

**Crater Regional Workforce Development Board
LWDA-15**

**Policy Number 2016-014, Change 1
Effective Date: July 31, 2018**

Title: Self Sufficiency Policy

References:

Workforce Innovation and Opportunity Act of 2014, Section 3 (36), Section 134 (a) (3) (A) (xii) and (d) (x)
20 Code of Federal Regulations §663.230
Virginia Workforce Letter (VWL) #17-01

Background

WIOA requires pre-condition of self-sufficiency for employed adults who need Intensive or Training services to obtain or retain employment. The Federal regulation provides maximum flexibility to Local Workforce Boards to set the self-sufficiency standard for each area. Section 663.220 outlines criteria the local board must use to establish criteria for determining “self-sufficiency”. At a minimum, criteria must provide that self-sufficiency employment pay at least the Lower Living Standard Income Level (LLSIL), as defined in Section 101(24) See attachment A.

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
- 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.

WIOA program staff may enroll employed adults and dislocated workers when:

- 1) An applicant’s current wage/income does not provide for self-sufficiency as defined by Lower Living Standard Income Level (LLSIL) and,

2) WIOA program staff determines that WIOA services may assist the applicant in obtaining/progressing to a self-sufficient wage.

The Workforce Investment and Opportunity Act allows enrollment of employed adults and dislocated workers who are not earning a self-sufficient wage. WIOA requires that local workforce councils set the criteria for determining whether an employed applicant needs WIOA Title 1 funded adult or dislocated worker services to obtain or retain employment leading to self-sufficiency.

The regulation provides maximum flexibility, requiring only that self-sufficiency mean 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.

§ 663.310 Who may receive training services? Describes who can receive training services under WIOA. Summary below:

Training services may be made available to employed and unemployed adults and dislocated workers who: (a) Have met the eligibility requirements for intensive services, have received at least one intensive service under § 663.240 of this part, and have been determined to be unable to obtain or retain employment through such services; (b) After an interview, evaluation, or assessment, and case management, have been determined by a One-Stop operator or One-Stop partner, to be in need of training services and to have the skills and qualifications to successfully complete the selected training program; (c) Select a program of training services that is directly linked to the employment opportunities either in the local area or in another area to which the individual is willing to relocate;

Policy:

The Crater Workforce Development Board has set the self-sufficiency standard for employed individuals participating in the WIOA Adult Program at 150 percent of the (LLSIL).

For Dislocated Workers Self Sufficiency standard will be set at 150 percent of employment wages at dislocation.

See Attachment A: VWL 16-00 Poverty and 70% LLSIL

Applicability:

All CRWDB service providers