	West Central Region Local Policy	
	Subject: Self-Sustaining Wage Policy	**Release Date:** 7/24/24
	Reference: WIOA Sec. 2(6)	**Revision:** 1

Purpose

One of the main purposes of the Workforce Innovation and Opportunity Act (WIOA) is to increase economic self-sufficiency through workforce development activities. WIOA requires State or Local boards to 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 100% of the Lower Living Standard Income Level (LLSIL) by family size set forth in WIOA sec. 3(36)(B) or income does that exceed the poverty line.

Under WIOA sec. 134(c)(3)(A)(i) individuals 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. 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.

WIOA requires a determination that employed adults and dislocated workers needs intensive or training services to obtain or retain employment that allows for self-sufficiency as a condition for providing those services. Recognizing that there are different local conditions that should be considered in this determination, the regulations provide maximum flexibility. As such, the only requirement is that self-sufficiency means employment that pays at least the LLSIL. The local board may include such factors as family size and local economic conditions within their definition of self-sufficiency. Dislocated workers may require a wage higher than the LLSIL to maintain self-sufficiency. Therefore, self-sufficiency for a dislocated worker may be defined in relation to a percentage of the layoff wage.

The Workforce Development Board of Western Missouri, Inc. (WDB) has determined that self-sufficiency will be met when a person reaches a level of income needed to cover costs for various family sizes and types, and no longer requires the assistance of the Title I program or any of the required partner agencies of WIOA (with the exception of activities or services that the State makes generally available to all its residents without cost) for a period of up to six consecutive months. The only exception to the above rule will be when an individual no longer wishes to participate in the Title I program services or has exhausted all available resources with the workforce development system. Consideration is given to those individuals with disabilities or other barriers to employment when setting criteria to determine self-sufficiency

Adult

Self-sufficiency in the West Central Region for the WIOA Title I Adult Program will at no time be less than 200% of the Federal Poverty Guidelines as determined by HHS.

2024 Poverty Guidelines		
Family Size	**Poverty Guideline**	**200% of Poverty Guideline**
1	$15, 060	$30,120
2	$20,440	$40,880
3	$25,820	$51,640
4	$31,200	$62,400
5	$36,580	$73,160
6	$41,960	$83,920
7	$47,340	$94,680
8	$52,720	$105,440
For families/households with more than 8 persons, add $5,380 for each additional person. Then multiply by 2.00 for 200% of Poverty Guideline.		

Dislocated Worker

Self-sufficiency in the West Central Region for the WIOA Title I Dislocated Worker Program will at no time be less than 85% of the earnings replacement rate.