



PROCEDURES

**PROCEDURES
NUMBER
SOP 100-1**

Title:	Self-Sufficiency		
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I. PURPOSE

The purpose of this procedure is to provide guidance to the CareerSource South Florida American Job Centers (AJC), partners, and service providers in determining how to provide individualized and training services to individuals that have/had incomes that exceeds the Federal Poverty Level (FPL) and/or Lower Living Standard Income Level (LLSIL) to unemployed and employed individuals.

II. BACKGROUND

The one-stop delivery system is the basic delivery system for adult and dislocated worker services. Through this system, Adults, Dislocated Workers, and Youth can access a continuum of services, which are career and training services. Pursuant to section 134 of Workforce Innovation and Opportunity Act (WIOA), training services may be made available to unemployed and employed adults and dislocated workers participants. Pursuant to WIOA Sec. 129 (c)(2), training services can be provided to youth participants. In order to provide WIOA training services, a need for such services must be identified that demonstrates the individual could not obtain or retain employment that leads to economic self-sufficiency.

III. OVERVIEW

The economic self-sufficiency standard is necessary to provide greater flexibility in the provision of services to WIOA participants. This standard continues to be the basis for eligibility determination for adults that are employed and those who had an income in the prior 6 months of determining WIOA eligibility above the FPL and the LLSIL, and is seeking individualized and training services.

In order to maximize the region's ability to service the widest range of individuals seeking individualized and training services, the economic self-sufficiency standard is being modified as described below.

The federal poverty level does not take into consideration costs like childcare and health care that not only draw from one's income, but also are determining factors in one's ability to work and to endure the potential hardships associated with balancing employment and other aspects of everyday life.

Further, poverty thresholds do not account for geographic variation in the cost of essential household expenses. The self-sufficiency tools used looks at the basic income standard

that, if met, draws a very fine line between financial independence of the working poor and the need to seek out public assistance or suffer consistent and severe housing and food insecurity.

IV. ACRONYMS

AJC	American Job Center
ALICE	Asset Limited, Income Constrained, Employed
CSSF	CareerSource South Florida
EMD	Employ Miami Dade
EM	Employ Monroe
FPL	Federal Poverty Level
LLSIL	Lower Living Standard Income Level
LWDA	Local Workforce Development Area
LWDB	Local Workforce Development Board
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
WIOA	Workforce Innovation and Opportunity Act

V. STANDARDS

The established economic self-sufficiency standard for low-income families is calculated based on the self-sufficiency tools used to determine the income needed for a family to maintain financial stability in Miami Dade and Monroe counties.

Household costs are compared to household income to determine if households are below the ALICE Threshold. For example, a family of two adults and two children in Miami Dade County requires an annual income of \$112,476, as noted in the ALICE Household Budgets report. A different family with two members, but in this case composed of two adults, living in Miami-Dade County, would require an annual income of \$81,360 to achieve economic independence.

VI. ECONOMIC SELF-SUFFICIENCY

The economic self-sufficiency wage was derived from the ALICE Household Survival Budgets and the Living Wage Calculator for Miami Dade and Monroe counties. The Living Wage Calculator estimates the wage needed to cover basic family expenses plus all relevant taxes. The economic self-sufficiency wage is as follows:

1. Miami Dade County - \$62 per hour
2. Monroe County - \$65 per hour

The economic self-sufficiency standard is the minimum amount of cash resources needed in order for a family to meet its basic needs and be self-sufficient.

The WIOA does not necessarily restrict priority of services only to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. The WIOA allows the Governor and local boards to establish a process that also gives

priority to “other” individuals who are eligible to receive such services, as long as it is consistent with priority of service for veterans and the priority provisions of WIOA sec. 134(c)(3)(E).

The Local Workforce Development Board (LWDB) 23 has separate definitions for economic self-sufficiency based on whether the individual at time of application is: unemployed or employed, and provides a separate definition for dislocated workers.

1. Unemployed Adults and Youth at Time of WIOA Registration

Includes unemployed adults and youth that have wages below the economic self-sufficiency wage whose total family income that exceeds the poverty level; or 400 percent of the LLSIL for Miami-Dade County or 450 percent for Monroe County for the 6 months prior to determining WIOA eligibility may receive individualized career and training services.

Documentation of the prior 6 month wage must be maintained in the case file and documented in Employ Miami Dade (EMD) / Employ Monroe (EM).

2. Adults and Youth Employed at Time of WIOA Registration

Employed individuals who are over the FPL/LLSIL guidelines but who need training in order to obtain or retain economic self-sufficient employment may receive individualized career and training services. Regardless of family size, an individual residing in the Local Workforce Development Area (LWDA) 23, must earn the listed wage to be economic self-sufficient.

Below are some elements to consider when determining whether individualized career and training services are needed to assist an employed worker in obtaining/retaining employment that will lead to economic self-sufficiency.

- a) WIOA services may provide the employed worker with the necessary skills to advance from the current job (that will lead to a self-sufficient wage).
- b) The employed worker is at risk of losing their current job and WIOA services may be deemed appropriate for the individual to find another job or assist in obtaining skills to retain employment with the current employer.
- c) WIOA services are the only resources available to assist the employed worker.
- d) The individual possess the skills and knowledge for a different occupation that is in demand and will provide a self-sufficient wage. If this is the case, does the applicant need WIOA services to obtain such a job?

3. WIOA Dislocated Workers Employed at Time of Registration

The LWDB 23 self-sufficiency standard for WIOA Dislocated Workers is 80% of the pre-layoff wage. This only affects the dislocated workers when seeking training services.

For example, a dislocated worker was earning \$30,000 annually and is laid-off and accepts employment with another employer earning \$18,000 annually. The individual is eligible to receive training services through WIOA since the income is less than \$24,000 (80% of \$30,000).

The FPL and LLSIL are federally set and it indicates the minimum amount of income a family can earn per family size.

The LLSIL for Miami Dade County is 400% and 450% above the 100% LLSIL for Monroe County. The established economic self-sufficiency wage standard for adults that exceed the low-income standard is the highest wage derived from the Living Wage Calculator for a family of two working adults and three children, this will ensure that the greatest number of individuals are served through WIOA services.

