



Area 11: Local Policy

Self-Sufficiency and Family Self-Sufficiency

Purpose:

This policy will provide the Workforce Development Board of Central Ohio (WDBCO) guidance to ensure that every Workforce Innovation and Opportunity Act (WIOA) participant is provided workforce activities through workforce development systems. These systems are in place to increase employment, retention, and earnings which increase post-secondary credential attainment and, as a result, improve the quality of the workforce, reduce the need for subsidized supports, increase economic self-sufficiency, meet the skill requirements of employers and enhance productivity and the competitiveness of the nation.

Background:

The term Self-Sufficiency refers to the level of income at which a person or household is able to provide for basic needs. Persons below that income may be eligible for certain WIOA services. It is also necessary to determine whether an incumbent worker needs training services through the Ohio Means Jobs system (OMJ). As part of the determination of the appropriateness for training services, case managers within the Area 11 OMJ must review "family self-sufficiency" for participants seeking WIOA adult funded Individualized and/or Training Services.

Policy:

The WDBCO (Area 11) establishes the criteria for self-sufficiency for customers of Adult services at **300% of Federal Poverty Level Guideline**.

Individual Criteria

An individual in Franklin County shall be considered not self-sufficient, thus eligible for training services, when at the point of registration:

1. The individual's gross earned income is not above 300% of the federal poverty guidelines; and
2. The individual is a member of a family whose combined gross earned income is not above 300% of the federal poverty guidelines for its actual family size

Priority must be given to recipients of public assistance, other low-income individuals, individuals who are basic skills deficient, and Veterans.

Interim Employment for Dislocated Workers

Typically, employment is considered 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 economic self-sufficiency (e.g., working through a temporary agency). The determination about whether a dislocated worker's employment is interim employment must be made on a case-by-case basis and take into consideration the 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 unemployed at participation and information should be entered into the Ohio Workforce Case Management System (OWCMS) as such.

Wage Standard for Non-Interim Employment for Dislocated Workers

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

Family Criteria

If the individual is a member of a family whose combined gross income is not above 300% of the Federal Poverty Level Guideline, she or he will be eligible. Please reference WIOA law and eligibility guidelines for the definition of “Family,” below.

The chart below shows family size and the 300% federal poverty guidelines.

SIZE OF FAMILY UNIT	100% POVERTY LEVEL	300% POVERTY LEVEL
1	\$12,760	\$38,280
2	\$17,240	\$51,720
3	\$21,720	\$65,160
4	\$26,200	\$78,600
5	\$30,680	\$92,040
6	\$35,160	\$105,480
7	\$39,640	\$118,920
8	\$44,120	\$132,360
For each Additional family member	\$4,480	\$13,440

According to the [MIT living wage calculator](#), a living wage in 2020 in Franklin County for one adult is \$23, 836 annually (2,080 hours per year). This breaks down to \$11.46 an hour, \$1,834 monthly

Definitions:

Family: Per 20 C.F.R. 675.300, 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:

1. A married couple and dependent children.
2. A parent or guardian and dependent children.
3. A married couple.

Family self-sufficiency: An economic standard that uses a combination of family members' incomes to determine whether the participant has the means to fund training services.

Interim employment (also known as stop-gap employment): Employment that has been accepted for income maintenance prior to, and/or during, participation in career or training services with the intention of ending such employment at the completion of the career or training services and entry into permanent, unsubsidized employment as a result of the services. Interim

employment is accepted because the affected workers have lost the primary occupation for which their training, experience, or work history qualifies them. Interim employment can be part-time or full-time and must not be with the same employer from which the affected workers were dislocated.

Poverty line: The income level defined by the federal Office of Management and Budget and revised annually by the United States Department of Health and Human Services in accordance with section 673(2) of the Community Services Block Grant Act (42 U. S. C. 9902(2)).

Priority population: Individuals who have barriers to employment, who are on public assistance, and who are basic skills deficient are given priority to receive individualized career services and training services. This priority must be consistent with priority of services for veterans and eligible spouses.

Self-sufficiency: Per section 134 (a)(3)(A)(xii) of WIOA and 20 C.F.R. 680.140(b)(6), an economic standard that specifies the income needs of families, by family size, the number and ages of children in the family, and local area geographical considerations.

Underemployment: An individual who is working part time but desires full time employment, or who is working in employment not commensurate with the individual's demonstrated level of educational and/or skill achievement. Also, includes individuals who fall below the dislocated worker self-sufficiency threshold, as defined by WDBCO(Area 11).

References:

20 C.F.R. 675.300

42 U. S. C. 9902(2)

<https://livingwage.mit.edu/counties/39049>

<https://www.federalregister.gov/documents/2018/01/18/2018-00814/annual-update-of-the-hhs-poverty-guidelines>

ODJFS WIOA Policy Letter 15-19 Poverty Income Guidelines and Lower Living Standard Income Level 38 U.S.C. 4213

ODJFS, Workforce Innovation and Opportunity Act Policy Letter No. 15-20.1, Priority of Service for Veterans and Eligible Spouses, (August 18, 2017).

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Approved:

***Board Approval Not Required**