

## WIOA Barriers to Employment Definitions

Barrier	WIOA Definition
Cultural Barriers	no further detail is included in WIOA
Disabled	<p>(A) IN GENERAL.—The term “individual with a disability” means an individual with a disability as defined in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102).</p> <p>(B) INDIVIDUALS WITH DISABILITIES.—The term “individuals with disabilities” means more than 1 individual with a disability.</p>
Displaced Homemaker	<p>The term "displaced homemaker" means an individual who has been providing unpaid services to family members in the home and who—</p> <p>(A)(i) has been dependent on the income of another family member but is no longer supported by that income; or</p> <p>(ii) is the dependent spouse of a member of the Armed Forces on active duty (as defined in section 101(d)(1) of title 10) and whose family income is significantly reduced because of a deployment (as defined in section 991(b) of title 10 or pursuant to paragraph (4) of such section), a call or order to active duty pursuant to a provision of law referred to in section 101(a)(13)(B) of title 10, a permanent change of station, or the service-connected (as defined in section 101(16) of title 38) death or disability of the member; and</p> <p>(B) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.</p>
Low-Income Individuals	<p>LOW-INCOME INDIVIDUAL.— (A) IN GENERAL.—The term “low-income individual” means an individual who—</p> <p>(i) receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.), the program of block grants to States for temporary assistance for needy families program under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), or the supplemental security income program established under title XVI of the Social Security Act (42 U.S.C. 1381 et seq.), or State or local income-based public assistance;</p> <p>(ii) is in a family with total family income that does not exceed the higher of— (I) the poverty line; or (II) 70 percent of the lower living standard income level;</p> <p>(iii) is a homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994 H. R. 803—12 (42 U.S.C. 14043e–2(6))), or a homeless child or youth (as defined under</p>

	<p>section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2));</p> <p>(iv) receives or is eligible to receive a free or reduced price lunch under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.);</p> <p>(v) is a foster child on behalf of whom State or local government payments are made; or</p> <p>(vi) is an individual with a disability whose own income meets the income requirement of clause (ii), but who is a member of a family whose income does not meet this requirement. (B) LOWER LIVING STANDARD INCOME LEVEL.—The term “lower living standard income level” means that income level (adjusted for regional, metropolitan, urban, and rural differences and family size) determined annually by the Secretary of Labor based on the most recent lower living family budget issued by the Secretary.</p>
English Language Learner	<p>The term "English language learner" when used with respect to an eligible individual, means an eligible individual who has limited ability in reading, writing, speaking, or comprehending the English language, and-</p> <p>(A) whose native language is a language other than English; or</p> <p>(B) who lives in a family or community environment where a language other than English is the dominant language.</p>
Ex-Offender	<p>no further detail is included in WIOA regarding 'Ex-offender,' but 'offender' is defined.</p> <p>OFFENDER.—the term “offender” means an adult or juvenile—</p> <p>(A) who is or has been subject to any stage of the criminal justice process, and for whom services under this Act may be beneficial; or</p> <p>(B) who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction</p>
Exhausting TANF Within Two Years	<p>Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).</p>
Foster Care Youth	<p>Youth who are in or have aged out of the foster care system.</p>
Homeless	<p>Defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6)), or homeless children and youths (as H. R. 803—10 defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))</p>
Long Term Unemployed	<p>Long Term Unemployed refers to students who have been unemployed for 27 or more consecutive weeks. The term "unemployed individual" means an individual who is without</p>

	a job and who wants and is available for work. The determination of whether an individual is without a job, for purposes of this paragraph, shall be made in accordance with the criteria used by the Bureau of Labor Statistics of the Department of Labor in defining individuals as unemployed.
Low Literacy Levels	no further detail is included in WIOA
Migrant Farmworker	The term "eligible migrant farmworker" means— (A) an eligible seasonal farmworker described in paragraph (3)(A) whose agricultural labor requires travel to a job site such that the farmworker is unable to return to a permanent place of residence within the same day; and (B) a dependent of the farmworker described in subparagraph (A).
Seasonal Farmworker	The term "eligible seasonal farmworker" means— (A) a low-income individual who— (i) for 12 consecutive months out of the 24 months prior to application for the program involved, has been primarily employed in agricultural or fish farming labor that is characterized by chronic unemployment or underemployment; and (ii) faces multiple barriers to economic self-sufficiency; and (B) a dependent of the person described in subparagraph (A).
Single Parent or Guardian	Single parents (including single pregnant women).