



**WESTERN OKLAHOMA WORKFORCE
DEVELOPMENT BOARD**

1222 10th Street, Suite 115, Woodward, OK 73801

Workforce Innovation and Opportunity Act

Self Sufficiency

No individual in the United States may, on the basis of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship or participation in any WIOA Title I-financially assisted program or activity, be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any WIOA Title I-financially assisted program or activity.



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“Equal opportunity employment/program. Auxiliary aids and services are available upon request to individuals with disabilities.”

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I. Purpose

Western Oklahoma Workforce Development Board (WOWDB) provides this guidance to establish the self-sufficiency standard for Workforce Innovation Opportunity Act (WIOA) Adults and Dislocated Workers. The information included will assist with the calculation of income levels to determine eligibility for participation in various state and federally funded programs and to prioritize services when funding is limited.

II. Effective Date

WOWDB Executive Committee Approved 06.30.20.

III. Policy

WIOA defines the term “low income individual” for eligibility purposes in terms of the poverty line or Lower Living Standard Income Level (LLSIL) for state formula allotments. The most recent figures to be used by the governor and local workforce development boards to determine eligibility for: adults, for certain services, low income program eligibility, participation in various state and federally funded programs, and prioritization of services when funding is limited is determined by a total family income that does not exceed the higher level of the poverty line or 70% of the LLSIL; may be found at <https://oklahomaworks.gov/local-workforce-boards/wioa-policy-center/>. In addition, as required by OWDI #19-2017, Change 1, WOWDB’s self-sufficiency policy addresses the area’s procedures for serving adults and dislocated workers determined to be underemployed by local area standards.

Lower Living Standard Income Levels (LLSIL)

WIOA Section 3(36)(B) defines LLSIL as “that income level (adjusted for regional, metropolitan, urban and rural differences and family size) determined annually by the Secretary [of Labor] based on the most recent lower living family budget issued by the Secretary.”

The 100% LLSIL is used to determine the minimum level for establishing self-sufficiency criteria at the local level.

The metropolitan statistical analysis county in Western Oklahoma Workforce Development Area (WOWDA) is Garfield.

Non-metropolitan counties in WOWDA are: Alfalfa, Beaver, Beckham, Blaine, Cimarron, Custer, Dewey, Ellis, Grant, Greer, Harmon, Harper, Jackson, Kay, Kingfisher, Kiowa, Major, Noble, Payne, Roger Mills, Texas, Washita, Woods, and Woodward.

Instructions

Use the “Poverty Income Guidelines, 70% Lower Living Standard Income Levels, 100% LLSIL for Determining Self-Sufficiency Oklahoma WIOA Programs” table from most current, applicable, Oklahoma Workforce Development Issuance (OWDI), found at <https://oklahomaworks.gov/local-workforce-boards/wioa-policy-center/>, to determine economically disadvantaged status according to family size. In areas where the HHS Poverty Guidelines exceed the LLSIL, compare the family income to the HHS Poverty Guidelines or the 70% LLSIL, whichever is greater.

Wage

WOWDB has set the Self-Sufficiency threshold at \$18.00 per hour in full-time employment. (\$37,152 annually) This standard will be used to determine an Adult or Dislocated Worker's eligibility for career and training service programs.

Underemployment Determination

Consistent with OWDI 19-2017, Change 1, Adult and DLW funds may provide career and training services to underemployed individuals according to the priority of service requirement. Individuals who are underemployed may include those who are:

- Employed less than full-time who are seeking full-time employment;
- Employed in a position that is inadequate with respect to their skills and training;
- Employed and meet the definition of a low income individual; and
- Employed with current earnings that are insufficient when compared to the individual's previous earnings from previous employment, per local policy.

According to OWDI 19-2017, Change 1, the minimum number of hours that constitute full-time employment is generally defined by the employer, but may not be less than an average of at least 30 hours per week, or 130 hours per month. Full-time employment often includes benefits not typically offered to part-time or temporary workers, such as annual leave, sick leave and health insurance. The attainment of self-sufficiency often depends on the availability of sick leave and health insurance. Note: The USDOL Fair Labor Standards Act (FLSA) does not define full-time employment or part-time employment.

Procedure

The WIOA employment and training programs mandate a universal access one-stop system with a tiered approach to service delivery. When an employed registrant is unable to obtain or retain employment that leads to self-sufficiency, documentation must be collected to prove the Adult and Dislocated Worker's per hour earned wages were at or below \$18.00 per hour prior to enrollment into training.

Additional Criteria

The case manager must indicate, in OKJobMatch in a detailed case note, the existing condition which determines a need for services and the source document which validates such condition. See the WOWDB Data Validation and Source Documentation Requirements policy for guidance and additional criteria and acceptable source documentation that an individual is not meeting self-sufficiency guidelines are listed below:

1. Individual's income for the past six months does not exceed the higher level of the poverty line or 70% of the LLSIL. (Verify both wages and number in family.)
 - Pay Stubs
 - Employer statement or contact
 - Quarterly estimated tax for self-employed person
 - Last Income tax filed for self-employed person
 - Applicant statement
2. Individual currently receives or has received in the past six months any income-based assistance such as food stamps or Section 8 housing.
 - Public assistance records
 - Housing authority records
 - Supplemental Security Income (SSI) records

3. Current employment does not regularly exceed 30 hours per week or 130 hours per month.
 - Pay Stubs
 - Employer statement or contact
 - Employment History from Individual Employment Plan (IEP)
 - Applicant statement
4. Current wage projection does not exceed \$37,152 per year.
 - Pay Stubs
 - Employer statement or contact
 - Quarterly estimated tax for self-employed
 - Applicant statement
 - Employment History from IEP
5. Current employment is temporary.
 - Employer statement or contact
 - Applicant statement
 - Pay Stub

IV. Authorization for Clarifications and Additions

The WOWDB Executive Director is authorized to issue additional instructions, guidance, approvals and/or forms to further implement the requirements of this policy, without making substantive change to the policy, except in situations where new or updated state and federal guidance is issued.

V. History

- Adopted – from Northwestern Oklahoma Workforce Investment Board (NOWIB)
- Approved by WOWDB Executive Committee 06.30.20.

VI. References

- Federal Register /Vol. 84, No. 103 /Wednesday, May 29, 2019
- Federal Register /Vol. 84, No. 22 /Friday, February 1, 2019 /Notices
- WIOA Public Law 113-128, Section 3(36)(A)(B);
- WIOA Public Law 113-128, Section 132(b)(1)(B)(v)(IV);
- WIOA Public Law 113-128, Section 134(c)(3)(E);
- Office of Management and Budget (OMB), Metropolitan and Micropolitan Statistical Areas, July2015; and
- Oklahoma Workforce Development Issuance (OWDI) #19-2017, Change 1, June 12, 2018
- Oklahoma Workforce Development Issuance (OWDI) #06-2019, September 11, 2019

Western Oklahoma Workforce Development Board

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Equal Opportunity (EO) Officers

Local EO Officer

Willie Tiller

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