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Policy Number: Section 2 Policy 12

Effective Date: 3-12-19

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## WIOA Priority for Individuals with Barriers to Employment Policy

### Purpose:

The purpose of this policy is to describe the Central Arkansas Workforce Development Board's (CAWDB) priority for WIOA Title I-B programs and services in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA), the WIOA Final Rule, Training and Employment Guidance Letters (TEGLs) published by the Employment and Training Administration of the U.S. Department of Labor (ETA), and policies of the Arkansas Workforce Development Board (AWDB).

### Reference:

WIOA §§ 3, 166(b), 167(i)(1-3), 203(7)  
20 U.S.C 7517 25 U.S.C 450b  
42 U.S.C. 601 et seq.  
43 U.S.C 1602(b),(r)  
TEGLs 19-16 & 21-16  
ADWS Policy No. WIOA I-B – 1.2  
ADWS Policy No. WIOA I-B – 2.3  
ADWS Policy No. WIOA I-B – 2.4  
ADWS Policy No. WIOA I-B – 2.8

### Policy:

In addition to statutory requirements concerning eligibility and priority for particular programs (including veterans priority for all programs), all programs of WIOA Title I-B must focus on serving individuals with barriers to employment, as detailed below [TEGL 19-16]. This does not mean that these individuals are the only ones who can be served, but that priority must be given to individuals identified as having barriers to employment after individuals who meet statutory priority requirements. Of course, all levels of priority must meet program eligibility criteria.

The CAWDB has developed procedures to ensure priority access to services for individuals with barriers to employment for all programs, while conforming to statutory regulations concerning each program.

CAWDB authorizes the administrative entity to develop and modify procedures that give priority to "individuals with barriers to employment" as described below [WIOA § 3(24); TEGL 19-16]:

- a) Displaced homemakers, as defined in WIOA § 3(16) and ADWS Policy No. WIOA I-B – 2.4 (Eligibility for Dislocated Worker Program)

- b) Low-income individuals, as defined in WIOA § 3(36) and ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- c) Indians (as defined in WIOA § 166(b) and 25 U.S.C 450b), Alaska Natives (as defined in WIOA § 166(b) and 43 U.S.C 1602(b),(r)), and Native Hawaiians (as defined in WIOA § 166(b) and 20 U.S.C 7517)
- d) Individuals with disabilities, including youth who are individuals with disabilities, as defined in WIOA § 3(25) and ADWS Policy No. WIOA I-B – 1.2 (Definitions) and including individuals who are recipients of Social Security Disability Insurance [TEGL 19-16]
- e) Older individuals, defined as age 55 or older [WIOA § 3(39)]
- f) Ex-offenders or offenders [TEGL 19-16], as defined in WIOA § 3(38) and ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- g) Homeless individuals, including runaways and homeless children and youth, as defined in TEGL 19-16 and ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- h) Youth who are in or have aged out of the foster care system
- i) Individuals who are English language learners, as defined in WIOA § 203(7) and ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- j) Individuals who have low levels of literacy (i.e. Basic Skills deficient [TEGL 19-16]), as defined in ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- k) Individuals facing substantial cultural barriers to employment, as defined in ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- l) Eligible migrant and seasonal farmworkers, as defined in WIOA § 167(i)(1-3) and ADWS Policy No. WIOA I-B – 1.2 (Definitions)
- m) Individuals within 2 years of exhausting lifetime eligibility under TANF (See 42 U.S.C. 601 et seq.)
- n) Single parents (custodial and non-custodial, mothers and fathers) and single pregnant women [TEGLs 19-16 & 21-16]
- o) Long-term unemployed individuals, as defined in ADWS Policy No. WIOA I-B – 1.2.

When providing services to multiple individuals, those identified as having priority will be served before others in accordance with this policy. The CAWDB administrative entity is responsible for developing and updating procedures as necessary for the purpose implementing this policy. Procedures are to be immediately implemented once developed, as well as any subsequent changes. The order of priority of services for individuals are as follows:

1. Veterans and eligible spouses, who receive public assistance, are low-income individuals, or are individuals who are basic skills deficient.
2. Not veterans or eligible spouses, but who are recipients of public assistance, are low-income individuals, or are basic skills deficient.
3. Veterans and eligible spouses who are not recipients of public assistance, are not other low-income individuals, and are not basic skills deficient.
4. Individuals, who are not veterans, are not recipients of public assistance, are not other low-income individuals, and are not basic skills deficient, but are individuals with other barriers to employment addressed in this policy.
5. Individuals, who are not veterans, are not recipients of public assistance, are not other low-income individuals, and are not basic skills deficient, or individuals with other barriers to employment addressed in this policy.

Approved by: Michelle Allgood

Date: 3-12-19

Title: CAWDB Chairperson

CAPDD/Arkansas Workforce Center is an "equal opportunity employer/program," and "auxiliary aids and Services are available upon request to Individuals with disabilities." Arkansas Relay Service: 1-800-285-1121 (Voice) 1-800-285-1131 (TDD) or TDD 711