State of Alaska Department of Labor and Workforce Development		
Division:	Employment and Training Services	Policy: 07-514.2
Subject:	Self-Sufficiency	Pages: 2
Reference: Federal Register/Vol. 80, No 59, Workforce Innovation and Opportunity Act (WIOA) Public Law 113-128; Federal Register Vol. 80, No. 73; Living Wage Calculator (mit.edu)		Effective: 2/3/2016 Revised: 10/14/2022 Revised: 3/14/2023
Approved:	Patsy Westcott Patsy Westcott, Director	3/14/2023 Date

1. Parties Affected

This policy applies to the Division of Employment and Training Services (DETS) staff and recipients of Workforce Innovation and Opportunity Act (WIOA) funds administered through the DETS.

2. Background

A goal of WIOA is to ensure program participants obtain unsubsidized employment which leads to economic self-sufficiency. Self-sufficiency is determined by factors such as the income needs of families based upon family size, the number and ages of children in the family and geographical and economic considerations.

3. Policy

DETS staff and grant recipients must adhere to the income guidelines specified in the DETS Family Income Policy # 07-512.1 to determine if program participants are in need of individualized career services and/or training services in order to obtain or retain employment that allows for economic self-sufficiency.

Self-sufficiency for individuals participating in the WIOA **Adult program** is 175 percent of the living wage listed on the Living Wage Calculator at <u>Alaska Living Wage Calculator by MIT</u> and is based upon family composition and the geographic location of where the participant is living at the time of application. The charts reflect hourly wage as well as annual gross wage.

Self-sufficiency for individuals participating in the WIOA **Dislocated Worker program** is the higher of at least 80 percent of the participant's wage at layoff or 175 percent of the living wage

provided through the Living Wage Calculator at <u>Alaska Living Wage Calculator by MIT</u> and is based upon family composition and the geographic location of where the participant is living at the time of application. An eligible dislocated worker who is in temporary or stop-gap employment following dislocation shall not be considered to have met self-sufficiency.

Training services may be made available to employed and unemployed Adult and Dislocated Worker program participants who, among other criteria are:

- 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; and
- b) In need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment.

4. Definitions

- a) Family income means the total annualized cash receipts from all sources (exclusions stated in the Family Income policy #07-512.1) received by all family members during the six-month period prior to application to federal public funds. Family income includes the total income during the income determination period for all individuals determined to be part of the family.
- b) **Family members** are persons related by blood, marriage, or decree of court¹, who are living in a single residence², and are included in one or more of the following categories:
 - i. A couple that is lawfully married, and dependent children
 - ii. A parent or guardian and dependent children
 - iii. A couple that is lawfully married
- c) Marriage is defined as a couple that entered into a contractual relationship recognized by law and who has obtained a valid marriage license. Common law marriages are not recognized in the State of Alaska.
- d) **Temporary or stop-gap employment:** Employment accepted for the purpose of income maintenance that pays less than self-sufficiency <u>or is temporary</u> with a definite end date. This temporary employment must be with an employer other than the employer of dislocation.

¹ Decree of court means guardianship or adoption.

² A residence is defined as the principal dwelling place or home in which the individual physically resides.