

# Area 14 Workforce Development Board

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Self-Sufficiency and Family Self-Sufficiency

Area 14 Policy 15-03

Effective May 5, 2016



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## **Purpose**

To set the local level for both “Self-Sufficiency” and “Family Self-Sufficiency” as they relate to requirements of the Workforce Innovation and Opportunities Act.

## **Effective:**

Immediately

## **Self-Sufficiency**

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.

The local definition of “self-sufficiency” should not be confused with the "family self-sufficiency" definition. 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

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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 locally defined "Self-Sufficiency" level 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 and information should be entered into the Ohio Workforce Case Management System (OWCMS) as such.

## Wage Standard for Non-Interim

Employed dislocated workers whose wages are over locally defined self-sufficiency standard or comparable or higher than the wages from previous employment are considered to be "self-sufficient," unless the employment is considered to be "interim employment." Dislocated workers who are determined to be "self-sufficient" may receive career services only.

For "Dislocated Workers" this threshold sets aside the wages earned in previous employment if that employment has ended and is not expected to begin again in the immediate future.

**The Area 14 Workforce Development Board defines "self-sufficiency" as 200% of the Federal Poverty Level for the applicable year, calculated by examining the applicant's family income for the 6-month period prior to the date of application.** For "Dislocated Workers" this threshold sets aside the wages earned in previous employment if that employment has ended and is not expected to begin again in the immediate future.

## Family Self-Sufficiency

As part of the determination of the appropriateness for training services, case managers within the Area 14 workforce development system must review "family self-sufficiency" for participants seeking a WIOA adult funded ITA. WIOA adult funded ITA's may only be approved for those who have been determined to be below a locally defined standard of "family self-sufficiency." This requirement is intended to ensure that adult participants seeking adult funded ITAs are those whose families lack or have limited ability to pay for training and supportive services needed in order to obtain or retain employment.

Additionally, all young adults, ages 18 through 24, who are seeking WIOA adult funded ITAs, must also be screened for dependency status. Refer to WIOAPL No. 1506, Determination of Dependent Status, for guidance on determining dependency status. If an adult, ages 18 through 24, is determined to be dependent, "family self-sufficiency" would include the income(s) of all family members, including the young adult's parent(s).

WIOA eligible adults who are over the local standard for "family self-sufficiency" are not eligible for adult funded ITAs. Other WIOA services may be provided, as appropriate. They may also be served using other WIOA funds, if eligible. WDBs are required to develop the criteria for "family self-sufficiency."

The local definition of "family self-sufficiency" should not be confused with the "self-sufficiency" definition.

**For purposes of determining eligibility for Individualized Training Accounts (ITA's) the Area 14 Workforce Development Board defines "family self-sufficiency" as 200% of the Federal Poverty Level for the applicable year, calculated by examining the applicant's family income for the 6-month period prior to the date of application.**