



*Serving as the workforce development board for the Lower Shore of Maryland*

## **POLICY: SELF-SUFFICIENCY**

WIOA Section 134(c)(3)(A) indicates that a justification for training must be determined for each individual entering a training program.

The following criteria must be met in order for training services to be made available to employed or unemployed adults and dislocated workers

- 1) 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;
- 2) 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; and
- 3) Have skills and qualification to participate successfully in training services.

It is the responsibility of the Lower Shore Workforce Development Board to define “self-sufficiency” for the workforce area in order to comply with training services criteria. It is the policy of this board that:

- a) Self-sufficiency is defined as wages of \$12.38 per hour. This correlates to 200% of the 2021 HHS Poverty Guidelines for one individual.
- b) Unemployed individuals selected for enrollment must be entering a training program that has the potential to lead to employment or a career pathway with wages either:
  - a. above the self-sufficiency definition of \$12.38 per hour; or
  - b. wages comparable to or higher than wages in previous employment .
- c) Employed individuals earning less than \$12.38/hr who are selected for enrollment must be entering a training program that has the potential to lead to employment or a career pathway with wages either:
  - a. above the self-sufficiency definition of \$12.38 per hour; or
  - b. wages comparable to or higher than wages in current employment .
- d) Employed individuals earning more than \$12.38/hr must be entering a training program that has the potential to lead to employment or a career pathway with wages comparable to or higher than wages in current employment.

Policy Approval Date: June 9, 2021

Policy Status: Active

*“Providing workforce policy, planning and oversight for the Lower Shore of Maryland”*