

 <p>Innovative Workforce Solutions</p> <p>A proud partner of the americanjobcenter network</p>	Subject Unlikely To Return Justification Dislocated Worker Determination Yuma County	
	Original Issue Date December 4, 2014	Revision Date February 5, 2016
	Authorized by: Patricia Ray, Operations Director	

Unlikely To Return Justification

Purpose: To provide guidance to the Yuma County Local Workforce Development Area (LWDA) in determining Title 1 WIOA Dislocated Worker eligibility to individuals who have been terminated, laid off, or have received notice of termination or layoff, from employment generally due to plant closures or downsizing. The “unlikely to return” justification described in this policy will be applied to determining Dislocated Worker eligibility in Yuma County.

References

Training and Employment Guidance Letter WIOA NO-3-15

Federal Register, Proposed Rules 680.130(a)(b)

Workforce Innovation and Opportunity Act Policy Manual; Adult and Dislocated Worker Programs- Section 103.01-02, Category A-3

WIOA Chapter 3: Definitions- # (15)

Monitored by: Operations Director, Program Director and EO & Compliance Manager.

Policy

The WIOA Adult and Dislocated Worker formula programs, in coordination with the Wagner-Peyser (WP) Employment Service (ES) are pivotal pieces of the one-stop delivery system. The One-stop delivery system provides universal access to career services to adults and Dislocated Workers. Under WIOA adults and dislocated workers are also able to access career and training services.

To determine eligibility for “dislocated worker” enrollment the individual must meet the eligibility requirements as described in the Workforce Innovation and Opportunity Act Policy Manual; Adult and Dislocated Worker Programs- Section 103.01-02, Category A and the additional “criteria” described in the Yuma County Justification procedure as outlined in this policy.

All individuals determined eligible for Dislocated Worker services will received any combination of the “career services” as listed below;

- AJC Registration
- Orientation
- Career Advising
- Workshops Attendance
 - Resume assistance
 - Interview skills
 - Job club
 - Basic Computer
 - Life Skills Assessments
 - Budgeting
- Career Pathways
- Comprehensive Assessment
- Development of IEP
- Internships/WEX

ELIGIBILITY CRITERIA

Eligibility criteria for determining Dislocated Worker eligibility will adhere to the criteria cited in the Workforce Innovation and Opportunity Act Policy Manual; Adult and Dislocated Worker Programs- Section 103.01-02, Category A and the additional “criteria” described in the Yuma County Dislocated Worker; issue date July 1, 2014, Revision date December 28, 2015. Additional criteria in making determinations for Dislocated Worker status is as follows;

Yuma County Justification for “Unlikely to Return to the Previous Industry/Occupation”

The Yuma County Labor Market area is somewhat of an “anomaly” compared to the other labor market areas in Arizona and in the United States. Some of the factors that make Yuma County so much different as a labor market area result in economic dysfunctions that cause standard workforce development interventions to fail. Definitions affecting eligibility that would work in most other labor markets do not work well in the Yuma labor market area. The following is a list of factors that negatively impact eligibility considerations for the WIOA Dislocated Worker Program in the Yuma County Labor Market Area:

- Yuma County is a surplus labor area. The Bureau of Labor statistics defines an area of substantial unemployment as a labor market with more than 4.5%. Relative excess unemployment as defined in the WIOA Allocation Formula is 6.5% and above. Yuma County’s unemployment rate varies between 22% and 30%. High unemployment rates do not take into account Underemployment caused by a lack of jobs with too many potential job seekers.
- Yuma County has a limited labor market. Yuma has close to twice the concentration of employment in the Government sector relative to Arizona and the United States. In the Agriculture, Forestry, Fishing, and Hunting sector, Yuma has nine to 13 times the concentration of employment relative to the U.S. and Arizona, respectively. Yuma is underrepresented in all of the other major industry sectors.* The Agriculture Industry demonstrates huge seasonal shifts. In 2011, the industry had a seasonal fluctuation of 20,000 jobs.

- Yuma County is a low wage area. Per Capita income in the county is 80% of the Per Capita income for the State of Arizona. Low rates of pay are attributed to the proximity to the U.S./Mexico Border, Seasonal Job Shifts, and limited job opportunities.

- Yuma County has low educational attainment rates. According to the 2010 Census, workers (25 years and older) in Yuma County who have “less than a high school diploma” is 28.1%. In addition, a full 25.1% have “some college but no degree” and less than 10% have a bachelor degree. Many of the jobs identified as requiring a 4-year degree are out of reach for a large majority of Yuma County workers.

- Yuma County workers face 2nd Language issues. 50.7 % speak a language other than English at home. 21.8% of Spanish language speakers speak English less than “very well”.

- Yuma County experiences high rates of poverty. Some zip codes in South Yuma County have residents whose annual income is less than \$15,000.

- Yuma County is isolated from other metropolitan areas and regional economies. The area’s relative isolation from metropolitan areas can be a source of difficulty in service delivery, wage parity with other Arizona cities and counties, and educational and training opportunities. In particular, this can pose a formidable challenge to disabled workers.

- Yuma County, along with other Arizona Counties and Cities faces economic challenges directly attributable to the Arizona State Legislature. Since the start of the “Great Recession”, the legislature has “swept” funds designated for other necessary services to balance the State’s Budget. One of these designated funds is the Highway User Revenue Fund (HURF). These funds are used by local governments to maintain local roads and highways. Millions of dollars have been withheld from local governments. In Yuma County, the Construction Sector accounted for 52% of the total job losses between 2007 and 2011. Loss of HURF funds continues to affect construction and job creation in Yuma County.

The Yuma County One-Stop staff performs a variety of vocational, educational and career counseling assessments to determine and identify needs specific to the Dislocated Worker as well as to determine eligibility for WIOA enrollment.

As indicated in the narrative above, although there may be some job openings in a previously declining industry and/or occupation these few openings do not begin to offset the high unemployment rates in Yuma County. They do not accurately portray an industry that is in a “positive growth rate” simply because there are openings in the local market for that occupation. Therefore, if there are less than 25 openings in a previously declining industry/occupation we will verify and document information verified by AJC, Bureau of Labor Statistics and local wage data, that the Dislocated Worker is “unlikely to return” to that occupation as based on the criteria in this rationale.

In summary, any customers in Yuma County meeting the Criteria as stated in this policy document will be processed and determined eligible for the Dislocated Worker Program for WIOA.

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