

**NORTH CENTRAL COUNTIES CONSORTIUM (NCCC)  
LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB)**

**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 Workforce Innovation and Opportunity Act (WIOA) training services to obtain or retain employment that leads to self-sufficiency.

**II. Background**

The Federal Regulations section 680.140 states that the LWDB may 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).

**III. References**

WIA Section 134(d) (1) (A) (x)  
Federal Register, Proposed Rules 680.140

**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 Individualized Career and Training services for these occupations.

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