



POLICY# 07-21

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Program: Workforce Innovation and Opportunity Act (WIOA), Special Grant Funding	
Section: Program Operations	
Date of Issuance: 12/09/2021	Revision Date: N/A
Distribution: CareerSource Suncoast (CSS)Staff Members	

Background

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.

The Workforce Innovation and Opportunity Act (WIOA) establishes a framework to assist unemployed adults and dislocated workers attain employment that provides a self-sufficient wage. WIOA recognizes that employed workers may also require help in order to obtain or retain jobs that lead to self-sufficiency. It allows the use of local formula funds to serve employed workers and encourages states to use their state-level funds to develop innovative incumbent worker programs.

Developing a self-sufficiency standard is an allowable statewide activity (per WIOA section 134(a)(3)(A)(xii)) and adjusting the self-sufficiency standard for local factors is an allowable local activity (per WIOA section 134(d)(1)(A)(x)).

Purpose

To provide guidance on local definitions for self-sufficiency for determining eligibility for services under the requirements of the Workforce Innovation and Opportunity Act (WIOA) Adult/Dislocated Worker, Youth and Special Grants, and other non-WIOA funded grants.

POLICY:

Definitions:

Dislocated Worker Self-Sufficiency:

Dislocated workers are defined as individuals who have been terminated or laid off, have received notice of termination or layoff, or are employed by a facility that has made a general announcement of a pending plant closure, or were self-employed but are unemployed as a result of general economic conditions for a natural disaster or are displaced homemakers. Individuals can qualify if they have received notice of termination or layoff but remain temporarily on the job. The local definition of self-sufficiency for dislocated workers is re-employment that achieves 80% or more of the wage at dislocation.

Adult Self-Sufficiency:

CSS will align with the sustainability wage income threshold outlined in the United Way ALICE (Asset Limited, Income Constrained Employed) Florida Report ([ALICE Project – Florida \(unitedforalice.org\)](https://unitedforalice.org/)) to define the local criteria for “self-sufficiency.”

The ALICE sustainability wage provides an income level that leads to long term self-sufficiency and decreases the likelihood of a family falling back on the need for public assistance. The ALICE sustainability wage estimates the costs of maintaining a viable household over time, providing long term economic stability.

CSS will base the regional self-sufficiency rate on the United Way ALICE report average sustainability wage rate of Manatee and Sarasota Counties for a working single adult, additional income based on the ALICE sustainability rate will be added as the household size increases for each additional family member.

CSS will review and adjust the self-sufficiency rate when new ALICE reports are released from the United Way.

Attachments:

- None

Authority:

- Workforce Innovation and Opportunity Act, Public Law (WIOA) Sections [134\(c\)\(3\)\(A\)](#); [134\(a\)\(3\)\(A\)\(xii\)](#) ; [134\(d\)\(1\)\(A\)\(x\)](#)

Supersession:

Supersedes and replaces Policy #02-01 R8 Local Definition for Self-Sufficiency under WIOA dated 07/01/16

Inquiries:

Any questions about this policy should be directed to the CEO, COO, CFAO and/or their designee.