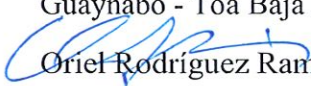




## **Public Policy No. 17-08:**

# **Defining Criteria for the Underemployment Program for Adults and Dislocated Workers**

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**Date:** December 8, 2017  
**To:** Guaynabo - Toa Baja Local Workforce Development Area  
**From:**  Oriel Rodríguez Ramírez - Local Workforce Development Board (LWDB)

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### **I. INTRODUCTION**

The Workforce Innovation and Opportunity Act (WIOA) aims to promote workforce activities through the implementation of workforce development systems. These systems are designed to address unemployment by managing the employment of both unemployed and underemployed individuals, thereby fostering economic self-sufficiency, and enhancing the productivity and competitiveness of the nation.

### **II. PURPOSE**

The purpose of this policy is to define the concept of underemployment for the Dislocated Adult and Dislocated Worker Program.

### **III. LEGAL BASIS**

The Workforce Innovation and Opportunity Act provides that the Local Workforce Development Board (LWDB) shall establish public policy to define the concept of Underemployment for the Adult and Dislocated Worker Program.

- 20 CFR 684.130 defines an underemployed individual.

#### **IV. PUBLIC POLICY**

The GTB-LWDA, in addition to offering training and career development services to unemployed persons, also serves a significant population who are categorized as underemployed. The Local Board states that persons who are underemployed may include:

- Persons working part-time (20 hours or less) who are seeking full-time employment.
- Over-qualified individuals: individuals employed in positions below their skills and qualifications.
- Employees who meet the definition of a low-income person as outlined in WIOA section 3(36).
- Individuals who have not worked full-time (30 or more hours per week), in employment not subsidized by WIOA funds, for more than 13 consecutive weeks.
- Individuals who are employed but whose current earnings are insufficient compared to their previous job.

Underemployed individuals who meet the definition of a low-income individual may receive career and training services under the adult program on a priority basis, as specified in TEGL 19-16.

#### **V. EFFECTIVENESS**

This public policy shall become effective immediately after its approval.