:

1. Determine if the employment is "interim employment."
2. If the employment is not "interim," determine if the wage is at least the locally defined level of self-sufficiency or if the hourly wage is comparable to or higher than wages from previous employment.

It should be noted that workers who have received notice of layoff, but have not yet been laid off and who do not have any other sources of employment are not subject to review of self-sufficiency.

Interim Employment for Dislocated Workers

Typically, employment is considered to be interim if the salary is below the salary of the dislocated worker's primary occupation and/or if the dislocated worker is working under the skill level of his or her customary occupation. There may be circumstances where interim employment does provide a sufficient wage temporarily but is not considered permanent employment that leads to self-sufficiency (e.g., working through a temporary agency). The determination about whether or not a dislocated worker's employment is interim employment must be made on a case by case basis and take into consideration dislocated worker's personal, family, financial, and employment situation.

A dislocated worker who is in interim employment is not considered to be self-sufficient even if the hourly wage exceeds the lower living standard income or if the hourly wage is comparable to or higher than the wages from previous employment.

If a dislocated worker has interim employment, this participant is considered to be unemployed at participation.

POLICY:

WIOA Adult and Dislocated Worker Program Self-Sufficiency: The South Central WDB defines **self-sufficiency** for the WIOA Adult and Dislocated Worker program as having family income equal to or exceeding **100% of the Lower Living Standard Income Level (LLSIL)** based on the Department of Labor (DOL) 100% LLSIL released October 5, 2018
<https://www.doleta.gov/llsil/>

Family Size	LLSIL for the South Metro Region (100%)	70 percent LLSIL	LLSIL for the South Non-Metro Region (100%)	70 percent LLSIL
1	\$13,442	\$9,410	\$13,150	\$9,205
2	\$22,026	\$15,418	\$21,543	\$15,080
3	\$30,231	\$21,162	\$29,567	\$20,697
4	\$37,323	\$26,126	\$36,499	\$25,549
5	\$44,050	\$30,835	\$43,072	\$30,151
6	\$51,518	\$36,063	\$50,372	\$35,260

REFERENCES:

- Workforce Innovation and Opportunity Act, Pub. L. 113-128;
- WIOA Sections – 3(24), 3(36), 134(c)(3)(A);
20 CFR 680.600; 20 CFR 680.640, 20 CFR 680.780;
- Training and Employment Guidance Letter (TEGL) 3-15; TEGL 10-09; TEGL 22-04;
- **Federal Register** / Vol. 81, No. 58 / Friday, March 25, 2016 / Notices;
- **South Central Kentucky WDB Policy #2016-09- Lower Living Standard Income Level (LLSIL)**
- **Living Wage Calculator for Warren County**, <http://livingwage.mit.edu/counties/21227>

Approved:

April 19, 2017
Date of WDB Approval

April 13, 2017
Date of Governance
Committee Approval

Signed by:


Ron Sowell, WDB Chairman