

WIA Program Definitions

“Unlikely to return to a previous industry or occupation”

Unlikely to obtain employment in a previous industry or occupation within six (6) months from date of termination or layoff due to general economic conditions of the area. Consideration will be given to declining industries or occupations or obsolete individual skills in a demand occupation or industry that could preclude an individual from being competitive or finding re-employment in the current occupation without the upgrading of skills.

“Substantial layoff”

Any reduction-in-force, which is not the result of a plant closing and which results in an employment loss at a single site of employment during any 30-day period for:

- A. (1) At least 33 percent of the employees (excluding employees regularly working less than 20 hours per week); and
(2) At least 50 employees (excluding employees regularly working less than 20 hours per week); or
- B. At least 250 employees (excluding employees regularly working less than 20 hours per week).

“Self-employed”

An individual who has established a business which meets, at a minimum, the definition contained in Internal Revenue Service Publication Number 334, Tax Guide for Small Business Part I. A business is an activity entered into for the purpose of making a profit; two (2) characteristic elements of a business are regularity of activities and transactions and the production of income.

“Displaced Homemaker”

A displaced homemaker is an individual who has been providing unpaid services to family members in the home, who has been dependent on the income of another family member but is no longer supported by that income, who is unemployed or underemployed and who is experiencing difficulty upgrading or obtaining employment.

“Self-sufficiency”

The ability of an individual to adequately provide for the perceived needs of both him/herself and dependents from the earnings received from his/her employment as well as additional revenues received as applied toward determined needs.

“Deficient in basic literacy skills”

Deficient in basic literacy skills is defined as a score of 8.9 grade level or less in either reading or math skills as determined by the Test of Adult Basic Education testing instrument or any other valid and recognized educational testing instrument that can measure a grade level in required areas.