Below is the annual income levels for LWDA 23, with the increased amount for the LLSIL.

INCOME LEVELS					
2023 Florida Poverty Level (FPL)					
2023 Lower Living Standard Income Level					
Family Unit Size	Poverty Level	70% LLSIL Metro	100% LLSIL Metro	400% LLSIL Metro Miami Dade	450% LLSIL Metro Monroe County
1	\$14,580.00	\$ 10,912.00	\$15,588.00	\$ 62,352.00	\$ 70,146.00
2	\$19,720.00	\$ 17,879.00	\$25,541.00	\$ 102,164.00	\$ 114,934.50
3	\$24,860.00	\$ 24,539.00	\$35,056.00	\$ 140,224.00	\$ 157,752.00
4	\$30,000.00	\$ 30,296.00	\$43,280.00	\$ 173,120.00	\$ 194,760.00
5	\$35,140.00	\$ 35,756.00	\$51,081.00	\$ 204,324.00	\$ 229,864.50
6	\$40,280.00	\$ 41,819.00	\$59,742.00	\$ 238,968.00	\$ 268,839.00
7	\$45,420.00	\$ 47,882.00	\$68,403.00	\$ 273,612.00	\$ 307,813.50
8	\$50,560.00	\$ 53,945.00	\$77,065.00	\$ 308,260.00	\$ 346,792.50
Plus 1	\$ 5,140.00	\$ 6,063.00	\$ 8,661.00	\$ 34,644.00	\$ 38,974.50

VII. Statutory Priority of Services

Priority of service means adults who meet the WIOA eligibility must be served before other persons for the receipt of individualized career and training services. Veterans are included in the priority groups and must be provided with services before non-veterans are served as described below.

A. Adult Funds

The focus of WIOA when serving individuals with barriers to employment to ensure access to individualized career and training services is on a priority basis and must be provided in the following sequential order:

1. Recipients of Public Assistance

An individuals who receives, or in the past six months has received, or is a member of a family that receives, or in the past six months has received, assistance through one or more of the following:

- a) Supplemental Nutrition Assistance Program (SNAP) – Established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.).
- b) Temporary Assistance for Needy Families (TANF) – Are block grants provided via federal funding to states for a wide range of program benefits and activities under part A of Title IV of the Social Security Act (42 U.S.C. 601 et seq.).

- c) Supplemental Security Income – Established under Title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or state or local income-based public assistance.

2. Low-income Individual

Payments for unemployment compensation, child support payments, and old-age survivors' insurance are not excluded from income calculations for determining if an individual is low income. The determining factors are if an individual:

- a) Is in a family with total family income that does not exceed the poverty level.
- b) Does not exceed 400 percent for Miami-Dade County or 450 percent for Monroe County of the LLSIL.
- c) Is homeless (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6)), or a homeless child or youth (as defined under section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2))).
- d) Receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.).
- e) Is a foster child for whom state or local government payments are made.
- f) Has a disability and whose own income meets the income requirement, but who is a member of a family whose income does not meet this income requirement.

3. Basic Skills Deficient Individual

An individual who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family or in society. Youth participants must be assessed below the 8th grade level on the generally accepted assessment state approved test to be basic skills deficient.

4. Underemployed Individual

An underemployed individual who meets the definitions of low-income and barriers to employment, working in a paid, unsubsidized job, may include those who are employed:

- a) Less than full-time who are seeking full-time employment.
- b) In a position that is inadequate with respect to their skills and training.
- c) Who meet the definition of low-income.
- d) Whose current job's earnings are not sufficient compared to their previous job's earnings from previous employment.

B. Veteran and Adult Priority of Service

Veterans who receive priority of service must meet all WIOA adult program eligibility requirements. For income-based eligibility determinations, amounts paid while on active duty or paid by the Department of Veterans Affairs (VA) for vocational rehabilitation, disability payments, or related VA-funded programs cannot be considered income for eligibility purposes.

Priority of service must be provided to eligible WIOA adult program participants in the following order:

1. Veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, including the underemployed, or individuals who are basic skills deficient.
2. Individuals who are not veterans or eligible spouses who are included in the groups given WIOA priority selection criteria, (public assistance recipient, other low-income individuals including underemployed or basic skills deficient).
3. All other veterans and eligible spouses who are not included in the WIOA priority groups (see above items 1 and 2).
4. Other individuals who do not meet the statutory priority, but who are identified as priority populations established by the Governor and/or local workforce development boards.
5. Other individuals who do not meet the statutory priority and who do not meet the Governor's or local workforce development board's discretionary priority, but who do meet the WIOA adult program eligibility.

VIII. DEFINITIONS

1. Basic Skills Deficient – an individual who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family or in society. Youth participants must be assessed below the 8th grade level on a generally accepted assessment state approved test.
2. Eligible Spouse – an individual who is the spouse of:
 - a. Any veteran who died of a service-connected disability;
 - b. Any member of the Armed Forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been so listed for a total of more than 90 days as:
 - i. Missing in Action;
 - ii. Captured in line of duty by a hostile force; or
 - iii. Forcibly detained or interned in line of duty by a foreign government or power.
 - c. Any veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs;
 - d. Any veteran who died while a disability was in existence.
3. Low Income – an individual who:
 - a. Receives, or in the past six months has received, or is a member of a family that is receiving or in the past six months has received, assistance through the Supplemental Nutrition Assistance Program (SNAP) established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.), the program of block grants to States for Temporary Assistance for Needy Families (TANF) program under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), or the Supplemental Security Income program established under title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or state or local income-based public assistance;

