

**NORTH CENTRAL COUNTIES CONSORTIUM (NCCC)
LOCAL WORKFORCE INVESTMENT BOARD (LWIB)**

DEFINITION OF SELF-SUFFICIENCY FOR EMPLOYED WORKERS

I. Purpose

To establish a policy for defining “self sufficiency” for employed workers who are in need of intensive and/or training services to obtain or retain employment that leads to self-sufficiency.

II. Background

The Federal Regulations section 663.230 states that the LWIB must set the criteria for determining whether employment leads to self-sufficiency. At a minimum, such criteria must provide that self-sufficiency means employment that pays at least the lower living standard income, as defined in WIA section 101(24). A self-sufficiency standard for California was published in 1996 by Wider Opportunities for Women as updated which calculates the amount of money working adults need to meet their basic needs without subsidies of any kind.

III. References

WIA Section 101(24)

WIA Section 134(d) (3) (A) (ii)

Title 20, CFR 663.230

Self Sufficiency Standard for California, 1996 by Wider Opportunities for Women

IV. Policy

Self-Sufficiency for Employed Workers

NCCC defines self-sufficiency, for an employed worker, as either receiving wages that equal \$15.00 per hour for an individual or family income that is above 250% of the federal poverty guidelines.

In order for an employed worker to be considered in need of intensive and/or training services the individual’s hourly wage or family income must not meet the definition of self-sufficiency.

All participants, regardless of target group, will be selected based on their appropriateness for service and ability to successfully complete the intensive and/or training services to be provided.

V. Exempt Occupations

Due to the need to provide upgraded skills training to Health Care Workers, NCCC waives the self sufficiency income limit for intensive and/or training services for these occupations.

- Please note: a financial need must exist prior to utilization of WIA funding.