



MID-CAROLINA

Workforce Development Board

Policy Letter #5

TO: All Staff
FROM: Mid-Carolina Workforce Development Staff
SUBJECT: Self-Sufficiency Policy

PURPOSE

To ensure that economic self-sufficiency is obtained, the NCWorks Career Center staff determines suitability for participants to be placed in training based on information gathered during the assessment process. A thorough assessment is conducted to determine each individual's employment and training interests and needs.

BACKGROUND

The Mid-Carolina Workforce Development Board's criteria for determining whether employment leads to self-sufficiency are based on the participant's employment wage. Adult participants will earn a wage greater than the lower living standard income level for their family size (Attachment A). For dislocated workers, they would receive at least 80% of their income from their last job.

POLICY

The Mid-Carolina Workforce Development Board considers the definition of "self-sufficiency" to determine if an employed individual is eligible to receive training services. The definition will also be considered when determining the eligibility of an individual for an On-the-Job or customized training program. Separate definitions are required for adults and dislocated workers. A Workforce Innovation and Opportunity Act (WIOA) sponsored participant who is employed at the time of WIOA registration may or may not attain self-sufficiency as defined by the WDB after receiving WIOA services. Achievement of self-sufficiency is the goal, but any earnings increase that moves the individual closer to self-sufficiency is allowable.

REFERENCES

OG 02-2024: 2024 Lower Living Standard Income Level (LLSIL)

ATTACHMENT

Attachment A: Lower Living Standard Income Level (LLSIL) Operational Guidance

CREATION DATE

July 2022

REVISION DATE

January 2024

December 2024

June 2025



**NORTH CAROLINA DEPARTMENT OF COMMERCE
DIVISION OF WORKFORCE SOLUTIONS**

DWS Operational Guidance Number: OG 02-2024

Date: April 29, 2024

Subject: 2024 Lower Living Standard Income Level (LLSIL)

From:

A handwritten signature in cursive script, reading "Andrea L. DeSantis".

**Andrea L. DeSantis, Ph.D.
Secretary for Workforce**

Purpose: To transmit the Program Year 2024 income chart identifying the higher of the "Federal Poverty Level Income Guidelines" and the "70% LLSIL Guidelines" for the year.

This Operational Guidance rescinds OG 04-2023, updates the LLSIL Adjusted Income Chart, and removes Granville, Harnett, and Haywood Counties as Metropolitan Statistical Areas. This Operational Guidance and the procedures herein supersede all previous policies, procedures, and guidelines regarding the LLSIL.

Background: The U.S. Department of Labor (USDOL) published the LLSIL in the Federal Register on April 16, 2024.

The LLSIL is used for several purposes under the federal Workforce Innovation and Opportunity Act (WIOA). Specifically, WIOA Section 3(36) defines the term "low-income individual" for eligibility purposes, and Sections 127(b)(2)(C) and 132(b)(1)(B)(v)(IV) define the terms "disadvantaged youth" and "disadvantaged adult" in terms of the poverty line or LLSIL for state formula allotments. The Governor, State, and Local Area Workforce Development Boards (WDBs) use the LLSIL for determining eligibility for youth and adults for certain services.

The USDOL Employment and Training Administration (ETA) encourages governors and state/WDBs to consult the WIOA Final Rule and ETA guidance for more specific guidance in applying LLSIL to program requirements. WIOA defines the term "low-income individual" as one who qualifies under various criteria, including an individual who is in a family with total family income that does not exceed the higher level of the poverty line or 70% of the LLSIL.

WIOA Section 3(36)(B) defines the LLSIL as "that income level (adjusted for regional, metropolitan, urban and rural differences, and family size) determined annually by the U.S. Secretary of Labor based on the most recent lower living family budget issued by the Secretary."

Action: The attached 2024 LLSIL Adjusted Income Chart is to be used to determine low-income status of applicants for WIOA services as noted in WIOA Section 3(36)(B).

Effective Date: April 16, 2024 (Per USDOL)

Expiration: Indefinite

Contact: Division Planner

Attachment: 2024 LLSIL Adjusted Income Chart



Lower Living Standard Income Level (LLSIL) Operational Guidance

Adjusted Income Chart Identifying the Higher of the Federal Poverty Level Income Guidelines and the 70% Lower Living Standard Income Level Guidelines, Including Metropolitan and Non-Metropolitan

Adjustments for Annual Family Size Differences

Effective: April 16, 2024

(Per U.S. Department of Labor)

Family Size	Non-Metropolitan	Metropolitan
1	\$15,060	\$15,060
2	\$20,440	\$20,440
3	\$25,820	\$26,622
4	\$31,684	\$32,867
5	\$37,390	\$38,791
6	\$43,727	\$45,368
For Each Additional Family Member Add	\$6,337	\$6,577

Metropolitan Statistical Area Counties

Alamance County	Chatham County	Gaston County	Mecklenburg County	Rockingham County
Alexander County	Craven County	Gates County	Nash County	Rowan County
Anson County	Cumberland County	Guilford County	New Hanover County	Stokes County
Brunswick County	Currituck County	Henderson County	Onslow County	Union County
Buncombe County	Davidson County	Hoke County	Orange County	Wake County
Burke County	Davie County	Iredell County	Pamlico County	Wayne County
Cabarrus County	Durham County	Johnston County	Pender County	Yadkin County
Caldwell County	Edgecombe County	Jones County	Person County	
Camden County	Franklin County	Lincoln County	Pitt County	
Catawba County	Forsyth County	Madison County	Randolph County	