- b. Is in a family with total family income that does not exceed the poverty line; or 70 percent of the Lower Living Standard Income Level;
 - c. Is a homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6)), or a homeless child or youth (as defined under section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2)));
 - d. Receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.);
 - e. Is a foster child for whom state or local government payments are made; or
 - f. Is an individual with a disability whose own income meets the income requirement, but who is a member of a family whose income does not meet this income requirement.
4. Public Assistance Recipient – an individual who receives, or in the past six months has received, or is a member of a family that receives or in the past six months has received, assistance through one or more of the following:
 - a. Supplemental Nutrition Assistance Program;
 - b. Temporary Assistance for Needy Families;
 - c. Supplemental Security Income; or
 - d. Other state or local income-based assistance.
 5. Veteran – an individual who served in the active military, naval, or air service, and was discharged or released under conditions other than dishonorable. Active service includes full-time duty in the National Guard or a Reserve component, other than full-time duty for training purposes (38 U.S.C. 101(2)).
 6. Veteran Priority of Service – veterans and eligible spouses are given priority over non-covered persons for the receipt of employment, training, and placement services provided under a qualified job training program. Eligible veterans and their spouses are entitled to precedence over non-covered persons for services. This means a veteran or an eligible spouse either receives access to a service earlier in time than a non-covered person or, if resources are limited, the veteran or eligible spouse receives access to the services instead of, or, before a non-covered individual.

IX. EXCEPTIONS

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.

X. RESOURCES

1. Workforce Innovation and Opportunity Act (WIOA) sec 129 (c)(2) and sec.134(c)(3)(E)
2. WIOA Desk Reference – [Priority of Service for WIOA Adult Funds](#)
3. WIOA Desk Reference – [Priority of Services for Veterans](#)
4. 20 Code of Federal Regulations (CFR) [680.210](#) and [680.600](#)
5. Training and Employment Guidance Letter (TEGL) [19-16](#) and [07-20](#)
6. CareerSource Florida Priority of Service – [Administrative Policy 105](#)

7. Living Wage Calculator – [Miami-Dade County, Florida](#)
8. Living Wage Calculator – [Monroe County, Florida](#)
9. United for ALICE (Asset Limited Income Constrained Employed) – [2023 Report](#)

XI. ATTACHMENTS

1. Attachment A – Living Wage Calculator User’s Guide/Technical Notes
2. Attachment B – ALICE Household Budgets
3. Attachment C – Miami Dade and Monroe Counties Living Wage Calculations
4. Attachment D – 2023 FPL & LLSIL
5. Attachment E – 2023-2026 Florida Minimum Wage
6. Attachment F – WIOA Veterans Fact Sheet

LIVING WAGE CALCULATOR
User's Guide / Technical Notes

2022-2023 Update

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1. Introduction to living wage model

Analysts and policy makers often compare income to the federal poverty threshold in order to determine an individual's ability to live within a certain standard of living. However, poverty thresholds do not account for living costs beyond a very basic food budget. The federal poverty measure does not take into consideration costs like childcare and health care that not only draw from one's income, but also are determining factors in one's ability to work and to endure the potential hardships associated with balancing employment and other aspects of everyday life. Further, poverty thresholds do not account for geographic variation in the cost of essential household expenses.

The living wage model is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family's likely minimum food, childcare, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.) costs. The living wage draws on these cost elements and the rough effects of income and payroll taxes to determine the minimum employment earnings necessary to meet a family's basic needs while also maintaining self-sufficiency.

The living wage model is a 'step up' from poverty as measured by the poverty thresholds but it is a small 'step up', one that accounts for only the basic needs of a family. The living wage model does not allow for what many consider the basic necessities enjoyed by many Americans. It does not budget funds for pre-prepared meals or those eaten in restaurants. It does not include money for unpaid vacations or holidays. Nor does it provide money income to cover unexpected expenses such as a sudden illness, a major car repair, or the purchase of a household appliance such as a refrigerator. Lastly, it does not provide a financial means for planning for the future through savings and investment or for the purchase of capital assets (e.g. provisions for retirement or home purchases). The living wage is the *basic* income standard that, if met, draws a very fine line between the financial independence of the working poor and the need to seek out public assistance or suffer consistent and severe housing and food insecurity. In light of this fact, the living wage is perhaps better defined as a minimum subsistence wage for persons living in the United States.

2. Family Compositions

The living wage calculator estimates the living wage needed to support families of twelve different compositions: one adult families with 0, 1, 2, or 3 dependent children, two adult families where both adults are in the labor force and working with 0, 1, 2, or 3 dependent children, and two adult families where one adult is not in the labor force with 0, 1, 2, or 3 dependent children.

For single adult families, the adult is assumed to be employed full-time. For two adult families where both adults are in the labor force, both adults are assumed to be employed full-time. For two adult families where one adult is not in the labor force, one of the adults is assumed to be employed full-time while the other non-wage-earning adult provides full-time childcare for the family's children. Full-time work is assumed to be year-round, 40 hours per week for 52 weeks, per adult.

Families with one child are assumed to have a ‘young child’ (4 years old). Families with two children are assumed to have a ‘young child’ and a ‘child’ (9 years old). Families with three children are assumed to have a ‘young child’, a ‘child’, and a ‘teenager’ (15 years old).

3. Geographic Definitions

The living wage is calculated at the county, metropolitan area, state, regional, and national level. Unless otherwise noted, geographic definitions are consistent with those published by the Office of Management and Budget, last updated in 2020.¹

The living wage is calculated for 384 metropolitan areas and all 50 states and the District of Columbia. It is not calculated for those who reside in Puerto Rico, Guam, or the Virgin Islands. Work is underway to calculate a living wage for Puerto Rico. Regional assignments are made by state according to Census definitions. Unless otherwise specified, regional membership is based on the four major Census regions. Reported national values are calculated as the average values of the 50 states and Washington DC, weighted by population.²

4. Data Sources and Calculations

The living wage is defined as the wage needed to cover basic family expenses (basic needs budget) *plus* all relevant taxes. Values are reported in December 2022 dollars. To convert values from annual to hourly, a work-year of 2,080 hours (40 hours per week for 52 weeks) per adult is assumed. The basic needs budget and living wage are calculated as follows:

$$\text{Basic needs budget} = \text{Food cost} + \text{childcare cost} + (\text{insurance premiums} + \text{health care costs}) + \text{housing cost} + \text{transportation cost} + \text{other necessities cost} + \text{civic engagement} + \text{broadband}$$

$$\text{Living wage} = \text{Basic needs budget} + (\text{basic needs budget} * \text{tax rate})$$

