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Policy Letter #8

TO: All Staff

FROM: Tracy Jackson, Interim Director

SUBJECT: Self-Sufficiency Policy

PURPOSE

To ensure that economic self-sufficiency is obtained, the Cumberland County NCWorks Career Center staff determines suitability for participants to be placed in training based on information gathered during the assessment process. A thorough assessment is conducted to determine each individual's employment and training interests and needs.

BACKGROUND

The Cumberland County Workforce Development Board's criteria for determining whether employment leads to self-sufficiency are based on the participant's employment wage. It is expected that adult participants will earn a wage greater than the lower living standard income level for their family size (Attachment A). For dislocated workers, it is expected that they would receive at least 80% of their income from their last job.

POLICY

The Workforce Development Board considers the definition of "self-sufficiency" to determine if an employed individual is eligible to receive training services. The definition will also be considered when determining the eligibility of an individual for an On-the-Job or customized training program. Separate definitions are required for adults and dislocated workers. A Workforce Innovation and Opportunity Act (WIOA) sponsored participant who is employed at the time of WIOA registration may or may not attain self-sufficiency as defined by the

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WDB after receiving WIOA services. Achievement of self-sufficiency is the goal, but any earnings increase that moves the individual closer to self-sufficiency is allowable.

Attachment A: Lower Living Standard Income Level (LLSIL)

Creation Date

July 2009

Revised Date

July 2020

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