



**WORKFORCE INNOVATION AND OPPORTUNITY ACT
(WIOA)
PROGRAM POLICY NOTICE NO. 22, Rev. 1**

EFFECTIVE DATE: August 26, 2020

SUBJECT: SELF-SUFFICIENCY WAGE RATE

PURPOSE.

This provides policy on the general guidance on Self-Sufficiency Wage Rate Standard under the Workforce Innovation and Opportunity Act (WIOA).

BACKGROUND.

The NALWDB is responsible for reviewing and updating the self-sufficiency standard for each local area using a living wage model or comparable data that draws upon geographically specific expenditures that incorporates the income need of individuals, families and sub-state geographical considerations. This information is then applied by the LWDBs when determining eligibility for employed individuals to determine if they meet Self-Sufficiency Wage Standards before approving Individualized Career Services and/or Training Services. The self-sufficiency wage is included in the annual LWDB grant agreements and may be revised as needed.

LWDBs are directed to use the following definition of "self-sufficiency" as it applies to a currently employed worker who is applying for WIOA Individualized Career Services and/or Training Services through the local workforce development system:

- An individual who is employed in a full-time job (employment that provides compensation for at least 32 hours each week) at a pay rate at or above the designated self-sufficiency wage shall be considered to have achieved employment that allows for self-sufficiency. Therefore, the individual shall be considered to be self-sufficient and a determination shall be made that Individualized Career Services and/or Training Services are not required.
- If the individual's current job does not meet the definition of "Employment Leading to Economic Self-Sufficiency," Individualized Career Services and/or Training Services may be offered as determined appropriate.

EXCEPTION: Local boards can determine the eligibility of an employed worker using the most current Lower Living Standard Income Level (LLSIL). If a worker's current pay rate is at or below 125% of the

LLSIL, a determination shall be made that the individual does not meet the definition of "Employment Leading to Economic Self-Sufficiency".

EXCEPTION: If the individual is an eligible Dislocated Worker, "self-sufficiency" shall be defined as full-time employment at a rate of pay equal or greater than the **pre-layoff wage rate** – even if the pre-layoff wage was greater than the designated self-sufficiency wage.

ACTION.


The Northern Area Local Workforce Development Board (NALWDB) will follow the self-sufficiency wage rate established by the State, New Mexico Department of Workforce Solutions (NMDWS).

This policy rescinds any previous NALWDB policy regarding subject.

INQUIRIES: Contact the NALWDB at 505-986-0363.



NALWDB CHAIR



DATE