The following is an explanation of data sources for each component of the living wage:

Food. The food component of the basic needs budget was compiled using the USDA’s low-cost food plan³ national average in June 2021.⁴ The low-cost plan is the second least expensive food plan offered from a set of four food plans that provide nutritionally adequate food budgets at various price points.⁵ The low-cost plan assumes that families select lower cost foods and that all meals (including snacks) are prepared in the home. The food component’s value varies by family size and the ages of individual family members. Adult food consumption costs are estimated by averaging the low-cost plan food costs for males and females between 19 and 50. Child food

¹ <https://www.whitehouse.gov/omb/information-regulatory-affairs/statistical-programs-standards/>; The tool definition of geography is kept as consistent as possible based on the recurring changes from federal agencies, including the U.S. Census Bureau and the Office of Management and Budget.

² The data was not skewed to justify the use of the median, instead of the mean.

consumption costs are estimated using the various categories in the low-cost food plan based on the child age assumptions detailed in the section Assumptions about Family Composition. The regional adjustment factor is based on estimated regional differences in raw and unprepared food prices. The regional adjustment factors by region are as follows: East (1.08), Midwest (0.95), South (0.93), and West (1.11).⁶

Childcare. Childcare cost data was updated in 2019 and reflects county and state-level data collected from state market rate surveys and a survey of county-level child care provider cost data where available. If these were not available, they were aggregated from providers via either a database or contacting providers in the state directly.

Historically, the lowest cost option was used and then averaged across the toddler and newborn age groups. As far as possible the median estimates of childcare center costs were used. If median costs were not reported, the mean was used instead. Since 2020, we have used the average childcare cost, irrespective of child's age, and multiplied this by the number of children in the household (0, 1, 2, or 3) to derive the childcare cost for all family compositions. For three-child households, using this method generates the same result as assuming the household has 1 child at each of the three age-brackets (pre-school, school-age, and teenager).⁷

Monthly rates were calculated as follows, unless otherwise specified:

<u>Original Rate</u>	<u>Conversion Factor</u>
Hourly	50*4.33
Daily	5*4.33
Weekly	4.33
Monthly	1
Annually	1/12

Values were inflated from 2019 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.⁸ And, the state-wide cost was computed as the weighted average (by population) of the county cost estimates.

³ The USDA food plans are available at <https://www.fns.usda.gov/cnpp/usda-food-plans-cost-food-reports-monthly-reports>.

⁴ June costs for each year are used to represent the annual average. <https://fns-prod.azureedge.us/sites/default/files/media/file/CostofFoodApr2022Thrifty.pdf>

⁵ The Census Bureau uses the lowest cost food plan published by the USDA, the thrifty plan, in calculating the federal poverty thresholds. The use of the thrifty plan is highly criticized because it does not provide a nutritious diet and it is only meant for temporary or emergency use (see e.g. Natale & Super, 1991). Such critiques provide compelling arguments against the use of the thrifty food plan in the living wage calculator.

⁶ USDA Economic Research Service: Liebttag, E. S. (2007). Stretching the food stamp dollar: regional price differences affect affordability of food. Economic Information Bulletin Number 29-2.

⁷ As of January 2023, the U.S. Department of Labor's Women's Bureau released county-level estimates for the price of childcare – notably different than the total costs associated with childcare – as part of The National Database of Childcare Prices (NDCP). The database includes childcare price data by provider type, age of children, and county characteristics between 2008 and 2018, and is available at <https://www.dol.gov/agencies/wb/topics/childcare>. Moving forward, we are deliberating possible utilization of this data based on the continuing development of estimates for all U.S. states.

⁸ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

In Delaware, Kentucky, Montana, and South Dakota costs were reported only for the 75th percentile. In Virginia, only the 70th percentile was reported and in New York, only the 69th percentile is reported.

For those states that only provided region- or zone-level averages, the zone or region average was used for each county within that zone or region.

For those states that only provided state-wide estimates, the county estimates were calculated by multiplying the state average by the ratio of the median household income in that county to the weighted average of the median household income in the state by county population.

For the states with missing counties, the strategy depended on how many counties were missing and the characteristics of the non-missing data. Median household income data was consolidated for every county in each state with missing data. Each county also had a corresponding rural-urban continuum code, a number between 1 and 9, indicative of metropolitan population size. Missing counties were imputed by indexing by median household income, while accounting for how rural or urban the county was. If there were at least seven⁹ non-missing counties with the same rural-urban continuum code as the missing county, the missing county cost was estimated by multiplying the weighted average childcare cost of the non-missing counties of that rural-urban code with the ratio of the median household income in that county to the weighted average of the median household income in the counties of that rural-urban code. If there were fewer than seven non-missing counties, we chose to use whether the county was metro or non-metro in place of the code. This meant multiplying the weighted average childcare cost of the (non)-metro counties with the ratio of the median household income in that county to the weighted average of the median household income in the (non)-metro counties. Future plans are to utilize the Bureau of Labor Statistics Child Care Price Data, collected in 2018.

Only in the cases of Alaska and Nevada was there so much missing data that we were not able to use an urban/rural indicator and use the average of all non-missing counties as the base.

Health. Typical health-related expenses are difficult to estimate due to the multitude of variables that potentially impact health care expenditures, such as the relative health of household members and the range of coverage and affiliated costs under alternative employer and non-employer medical plans. The health component of the basic needs budget includes: (1) health insurance costs for employer sponsored plans, (3) medical services, (3) drugs, and (4) medical supplies.¹⁰ Costs for medical services, drugs and medical supplies were derived from 2017 national expenditure estimates by household size provided in the 2021 Bureau of Labor

⁹ We used 7 as an arbitrary number believing that fewer than 7 counties would produce a far too biased estimate.

