

GLOW Workforce Development Board (WDB) Policy
Under the Workforce Innovation and Opportunity Act (WIOA)

Name of Policy: Policy for Dislocated Worker Definition

Approval Date: ~~2/19/02~~, 3/17/26

Effective Date: ~~1/21/03~~, 3/18/26

Policy:

To qualify for WIOA Dislocated Worker funding:

A) An **unemployed** individual must:

1. Qualify as a Dislocated Worker as established in WIOA legislation § 684.130: Underemployed means an individual who is working part-time but desires full-time employment, or who is working in employment not commensurate with the individual's demonstrated level of educational and/ or skill achievement. The term is also explained in Program Guidance Letter #22-01. Underemployed individuals: Individuals who have been determined to be DWs may remain DWs, even after they have obtained employment, if they are
 - individuals employed less than full-time who are seeking full-time employment;
 - individuals who are employed in a position that is inadequate with respect to their skills and training;
 - individuals who are employed who meet the definition
 - of a low-income individual in WIOA sec. 3(36);
 - individuals who are employed, but whose current job's earnings are less than the self-sufficiency wage rate set by the LWDB, or are not sufficient based on their training and experience or compared to their earnings from their previous employment; and
 - individuals who are employed in stopgap employment

B) an **employed** individual must:

1. Since July 2001, have qualified as a Dislocated Worker as established in WIOA legislation

AND

- a) Be earning a wage that is less than the self-sufficiency wage as adopted by the GLOW WDB for the GLOW Workforce Development Area (Currently \$28.00 or less per hour for ITAs, Customized Training, or On-the-job Training).

OR

- b) Be earning a wage that is less than 92% of the wage earned at the time of dislocation.

For further clarification see Workforce Development System Program Guidance Letter #22-01 September 14, 2022 for the definitions of the DLW Categories:

- A. Category 1 – DW
- B. Category 2 – DW Mass Layoff or Closure
- C. Category 3 – DW Self-Employed
- D. Category 4 – DW Displaced Homemaker
- E. Category 5 – DW Spouse of a Member of the Armed Forces

AND

Additional NYSDOL DW Designations:

- A. Individuals dislocated due to Foreign Trade,
- B. Long-term unemployed (LTU) individuals
- C. Underemployed individuals