

## Definition: Definition of Self-Sufficiency & Interim Employment

<b>Reference State Policy</b>	
<b>Board Approved</b>	September 10, 2008
<b>Revisions Approved</b>	5/31/16, 4/19/22, 7/18/23 Poverty level changed from 300% to 250%
<b>Effective Date</b>	7/18/23

### Definition of Self-Sufficiency

Customers who are unable to obtain employment leading to self-sufficiency after the receipt of career services may also be directed to training services. Self-sufficiency is defined as the ability to secure employment that will provide a family's gross wage in excess of 300% 250% of the poverty level for adults, or for a dislocated worker, at least 90% of one's previous salary. This determination will be made after the receipt of career services that indicates that attainment of self-sufficient employment of the customer is unlikely.

If a Dislocated Worker has taken new employment, determination of self-sufficiency status for Dislocated Workers requires a two step assessment of the workers employment:

- 1) Determine if the employment is "interim employment".
- 2) If the employment is not interim, a determination if the hourly wage is at least 90% or higher than the wage at dislocation.

### Definition of Interim Employment

Interim employment is employment that has been accepted for income maintenance prior to and/or during participation in career or training services with the intention of ending such employment at the completion of career or training services with entry into permanent unsubsidized employment as a result of the services. Interim employment is accepted because the affected workers have lost the customary work for which their training, experience or work history qualifies them. Interim employment can be part-time or full-time. Consideration may be made to categorize employment as "interim" when the worker does not have access to health care and is seeking a new job that provides this coverage. Such employment must be with an employer other than that one from which the individual was laid-off.

An eligible worker who is in interim employment following the dislocation is not considered self-sufficient even if the hourly wage exceeds 90% of the dislocation wage