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# OC Community Resources

November 24, 2021

**To:** WIOA Subrecipients of the Orange County  
Workforce Development Area

**From:** Carma Lacy  
Director of Workforce Development

**Subject:** Self-Sufficiency Policy  
Information Notice No. 21-OCWDB-14  
Supersedes Information Notice No. 20-OCWDB-01

## PURPOSE

The purpose of this policy is to provide guidance and establish the self-sufficiency standard for Workforce Innovation Opportunity Act (WIOA) Adults and Dislocated Workers.

## REFERENCES

- WIOA (Public Law 113-128)
- WIOA Section 134(c)(3)(A)(i) and 134(d)(1)(A)(x)
- Title 20 CFR 680.210

## EFFECTIVE DATE

This policy is effective immediately upon issuance.

## BACKGROUND

In accordance with WIOA individuals (employed and unemployed) who receive training must be 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 alone. Additionally, they must be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment. Under WIOA sec. 134(d)(1)(A)(x) local areas have the flexibility to adjust the State standard for economic self-sufficiency for local considerations.

## POLICY AND PROCEDURES

The Orange County Workforce Development Board (OCWDB) has adopted a self-sufficiency model that is to be utilized in determining eligibility for WIOA Adult and Dislocated Worker customers in need of training services. The intent of training enrollment is for a WIOA Adult and/or Dislocated Worker who is unemployed or underemployed and not earning a self-sufficient wage to enroll in training services in order to obtain or retain employment that leads to self-sufficiency.



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OCWDB has determined that one of the following measures, whichever is greater, must be used to establish self-sufficiency:

1. Four hundred percent (400%) of the Federal Poverty Levels (FPL) as determined by the United States Department of Health and Human Services (HHS).
2. Living wage levels as determined by the MIT Living Wage Calculator at <https://livingwage.mit.edu/>.

The self-sufficiency guidelines referenced in this policy will be communicated annually by OCWDB to Service Providers by memo and posted on the OCWDB Policies and Procedures page found at <https://workforce.ocgov.com/oc-workforce-development-board/about-oc-workforce-development-board/policies-and-procedures>. The hourly rate is based off an annual full-time (2080 hour) work schedule. HHS and MIT historically revise the poverty guidelines and living wage levels during the first quarter of the calendar year.

### **ACTION**

Bring this policy to the attention of all staff and all relevant parties.

### **INQUIRIES**

If you have any questions regarding this policy, please contact your Contract Administrator at 714-480-6500.