

Lacks Self Sufficiency and Underemployed Policy Adult and Dislocated Workers

WIOA section 134 (a)(3)(A)(xii) and section 134 (d)(1)(A)(x) addresses state and local determinations of economic self-sufficiency standards that specify the income needs of families, by family size, number and ages of children in the family, and sub-state geographical considerations.

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.

An individual is declared to "lack self-sufficiency" if:

- (1) An individual has a personal or family income that is at or below 200% of the Lower Living Standard Income Level (LLSIL) (Supporting documentation must be provided);
- (2) A Food stamp or TANF recipient (current or within the last six months);
- (3) A Supplemental Social Security Income recipient; or
- (4) An individual (single family of one) who is employed, but in a job earning \$11.93 (Living Wage Calculator for the State of Georgia) an hour or less. (See the Living Wage Calculator Section Below) for individual counties with respective wage in Northwest Georgia.

Dislocated workers may be considered to lack self-sufficiency if they are employed, but in a job/occupation that is at a wage or skill level that is at 85% or less than the job of dislocation.

Living Wage Calculator - The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The living wage calculator estimates the living wage needed to support families of twelve different compositions: one adult families with up to three dependent children, two adult families where both adults are in the work force with up to three dependent children, and two adult families where one adult is not in the work force with up to three dependent children.

The calculator includes estimates for single adult households, two adult households with one adult working, and two-adult households with two adults working. In two adult households with children and one adult working, the second adult is assumed to be providing child care. Working adults are assumed to be working full-time; work is assumed to be year-round, 40 hours per week for 52 weeks, per adult.

The living wage is calculated at the county, metropolitan area, state, regional, and national level. Unless otherwise noted, geographic definitions are consistent with those published by the Office of Management and Budget. Reported national values are calculated as the average (mean) state living wage.

The Living Wage Calculator at <http://livingwage.mit.edu/> **will be utilized at the discretion of the Career Planner to document "lacks self-sufficiency" standards.**

Underemployed

Definition - An individual who is working part-time but desires full-time employment or who is working in employment not commensurate with the individual's demonstrated level of educational attainment.

Adults can be either unemployed or underemployed. Individuals who are underemployed include persons who are employed less than full-time and are seeking full-time employment:

- are employed in a position not commensurate with the individual's demonstrated level of educational attainment and skills; or
- are working full-time and meet the definition of low income, according to the Workforce Development Board's policies; or
- are employed, but whose current job earnings are not sufficient compared to their previous earnings.

A Dislocated Worker is underemployed if there was a lay-off from a previous employer, but has found employment earning wages that are 85% or less of the salary that was paid at the employer of dislocation and/or a person who is in employment that uses significantly less skills or abilities than the job of dislocation and is not commensurate with the individual's demonstrated level of education attainment.

[References – State Policy and Procedures Manual, TEGl 14.00, Change 1]