¹⁰ For many low-income families, the assumption that their employer provides health insurance may be overly optimistic. Indeed and as documented by the Employee Benefit Research Institute, the offer rates of health insurance vary substantially by gender, level of education, and income (EBRI Brief #370). However, we felt comfortable with the assumption that the employer subsidizes coverage because our optimism likely produces living wage estimates that are *below* the living wage needed. Considering all factors and the unavoidable granularity of any living wage estimator, we felt that this decision was justified.

Statistics Consumer Expenditure Survey.¹¹ These estimates were further adjusted for regional differences using annual income expenditure shares reported by region.¹² Values were inflated from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.¹³

Health insurance costs were calculated using the Health Insurance Component Analytical Tool (MEPSnet/IC) provided online by the Agency for Healthcare Research and Quality.¹⁴ This tool provides state-level estimates derived from the insurance component of the 2017 Medical Expenditure Panel Survey. The criteria for cost estimation using MEPSnet/IC tool were: “Private-Sector Establishments: State Specific Data for Private-Sector Establishments”, for each individual state, “Annual Premiums and Contributions per Enrolled Employee at Private-Sector Establishments”, All Employees Combined, either (1) “Single Plans”, (2) “Employee-plus-one Plans” or (3) “Family Plans.” We assumed that a single adult family uses a “Single Plan”, a two adult family uses an “Employee-Plus-One Plan,” and all other family types use a “Family Plan.”¹⁵ Values were inflated from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.¹⁶

Housing. The housing component captures the likely cost of rental housing in a given area in April 2022 using HUD Fair Market Rents (FMR) estimates. The FMR estimates are produced at the sub-county and county levels.¹⁷ County FMRs were obtained by aggregating sub-county estimates (where sub-county estimates existed) using a population-weighted average using population estimates from the 2021 5-year American Community Survey estimates published by the Census Bureau.¹⁸ State and metropolitan area FMRs were also obtained by population weighting county FMRs.

¹¹ 2021 Consumer Expenditure Survey, Table 1400, available at <https://www.bls.gov/cex/tables/calendar-year/aggregate-group-share/cu-size-2021.pdf>.

¹² 2021 Consumer Expenditure Survey, Table 1800, available at <https://www.bls.gov/cex/tables/calendar-year/mean-item-share-average-standard-error/cu-region-1-year-average-2021.pdf>.

¹³ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

¹⁴ Available at http://meps.ahrq.gov/mepsweb/data_stats/MEPSnetIC.jsp.

¹⁵ An alternate method using the MEPS query tool is simply to extract the data from the appropriate ‘quick’ tables available on the MEPS website. To obtain the mean employee contribution for a single plan by state we used Table X.C.1(2020), available at https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_10/2020/txc1.htm. To obtain the mean employee contribution for a plus-one plan by state, we used Table X.D.1(2020), available at https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_10/2020/txd1.htm. To obtain the mean employee contribution for a family plan by state, we used Table X.E.1(2020), available at https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_10/2020/txe1.htm.

¹⁶ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

¹⁷ HUD provides sub-county data and defines the corresponding metropolitan area for sub-county data as a “HUD Metro Fair Market Rent Areas,” (HMFAs) when revised OMB definitions encompass area that is larger than HUD's definitions of housing market areas. More information can be found in HUD’s Fair Market Rent Overview documentation <https://www.huduser.gov/portal/datasets/fmr.html#2022>.

¹⁸ The 2021 American Community Survey geographic definitions are available at <https://www.census.gov/programs-surveys/acs/geography-acs/geography-boundaries-by-year.2021.html#list-tab-GD-MV3QPLDZPZJX9H4F>.

The FMR estimates include utility costs and vary depending on the number of bedrooms in each unit, from zero to four bedrooms. We assumed that a one adult family would rent a single occupancy unit (zero bedrooms) for an individual adult household, that a two adult family would rent a one bedroom apartment, and that two adult and one or two child families would rent a two bedroom apartment. We further assumed that families with three children would rent a three bedroom apartment (the adults are allocated one bedroom and the children two bedrooms).

Transportation. The transportation component is constructed using 2019 national expenditure data by household size from the 2021 Bureau of Labor Statistics Consumer Expenditure Survey including: (1) Cars and trucks (used), (2) gasoline and motor oil, (3) other vehicle expenses, and (4) public transportation. Transportation costs cover operational expenses such as fuel and routine maintenance as well as vehicle financing and vehicle insurance but do not include the costs of purchasing a new automobile.¹⁹ These costs were further adjusted for regional differences using annual expenditure shares reported by region.²⁰ Expenditures were selected by household size, instead of as a share of household income because transportation costs (i.e. gas, repairs, etc.) are roughly the same for all persons regardless of income. Values were inflated from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.

Other necessities. The basic needs budget includes cost estimates for items not otherwise included in the major budget components such as clothing, personal care items, and housekeeping supplies. Expenditures for other necessities are based on 2021 data by household size from the 2021 Bureau of Labor Statistics Consumer Expenditure Survey including: (1) Apparel and services, (2) Housekeeping supplies, (3) Personal care products and services, (4) Reading, and (5) Miscellaneous.²¹ These costs were further adjusted for regional differences using annual expenditure shares reported by region.²² Values were inflated from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.²³

Civic. The civic engagement component is constructed using 2021 national expenditure data by household size from the 2021 Bureau of Labor Statistics Consumer Expenditure Survey including: (1) Fees and admissions, (2) audio and visual equipment and services, (3) pets, and (4) toys, (5) hobbies, and playground equipment, (6) other entertainment supplies, (7) equipment, and services, (8) reading, and (9) education. Civic engagement costs cover expenses related to

¹⁹ 2021 Consumer Expenditure Survey, Table 1400, available at <https://www.bls.gov/cex/tables/calendar-year/aggregate-group-share/cu-size-2021.pdf>.

²⁰ 2021 Consumer Expenditure Survey, Table 1800, available <https://www.bls.gov/cex/tables/calendar-year/mean-item-share-average-standard-error/cu-region-1-year-average-2021.pdf>.

