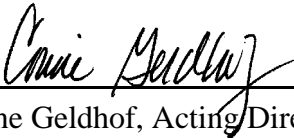


State of Alaska

Department of Labor and Workforce Development

Division: Business Partnerships	Policy No.: 304.00
Subject: WIA Self-Sufficiency Definition	Pages: 2
Reference: Workforce Investment Act (WIA) Sections 101(24), 101(25)(B); 20 CFR, Subpart D, Preamble, 663.220 (b) and 663.230; Department of Health and Human Services Annual Update of the HHS Poverty Guidelines, Federal Register / Vol. 69, No. 30 / Friday, February 18, 2005.	Effective Date: 4/1/04
	Revised: 8/03/05
Approved:  Corine Geldhof, Acting Director	<u>August 25, 2005</u> Date

1) **Applicability**

State of Alaska, Department of Labor and Workforce Development (AK DOLWD) workforce development professionals, grant recipients and Workforce Investment Act (WIA) participants in the following programs:

- a) Adult Program
- b) Dislocated Worker Program
- c) National Emergency Grant (NEG) Program
- d) Additional Assistance as part of the Rapid Response Program

2) **Purpose**

This policy defines self-sufficiency as it applies to Workforce Investment Act (WIA) Title IB and ID programs in Alaska. AK DOLWD Workforce development professionals and grant recipients will use this policy to determine if Adult, Dislocated Worker, NEG and Rapid Response program participants are eligible for, and in need of, intensive and/or training services in order to obtain or retain employment that allows for self-sufficiency.

3) **Definitions**

- a) *Poverty Guidelines* are a version of the Federal poverty measure issued annually by the Department of Health and Human Services (DHHS) in the Federal Register. The guidelines are used for administrative purposes such as determining financial eligibility for certain federal programs. The most recent poverty guidelines are available at: <http://aspe.hhs.gov/poverty/05poverty.shtml>

- b) *Lower Living Standard Income Level (LLSIL)* - The Secretary of Labor annually determines the LLSIL for several uses under WIA. WIA defines the term "Low Income Individual" as one who qualifies under various criteria, including an individual who received income for a 12-month period that does not exceed the higher of the poverty line or 70 percent of the LLSIL. The most recent LLSIL guidelines are available at: <http://www.doleta.gov/lisil/>
- c) *Family Income* Grant recipients must adhere to the guidelines specified (in DBP Policy Number 306.00) concerning family income when determining self-sufficiency for employed WIA Adult program participants.
- d) *Family* means two or more persons related by blood, marriage, or decree of court, who are living in a single residence, and are included in one or more of the following categories:
 - i) A husband, wife, and dependent children;
 - ii) A parent or guardian and dependent children; and
 - iii) A husband and wife.
- e) *Self-sufficiency* WIA section 101(24) requires the Alaska Workforce Investment Board (AWIB) set the criteria for determining whether employment leads to self-sufficiency. Factors such as family size and local economic conditions may be included in the criteria. At a minimum, such criteria must provide that self-sufficiency means employment that pays at least the LLSIL. It may often occur that dislocated workers require a wage higher than the LLSIL to maintain self-sufficiency. Therefore, WIA allows self-sufficiency for a dislocated worker to be defined in relation to a percentage of the lay-off wage.

4) **Policy**

- a) AK DOLWD Workforce development professionals and grant recipients will observe the following AWIB guidelines when determining self-sufficiency:
 - i) *Self-sufficiency* for individuals participating in the WIA *Adult* Program is 175 percent or higher of the Federal DHHS poverty guidelines for Alaska for family size. An individual with a disability whose own income is below 175 percent of the Federal DHHS poverty guideline for a family of one qualifies regardless of other family income.
 - ii) *Self-sufficiency* for individuals participating in the *Dislocated Worker* Program is the higher of at least 80% of the participant's wage at layoff or the LLSIL, and the participant is in permanent employment. An eligible Dislocated Worker who is in stopgap or temporary employment following economic dislocation shall not be considered self-sufficient even though the prevailing wage proves otherwise.