

# **DISLOCATED WORKER ELIGIBILITY**

## **Workforce Innovation and Opportunity Act – 2014**

### **EASTERN CAROLINA LOCAL AREA**

**A DISLOCATED WORKER IS AN INDIVIDUAL WHO IS AGE 18 OR OLDER and falls into one of the following:**

1. An individual who has been terminated or laid off, or who has received notice of termination or layoff from employment, **and** is eligible for or has exhausted entitlement to unemployment compensation, **and** is unlikely to return to a previous industry or occupation.
2. An individual who has been terminated or laid off, or who has received notice of termination or layoff from employment, **and** has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in section 134(c), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that was not covered under a state unemployment compensation law, **and** is unlikely to return to a previous industry or occupation.
3. An individual who has been terminated or laid off, or who has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise.
4. An individual who is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days. For purposes of eligibility to receive services other than training services described in section 134(c)(3), career services described in section 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close.
5. An individual was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disaster.
6. An individual who is a displaced homemaker. The term “displaced homemaker” means an individual who has been providing unpaid services to family members in the home and who has been dependent on the income of another family member but is no longer supported by that income; **OR** is the dependent spouse of a member of the Armed Forces on active duty and whose family income is significantly reduced because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the member; and is unemployed or underemployed **AND** is experiencing difficulty in obtaining or upgrading employment.
7. The spouse of a member of the Armed Forces on active duty and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member.
8. The spouse of a member of the Armed Forces on active duty and who is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

**ADULT BASIC CAREER (ABC) SERVICES** are available to any dislocated worker through the NCWorks Career Centers, and shall, at a minimum, include –

- Determination of eligibility to receive assistance
- Outreach, intake, and orientation to the information and other services available through the Career Center
- Initial assessment of skill levels (including literacy, numeracy, and English language proficiency), aptitudes, abilities (including skills gaps), and supportive service needs
- Labor exchange services including job search & placement assistance, career counseling (as appropriate), information on in-demand industry sectors/occupations, information on nontraditional employment, job referrals, and referrals to other workforce development programs (as appropriate)
- Labor market employment statistics information (local, regional and national) including job vacancy listings, information on job skills necessary to obtain the jobs described and information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for such occupations

If determined to be appropriate in order for an individual to obtain or retain employment additional career services may be provided and may consist of –

- Comprehensive and specialized assessments of skill levels and service needs
- Development of an individual employment plan
- Group counseling
- Individual counseling
- Career planning
- Short-term prevocational services
- Internships and work experiences that are linked to careers
- Workforce preparation activities
- Financial literacy services
- Out-of-area job search assistance
- English language acquisition and integrated education and training programs
- Follow-up for not less than 12 months after the first day of employment, as appropriate

**TRAINING SERVICES** may be provided to an eligible dislocated workers who, after an interview, evaluation, or assessment, and career planning, have been determined, as appropriate, –

- Be unlikely or unable to obtain or retain employment that leads to self-sufficiency or wages comparable to or higher than wages from previous employment
- 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; and
- Have the skills and qualifications to successfully participate in the selected program of training services
- Select programs of training services that are directly linked to the employment opportunities in the local area, or in another area to which the individual is willing to commute or relocate
- Are unable to obtain other grant assistance or require assistance beyond the assistance made available under other grant assistance programs
- Are determined to be eligible in accordance with the priority system in effect

**Self-sufficiency:**

➤ **Dislocated Workers**

Self-sufficiency for dislocated workers will be evidenced by the individual entering employment at an earning wage and compensation package that is at least 80% of his/her previous earnings and compensation package.