²¹ 2021 Consumer Expenditure Survey, Table 1400, available at <https://www.bls.gov/cex/tables/calendar-year/aggregate-group-share/cu-size-2021.pdf>.

²² 2021 Consumer Expenditure Survey, Table 1800, available <https://www.bls.gov/cex/tables/calendar-year/mean-item-share-average-standard-error/cu-region-1-year-average-2021.pdf>.

²³ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

participating in and engaging in civic activities.²⁴ These costs were further adjusted for regional differences using annual expenditure shares reported by region.²⁵ Expenditures were selected by household size, instead of as a share of household income because civic engagement costs are roughly the same for all persons regardless of income. Values were inflated from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.²⁶

Broadband. Broadband and cell phone service are a blended constructed variable based on a study of the 25 largest service providers. First, a preliminary analysis of the broadband sector in the United States was conducted by looking at the types of connections (cable, fiber, ADSL, and satellite), geographic coverage, services available, and subscription plan costs of the ten largest broadband providers. Next, in order to obtain geographic data of the cost of broadband, we randomly selected three states from each of the major geographic regions (Northeast, South, Midwest, and West), listed the major broadband providers for each of those states, and obtained the lowest cost plan in an urban, suburban, and rural zip code. In order to acquire this data, we used the BroadbandNow tool, which lists available providers and prices by zip code. We also noted the top firms in each of the selected states and any additional costs associated with each plan, including monthly modem rental prices.

An analysis of the lowest cost broadband plan in urban, suburban, and rural zip codes in each geographic region (Northeast, South, Midwest, and West) confirmed no major geographic trends. The base cost of the cheapest plan available is typically \$50 per month plus an additional equipment fee of approximately \$10 per month.

Research from other sources seems to corroborate our findings that \$60/month is a proper national estimate. The website cable.co.uk did a report on global broadband costs per country and found the average cost of broadband in the US as of 2020 was \$50². A report from 2010 by the FCC found that the average broadband bill for those whose plans were not part of a bundle was \$46.25³. None of those costs include equipment for a modem however which from our data collection usually ranged around \$10/month. That extra cost brings those estimates close to our \$60/month estimate for internet cost.

To estimate cell-phone service cost, we conducted a geographic analysis using the aforementioned steps applied to broadband service. Cell-phone service programs are similarly configured with a base cost that reflects an average of \$60, plus additional charges related to service usage.

We combined broadband and cell-phone service into one cost estimate of \$120.00. For both broadband and cell phone service an inflation rate adjustment was applied to bring the value to December 2022 dollars.

²⁴ 2021 Consumer Expenditure Survey, Table 1400, available at <https://www.bls.gov/cex/tables/calendar-year/aggregate-group-share/cu-size-2021.pdf>.

²⁵ 2021 Consumer Expenditure Survey, Table 1800, available <https://www.bls.gov/cex/tables/calendar-year/mean-item-share-average-standard-error/cu-region-1-year-average-2021.pdf>.

²⁶ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

Taxes. Estimates for federal and state taxes are included in the calculation of a living wage. Property taxes and sales taxes are already represented in the budget estimates through the cost of rent and other necessities.

Federal taxes are taken from the NBER TAXSIM²⁷ and include: individual income taxes (after tax credits including the refundable portion of earned income and child tax credits), payroll taxes (including the employee portion of social security and medicare taxes), corporate income tax, estate tax, and excise tax. Previously we used the Urban-Brookings Tax Policy Center Microsimulation Model (version 0217-1). The change in source resulted in a small but systematic decline in the total tax burden for families.

Additionally in previous years, the state tax rate was taken from the state income tax rate, as reported by the CCH State Tax Handbook 2021 published by Wolters Kluwer State Tax Handbook, which reports 2021 tax rates.²⁸ The tax rate tier applied was determined by the pre-tax living wage, and includes deductions.²⁹ However, after leveraging the NBER TAXSIM model, state tax rates are applied directly from TAXSIM.

5. Comparisons to the Minimum Wage, Poverty Threshold, and Wages by Occupation

Minimum Wage: The minimum wage estimates the lowest threshold an employer can legally pay employees for certain types of work. For comparison, we used state minimum wage data obtained from the United States Department of Labor as of January 1, 2023.³⁰ The federal minimum wage is used for states where the state minimum wage is less than the federal minimum of \$7.25.³¹ The average minimum wage of all fifty states and the District of Columbia is used to estimate the national minimum wage.³²

Poverty Wage: The poverty threshold is defined by the Department of Health and Human Services. It is an administrative threshold to determine eligibility for financial assistance from the federal government. For comparison, we use the poverty thresholds for the 48 contiguous states, Washington DC, Alaska, and Hawaii, as of 2022.³³ The average poverty wage of all 50 states and the District of Columbia is used to estimate the national poverty wage.

²⁷ NBER TAXSIM documentation is available at <https://taxsim.nber.org/feenberg-coutts.pdf>.

²⁸ The CCH State Tax handbook is available at

<https://www.cchgroup.com/store/products/state-tax-handbook-2015-prod-10034384-0006/book-softcover-item-1-10-034384-0006>. The 2017 values were not freely available at the time of publication.

²⁹ For example, if the living wage before taxes is \$25,000 and the second tier rate is for incomes \$10,000 to \$20,000 and the third tier rate is for incomes \$20,001 and \$30,000, the third tier is applied.

³⁰ Minimum wage data are available at <https://www.dol.gov/whd/minwage/america.htm>.

³¹ Federal minimum wage data are available at <https://www.dol.gov/whd/minimumwage.htm>

³² This year, we are no longer providing sub-state level minimum wage data for counties or metropolitan areas that have a sub-state minimum wage greater than their state minimum. To learn more about sub-state minimum wages, please visit the National Conference of State Legislatures (NCSL) at <https://www.ncsl.org/labor-and-employment/state-minimum-wages>.

³³ Poverty data are available at <https://aspe.hhs.gov/poverty-guidelines>.

