

POLICY

CATEGORY:	Program Operations	No: 4.0.107.02
TITLE:	Determination of Self-Sufficiency	
SUPERSEDES:	4.0.107.001 dtd June 24, 2011	
EFFECTIVE:	April 25, 2014	
BOARD APPROVAL:	April 24, 2014	
DATE OF LAST REVIEW:	April 24, 2013	

I. PURPOSE

To specify criteria for determining whether employment leads to "self-sufficiency".

II. DEFINITIONS

DOL – Department of Labor

Full Time Employment - an individual working 40 hours per week, 52 weeks per year.

LLSIL - Lower Living Standard Income Level

Self Sufficiency Wage – An income that covers the current expenditures for the bare necessities for households based on family size. It should include a wage high enough for young families to provide for children, but should not include funds for leisure activities, purchase of luxury goods, savings, purchase of a home, or for higher education.

III. POLICY STATEMENT

The Coastal Bend Workforce Board shall determine and distribute the local self-sufficiency wage levels annually.

The Career Center Service Provider shall have procedures for determining whether employment leads to self-sufficiency.

The Career Center Service Provider shall use current wages earned to determine if a participant meets the self-sufficiency wage levels set by the Board.

- For employed adults employment shall provide not less than the 25th percentile of wages of adults, who have a high school diploma or less, residing in the WDA, aged 25 years and older, and shall be based on full time employment
- For dislocated workers employment shall provide at least 85% of the wage at layoff, or the family income in relation to family size, whichever is higher, but in no event less than the adult self-sufficiency wage

- The special needs of individuals with disabilities or other barriers to employment shall be taken into account when determining self-sufficiency.

The Board's locally determined self-sufficiency wage shall not be lower than 200% of the Lower Living Standard Income and Poverty Income Levels Table published annually by the Texas Workforce Commission.

The Board shall distribute the locally determined self-sufficiency wage table to the Contracted One-Stop Provider each year.

The Career Center Service Provider shall reassess self-sufficiency at least annually.

IV. PROCEDURES

V. RELATED POLICY INFORMATION

Workforce Investment Act; Final Rule, Part 663, Subpart B. Section 663.230
 United States Department of Labor; Lower Living Standard Income Level, *Federal Register*, Vol.78, No.53, published March 19, 2013
 Texas Workforce Commission Letter WD 34-13

VI. RESPONSIBILITIES

The Contract Manager shall ensure that the Career Center Service Provider is aware of and complies with this policy.

VII. FORMS AND INSTRUCTIONS:

N/A

DISTRIBUTION:

Board of Directors Board Staff Service Provider Staff

VII. SIGNATURES

 Reviewed by EO Officer

 Date

 President/CEO

 Date