NORTHWEST OREGON WORKS	**POLICY P14: SELF SUFFICENCY**
	Effective Date: 6/2022
	☒**NEW** ☐**REVISED**

PURPOSE
The purpose of this policy is to establish the definition and provide guidance on determining whether employment leads to self-sufficiency. In addition, to providing career and training services to individuals who are unemployed, there remains a significant population of job seekers who are underemployed.

POLICY
WIOA requires that the self-sufficiency wage standard will be utilized to determine the eligibility of employed workers to receive funds for training services. Self-sufficiency is referred to as the income needs of the family to meet his/her most basic expenses without public or private assistance.

Northwest Oregon Works (NOW) defines self-sufficiency as family wage before deductions (gross wages) as 200% of the Lower Living Standard Income Level (LLSIL). Up to date information can be located at https://www.doleta.gov/llsil/.

An individual who has full-time employment at a pay rate at or above the designated self-sufficiency wage, shall be considered to have achieved employment that allows for self-sufficiency. Therefore, the individual shall be considered to be self-sufficient and unable to receive training services. Regardless of full-time or part-time status, individuals who meet the underemployed status can receive training services.

For employed dislocated worker eligibility, self-sufficiency is defined in relation to a percentage of the layoff wage. Employment that provides the worker a wage that is equal to or greater than 80% of his or her wage at the time of dislocation will be deemed self-sufficient. This is determined by comparing the hourly wage at the time of dislocation to the current hourly wage or comparing the monthly income (total earnings for the month) to the current monthly earnings.

NOW will consider special needs of individuals with disabilities or other barriers to employment when applying self-sufficiency criteria determination. These considerations will be documented and when possible measured within the determination of self-sufficiency.

DEFINITIONS
Family: Two or more persons related by blood, marriage, or decree of court, who are living in a single residence, and are included as a married couple and dependent children, a parent or guardian and dependent children; a married couple.

Full-Time Employment:

An employee who is employed an average of at 30 hours or more of service per week during the standard work week.

Part-Time Employment:
An employee who is employed less than 30 hours of service per week during the standard work week.

Underemployed:
Individuals who meet one or more of the following:
- Employed less than full-time who are seeking full-time employment
- Employed in a position that is inadequate with respect to skills and training
- Employed, but meet the definition of low-Income
- Employed, but whose current job's earnings are not sufficient compared to their previous job's earnings from their previous employment

REFERENCES
20CFR 663.230
20 CFR 675.300
20 CFR 680.140; 680.210
26 CFR 54.4980H-3
Federal Register Lower Living Standard Income Level Guidelines
Training Employment and Guidance Letter (TEGL) 19-16
WIOA Sec. 133 (b); 133 (b)(2)(B)
WIOA Sec. 134 (c)(3)(A)(I)(aa)