Wages by Occupational Group: For comparison, we use the median hourly wage rates for 22 major occupations in the nation, all 50 states and Washington DC, and 384 metropolitan areas, as defined by the Bureau of Labor Statistics as of 2020.³⁴ Values were inflated to from 2021 to December 2022 dollars using the Consumer Price Index inflation multiplier from the Bureau of Labor Statistics.³⁵

³⁴ BLS publishes state and metropolitan level occupational employment and wage estimates based on data collected from employers in all industry divisions for two digit Standard Occupational Coded occupations. These estimates are available at <http://www.bls.gov/bls/blswage.htm>.

³⁵ BLS inflation calculator is available at http://www.bls.gov/data/inflation_calculator.htm.

Household Stability Budget

Name	Single Adult	Two Adults	Two Adults & Two Children	Two Adults & Two Childcare
Housing - Rent	\$ 1,385.00	\$ 1,700.00	\$ 1,983.00	\$ 1,983.00
Housing - Utilities	\$ 154.00	\$ 239.00	\$ 292.00	\$ 292.00
Child Care	\$ -	\$ -	\$ 531.00	\$ 1,627.00
Food	\$ 684.00	\$ 1,263.00	\$ 2,218.00	\$ 1,894.00
Transportation	\$ 963.00	\$ 1,163.00	\$ 1,426.00	\$ 1,426.00
Health Care	\$ 195.00	\$ 460.00	\$ 748.00	\$ 748.00
Technology	\$ 125.00	\$ 160.00	\$ 160.00	\$ 160.00
Miscellaneous	\$ 351.00	\$ 499.00	\$ 736.00	\$ 813.00
Savings	\$ 351.00	\$ 499.00	\$ 736.00	\$ 813.00
Tax Payments	\$ 617.00	\$ 797.00	\$ 1,309.00	\$ 1,495.00
Tax Credits	\$ -	\$ -	\$ (766.00)	\$ (1,267.00)
Monthly Total	\$ 4,825.00	\$ 6,780.00	\$ 9,373.00	\$ 9,984.00
Annual Total	\$ 57,900.00	\$ 81,360.00	\$ 112,476.00	\$ 119,808.00
Hourly Wage (pp)	\$ 28.95	\$ 40.68	\$ 56.24	\$ 59.90

Household Survival Budget

Name	Single Adult	One Adult One Child	One Adult One Childcare	Two Adults	Two Adults Two Children	Two Adults Two Childcare	Single Senior	Two Seniors
Housing - Rent	\$ 903.00	\$ 992.00	\$ 992.00	\$ 992.00	\$ 1,259.00	\$ 1,259.00	\$ 903.00	\$ 992.00
Housing - Utilities	\$ 154.00	\$ 239.00	\$ 239.00	\$ 239.00	\$ 292.00	\$ 292.00	\$ 154.00	\$ 239.00
Child Care	\$ -	\$ 219.00	\$ 583.00	\$ -	\$ 438.00	\$ 1,313.00	\$ -	\$ -
Food	\$ 489.00	\$ 830.00	\$ 745.00	\$ 897.00	\$ 1,462.00	\$ 1,334.00	\$ 452.00	\$ 828.00
Transportation	\$ 359.00	\$ 457.00	\$ 457.00	\$ 536.00	\$ 836.00	\$ 836.00	\$ 312.00	\$ 442.00
Health Care	\$ 224.00	\$ 539.00	\$ 539.00	\$ 539.00	\$ 854.00	\$ 854.00	\$ 539.00	\$ 1,078.00
Technology	\$ 75.00	\$ 75.00	\$ 75.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 75.00	\$ 110.00
Miscellaneous	\$ 220.00	\$ 335.00	\$ 363.00	\$ 331.00	\$ 525.00	\$ 600.00	\$ 244.00	\$ 369.00
Tax Payments	\$ 336.00	\$ 514.00	\$ 575.00	\$ 436.00	\$ 854.00	\$ 1,015.00	\$ 386.00	\$ 657.00
Tax Credits	\$ -	\$ (359.00)	\$ (592.00)	\$ -	\$ (719.00)	\$ (1,256.00)	\$ -	\$ -
Monthly Total	\$ 2,760.00	\$ 3,841.00	\$ 3,976.00	\$ 4,080.00	\$ 5,911.00	\$ 6,357.00	\$ 3,065.00	\$ 4,715.00
Annual Total	\$ 33,120.00	\$ 46,092.00	\$ 47,712.00	\$ 48,960.00	\$ 70,932.00	\$ 76,284.00	\$ 36,780.00	\$ 56,580.00
Hourly Wage (pp)	\$ 16.56	\$ 23.05	\$ 23.86	\$ 24.48	\$ 35.47	\$ 38.14	\$ 18.39	\$ 28.29

Living Wage Calculation for Miami-Dade County, Florida												
	1 Adult				2 Adults (1 Working)				2 Adults (Both Working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$18.92	\$37.63	\$47.03	\$61.87	\$29.34	\$36.57	\$41.34	\$46.92	\$14.67	\$20.73	\$25.57	\$30.82

Living Wage Calculation for Monroe County, Florida												
	1 ADULT				2 ADULTS (1 Working)				2 ADULTS (Both Working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$20.13	\$38.74	\$48.77	\$63.80	\$29.61	\$37.19	\$41.96	\$47.21	\$14.81	\$21.29	\$26.37	\$31.78

INCOME LEVELS

2023 Florida Poverty Level (FPL)					
2023 Lower Living Standard Income Level					
Family Unit Size	Poverty Level	70% LLSIL Metro	100% LLSIL Metro	400% LLSIL Metro Miami Dade	450% LLSIL Metro Monroe County
1	\$ 14,580.00	\$ 10,912.00	\$ 15,588.00	\$ 62,352.00	\$ 70,146.00
2	\$ 19,720.00	\$ 17,879.00	\$ 25,541.00	\$ 102,164.00	\$ 114,934.50
3	\$ 24,860.00	\$ 24,539.00	\$ 35,056.00	\$ 140,224.00	\$ 157,752.00
4	\$ 30,000.00	\$ 30,296.00	\$ 43,280.00	\$ 173,120.00	\$ 194,760.00
5	\$ 35,140.00	\$ 35,756.00	\$ 51,081.00	\$ 204,324.00	\$ 229,864.50
6	\$ 40,280.00	\$ 41,819.00	\$ 59,742.00	\$ 238,968.00	\$ 268,839.00
7	\$ 45,420.00	\$ 47,882.00	\$ 68,403.00	\$ 273,612.00	\$ 307,813.50
8	\$ 50,560.00	\$ 53,945.00	\$ 77,065.00	\$ 308,260.00	\$ 346,792.50
Plus 1	\$ 5,140.00	\$ 6,063.00	\$ 8,661.00	\$ 34,644.00	\$ 38,974.50

