



CENTRAL OHIO WORKFORCE INVESTMENT BOARD

Standard of Self Sufficiency

Background: The Workforce Investment Act (Section 663.230) requires local workforce investment boards to set the criteria for determining whether employment leads to self-sufficiency. This is necessary to determine whether an employed worker needs intensive and/or training services through the One Stop system. Determination of appropriate need for intensive or training services is made by the service provider or COWIC, as applicable. At a minimum, this criteria must provide that "self-sufficiency" means employment that pays at least the lower living standard income level as defined in WIA section 101(24). Self-sufficiency for a dislocated worker may be defined in relation to a percentage of the lay-off wage. The Self Sufficiency criteria set the standard for what is considered to be a self-sufficient wage in the local area.

Standard: The Central Ohio Workforce Investment Board has set the criteria for self-sufficiency at 250% of the Federal Poverty Guidelines for adults and 90% of the dislocation wage for the dislocated worker population, if that salary was above 250% of the Federal Poverty Level. The following guideline will give an explanation to the self-sufficiency criteria:

An individual who is employed and seeking Workforce Investment Act services in Franklin County shall be considered not self-sufficient, thus eligible for intensive and/or training services when at the point of registration:

1. The individual's gross earned income is not above 250% of the federal poverty guidelines;
2. The individual is a member of a family whose combined gross earned income is not above 250% of the federal poverty guidelines for its actual family size;
3. The individual is a dislocated worker who has a replacement occupation with benefits that are not at a wage at or above 90% of his/her previous dislocation occupation.



The following chart (for 2006) will show the relationship of hourly wages at 250% of the federal poverty level to family size:

| Family Size | 250% of FPG | Hourly Wage |
|-------------|-------------|-------------|
| 1 | \$24,500 | \$11.78 |
| 2 | \$33,000 | \$15.87 |
| 3 | \$41,500 | \$19.95 |
| 4 | \$50,000 | \$24.04 |
| 5 | \$58,500 | \$28.13 |
| 6 | \$67,000 | \$32.21 |
| 7 | \$75,500 | \$36.30 |
| 8 | \$84,000 | \$40.38 |

Setting the WIA Adult Self-Sufficiency Standard at 250% of the federal poverty guidelines addresses the needs of the “working poor” whose incomes are slightly above the guidelines for public assistance. Establishing the local Self-Sufficiency at 250% allows us to design workforce activities and training which help individuals achieve the average living standard of the County. Regulations (WIA Section 63.600) require that priority for service must be given to recipients of public assistance and other low income individuals in the local area. This priority applies to adult funds for intensive and training services only. Funds allocated for dislocated workers are not subject to this requirement.

Setting the standard for dislocated workers at the higher of 90% of the dislocation wage or 250% of the federal poverty guidelines recognizes the need to obtain employment that is at least comparable to the pre-layoff wages. This 90 percent standard is also the same percentage that the state is requiring as the County performance indicator for the earnings replacement wage for the dislocated worker.