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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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Auxiliary aids and services are available upon request to individuals with disabilities

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

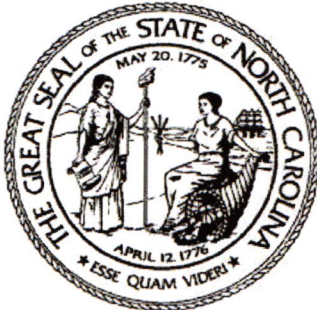

July 2020

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	North Carolina Department of Commerce Division of Workforce Solutions
	DWS Policy Statement Number: PS 07-2020, Change 1
	Date: June 2, 2020
	Subject: 2020 Lower Living Standard Income Level and to Rescind DWS Policy Statement Number 07-2020
	From:  Jessica Englert Assistant Secretary for Workforce

Purpose: To transmit the updated income chart identifying the higher of the "Federal Poverty Level Income Guidelines" and the "70% Lower Living Standard Income Level Guidelines" for the year and rescind DWS Policy Statement Number 07-2020. This update adds Anson and Camden to the list of Metropolitan Statistical Area Counties.

Background: The U.S. Department of Labor (USDOL) published the Lower Living Standard Income Level (LLSIL) in the Federal Register on **April 30, 2020**.

The LLSIL is used for several purposes under the federal Workforce Innovation and Opportunity Act (WIOA). Specifically, WIOA SEC.3(36) defines the term "low-income individual" for eligibility purposes, and Sections 127(b)(2)(C) and 132(b)(1)(B)(V)(IV) define the terms "disadvantaged youth" and "disadvantaged adult" in terms of the poverty line or LLSIL for state formula allotments. The governor and state and local Workforce Development Boards use the LLSIL for determining eligibility for youth and adults for certain services.

USDOL Employment and Training Administration (ETA) encourages governors and state/local boards to consult the WIOA Final Rule and ETA guidance for more specific guidance in applying LLSIL to program requirements. WIOA defines the term "low income individual" as one who qualifies under various criteria, including an individual who is in a family with total family income that does not exceed the higher level of the poverty line or 70 percent of the LLSIL.

North Carolina and local Workforce Development Boards use the LLSIL for determining eligibility for Youth and Adult Programs for certain services. WIOA Section 3(36)(B) defines the LLSIL as "that income level (adjusted for regional,

metropolitan, urban and rural differences, and family size) determined annually by the U.S. Secretary of Labor based on the most recent lower living family budget issued by the Secretary."

Action: The attached 2020 LLSIL Income Chart is to be used to determine low-income status of applicants for WIOA services as noted in WIOA Section 3(36)(B).

Effective Date: April 30, 2020 (Per USDOL)

Contact: Division Planners and Monitors

Attachment 1: 2020 LLSIL Income Chart

Adjusted Income Chart Identifying the Higher of the Federal Poverty Level Income Guidelines and the 70% Lower Living Standard Income Level Guidelines, Including Metropolitan and Non-Metropolitan

Adjustments for Family Size Differences

Effective: April 30, 2020
(Per U.S. Department of Labor)

Family Size	Non-Metropolitan	Metropolitan
1	\$12,760	\$12,760
2	\$17,240	\$17,240
3	\$21,720	\$22,060
4	\$26,425	\$27,234
5	\$31,184	\$32,143
6	\$36,469	\$37,593
For Each Additional Family Member Add	\$5,285	\$5,450

Metropolitan Statistical Area Counties

Alamance County	Chatham County	Gaston County	Jones County	Person County
Alexander County	Craven County	Gates County	Lincoln County	Pitt County
Anson County	Cumberland County	Granville County	Madison County	Randolph County
Brunswick County	Currituck County	Guilford County	Mecklenburg County	Rockingham County
Buncombe County	Davidson County	Harnett County	Nash County	Rowan County
Burke County	Davie County	Haywood County	New Hanover County	Stokes County
Cabarrus County	Durham County	Henderson County	Onslow County	Union County
Caldwell County	Edgecombe County	Hoke County	Orange County	Wake County
Camden County	Franklin County	Iredell County	Pamlico County	Wayne County
Catawba County	Forsyth County	Johnston County	Pender County	Yadkin County