Florida Minimum Wage through September 30, 2026

September 30, 2023	\$12.00		September 30, 2025	\$14.00
September 30, 2024	\$13.00		September 30, 2026	\$15.00

The Workforce Innovation and Opportunity Act

Final Rule Fact Sheet Veterans and Spouses

About WIOA

The Workforce Innovation and Opportunity Act (WIOA) is landmark legislation signed into law in July 2014 that seeks to transform the workforce system to help job seekers and workers succeed in the labor market and match employers with the skilled workforce they need to compete in the global economy. The three principles of excellence at the core of WIOA are:

- ◆ The needs of businesses and workers drive workforce solutions, and local workforce boards are accountable to communities in which they are located;
- ◆ American Job Centers (or One-Stop Centers) provide excellent customer service to job seekers and employers and focus on continuous improvement; and
- ◆ The public workforce system supports strong regional economies and plays an active role in community and workforce development.

In June 2016 the Departments of Labor, Education, and other federal partners released the WIOA Final Rules, which outline the final regulations for the implementation of WIOA. This fact sheet provides information about the final regulations related to serving veterans and their spouses.

Priority of Service for Veterans

Veterans and eligible spouses continue to receive priority of service for all DOL-funded job training programs, including WIOA programs. Priority of service is discussed in [Training and Employment Guidance Letter \(TEGL\) 10-09](#). Further, representatives funded through Jobs for Veterans State Grants (JVSG), a required partner program under WIOA, are located in many AJCs. The WIOA Title I Adult program also provides priority services for public assistance recipients, other low-income individuals, or individuals who are basic skills deficient. States and local areas must apply priority of service in the order below:

- ◆ First, to veterans and eligible spouses who also are included in the groups given statutory priority for WIOA adult formula funds. This means that veterans and eligible spouses who also are recipients of public assistance, other low-income individuals*, or individuals who are basic skills deficient would receive first priority for services provided with WIOA adult formula funds.
- ◆ Second, to non-covered persons (individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- ◆ Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
- ◆ Fourth, to any other populations identified by the Governor or Local Board for priority.
- ◆ Last, to non-covered persons outside the groups given priority under WIOA.

** Note: When past income is an eligibility determinant for Federal employment or training programs, any amounts received as military pay or allowances by any person who served on active duty, and certain other specified benefits must be disregarded for the veteran and for other individuals for whom those amounts would normally be applied in making an eligibility determination. Military earnings are not to be included when calculating income for veterans or transitioning service members for this priority.*

Learn More About WIOA

WIOA Final Rule

https://www.doleta.gov/wioa/Final_Rules_Resources.cfm

WIOA Guidance

http://wdr.doleta.gov/directives/All_WIOA_Related_Advisories.cfm

Employment & Training Administration's WIOA Resource Page <https://www.doleta.gov/wioa>

Overview of WIOA <https://www.doleta.gov/WIOA/Overview.cfm>

The WIOA Law <https://www.gpo.gov/fdsys/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf>



The Workforce Innovation and Opportunity Act

SERVING SEPARATING SERVICE MEMBERS AND MILITARY SPOUSES WITH DISLOCATED WORKER FUNDS

Service members exiting the military, including, but not limited to, recipients of Unemployment Compensation for Ex-Military members (UCX), generally qualify as dislocated workers.

- ◆ Dislocated Worker funds under WIOA Title I can help separating service members enter or reenter the civilian labor force. Generally a notice of separation, either a DD Form-214 from the Department of Defense or other appropriate documentation (such as separation orders) that shows a separation or imminent separation from the Armed Forces, qualifies as the notice of termination or layoff to meet the required dislocated worker definition.
- ◆ In most instances an individual will have to be eligible for or have exhausted entitlement to unemployment compensation (including UCX) in order to receive dislocated worker services. In the case of separating service members, or those on a terminal leave from the military, it may make sense to begin providing career services while the service members are still on Active Duty but have imminent separation dates.
 - ◇ It is appropriate to provide career services to separating service members who will be imminently separating from the military, provided that their discharge will be anything other than dishonorable.
 - ◇ Separating service members are required to participate in the Transition Assistance Program (TAP) in order to ensure they are prepared for civilian employment. During this program, separating service members and their spouses are encouraged to contact AJCs in the area in which they wish to seek services.

WIOA expands the definition of dislocated workers to include military spouses who have lost employment as a direct result of a relocation to accommodate a permanent change in the service member's duty station.

- ◆ Military spouses also may qualify if they are a dependent spouse of a member of the Armed Forces on active duty whose family income is significantly reduced, as determined by the State or local area, because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the service member.
- ◆ Military spouses also can qualify if they are unemployed or underemployed and are experiencing difficulty in obtaining or upgrading employment.

NATIONAL DISLOCATED WORKER GRANTS (DWG) FOR DISLOCATED SERVICE MEMBERS

DWGs provide resources to states and other eligible applicants to respond to large, unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including military service members, and meet the increased demand for WIOA employment and training services, with a purpose to reemploy laid off workers and enhance their employability and earnings.

Eligibility criteria regarding DWGs for dislocated service members can be found in [Training and Employment Guidance Letter \(TEGL\) 02-15, Attachment II](#).

WIOA Implementation Technical Assistance

The Innovation and Opportunity Network (ION) is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders that strive for system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA. Visit ION at <https://ion.workforcegps.org>

