

## Policy on Self-Sufficiency to Determine Underemployed Individuals

### I. INTRODUCTION

Workforce Development Board is responsible for establishing policies defining individual is underemployed to determine if they are eligible to participate in Innovation and Opportunity Act (WIOA) Title I-B activities. The services and aim to enable them to obtain and/or retain employment that will allow them to self-sufficient. To this end, the Public Policy of the Mayagüez-Las Marias Local Development Area is established to define the services for Underemployed individuals.

### II. LEGAL BASIS

Section 134 (a) (3) (A) (xii) and 134 (c) (3) (E) - Workforce Innovation and Opportunity Act (WIOA);


Sections 680.140 (b)(iii); 680.710 (a); 680.770 (a) of the Workforce Innovation and Opportunity Act (WIOA) Regulations;

TEGL 3-15 issued by the Employment and Training Program attached to the United States Department of Labor on July 1, 2015.

### III. INDIVIDUO SUB EMPLEADO

An underemployed individual is defined as:

- A. Part-time employee who is in search of full-time employment;
- B. Employed in a position which is inadequate compared to the skills and training possessed;

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- C. Is employed and is classified as a low-income individual, as defined in Section 3 (36) of WIOA:
    - a. Receives, or in the past six (6) months has received, or is a member of a family that receives, or in the past six (6) months has received, supplemental nutrition assistance from the Food and Nutrition Act of 2008, the TANF Program or other income-based public aid;
    - b. Is part of a household where the household income does not exceed the poverty guidelines ceiling or 70% of the lower living standard income level;
    - c. Is homeless (as defined in Section 41403(6) of the Federal Violence Against Women Act of 1994);
    - d. A disabled individual whose own income meets the requirements of subsection (b) but is a member of a family that does not meet such income requirement.
  - D. Individuals who are employed, but their income is not sufficient compared to the income they earned in their last job. It is determined that their income is adequate when the annual salary from such employment represents at least 85% of the annual salary they earned in their last job.

#### **IV. SERVICES**

Applicants will be required to meet all general eligibility requirements of each program, evidenced as required by established procedures.

Underemployed individuals, who are classified as low-income individuals, will receive career and training services on a priority basis as outlined in Section 134(c)(3)(E) of the WIOA Act.

Based on their needs and skills, underemployed individuals may receive the career and training services described in WIOA.

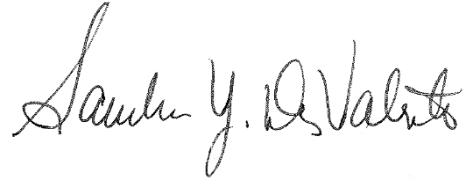
#### **V. APPROVAL AND EFFECTIVENESS**

This public policy becomes effective immediately after its approval. The Executive Director is responsible for informing the staff within five (5) days of its approval.



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Ángel San Miguel Hernández  
Local Workforce Development Board  
President



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Sandra I. Díaz Valentín  
Local Workforce Development  
Board Secretary

*27 - octubre de 2016*

October 27<sup>th</sup>, 2016

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Date

**CERTIFICATE OF TRANSLATOR**

*Smile Again Learning Center, Corp., certifies that a fluent translator in English and Spanish translated this document, that the above is a true and correct translation of the original document provided, in our best judgment, the translated text truly reflects the content, meaning, and style of the original text and constitutes in every aspect a complete and accurate translation of the original document. This is to certify the correctness of the translation only. We do not make any claims or guarantees about the authenticity or content of the original document. Further, Smile Again Learning Center assumes no liability for the way in which the translation is used by the customer or any third party, including end-users of the translation. Any translation into another language shall be deemed as reference and the original version shall prevail in any case. A copy of the translation is attached to this certification.*

*In Isabela, Puerto Rico, June 30, 2024*

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