

Employment Challenges Definitions

As defined in WIOA section 3(24), the following individuals are deemed to have a challenge to employment:

Type	Definition
Displaced Homemaker	<p>An individual who has been providing unpaid services to family members in the home and who:</p> <ol style="list-style-type: none"> 1. Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment; and who either: <ol style="list-style-type: none"> a. Has been depending on the income of another family member but is no longer supported by that income; or b. Is the dependent spouse of a member of the Armed Forces on active duty and whose family income is significantly reduced because of a deployment, a call or order to active duty, a permanent change of station, or the service-connected death or disability of the family member.
Low-Income Individual	<p>An individual who:</p> <ol style="list-style-type: none"> 1. Receives, or in the past six months has received, or is a member of a family that is receiving or in the past six months has received, assistance through SNAP, TANF, SSI, or State or local income-based public assistance; 2. Is in a family with a total family income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level. 3. Is a homeless individual or homeless child or youth; 4. 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.), 5. Is a foster child for whom State or local government payments are made; or 6. Is an individual with a disability whose own income meets the eligibility income requirement of clause (2) but who is a member of a family whose income does not meet this requirement.
Indian, Alaska Native, and Native Hawaiian	<p>An individual who meets the definition of the term:</p> <ol style="list-style-type: none"> 1. “Indian” as defined in subsections (d), (e), and (l) of section 4 of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450b); 2. “Alaska Native” as defined in subsections (b) and (r) of section (3) of the Alaska Native Claims Settlement Act (43 U.S.C. 1602(b), (r)); or 3. “Native Hawaiian” as defined in section 7207 of the Native Hawaiian Education Act (20 U.S.C. 7517).

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Individual with a Disability	<p>An individual who:</p> <ol style="list-style-type: none"> 1. Has a physical or mental impairment that substantially limits one or more major life activities of such individual; 2. Has a record of such an impairment; or 3. Is regarded as having such an impairment.
Older Individual	<p>An individual who is age 55 or older.</p>
Ex-Offender/Justice-Involved Individual	<p>An adult or juvenile who:</p> <ol style="list-style-type: none"> 1. Is or has been subject to any stage of the criminal justice process and for whom workforce services may be beneficial; or 2. Requires assistance in overcoming artificial challenges to employment resulting from a record of arrest or conviction. <p>(Also referred to as ex-offender/offender and justice-involved or justice-impacted individual.)</p>
Homeless Individual	<p>An individual who lacks a fixed, regular, and adequate nighttime residence including:</p> <ol style="list-style-type: none"> 1. An individual who: <ol style="list-style-type: none"> a. Is sharing housing with others due to loss of housing, economic hardship, etc.; b. Is living in a motel, hotel, trailer park, or campground due to the lack of alternative adequate accommodations; c. Is living in an emergency or transitional shelter; d. Is abandoned in a hospital; or e. Is awaiting foster care placement. 2. An individual who has a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings; or 3. Migratory children who qualify as homeless because the children are living in circumstances listed above.
Individual Who is In, or Has Aged Out of, the Foster Care System	<p>An individual who:</p> <ol style="list-style-type: none"> 1. Is in the foster care system; 2. Has aged out of the foster care system; 3. Has attained age 16 and left foster care for kinship guardianship or adoption; 4. Is in an out-of-home placement.

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Individual Who is an English Language Learner, Has Low Levels of Literacy, or Faces Substantial Cultural Challenges	<p>An individual who:</p> <ol style="list-style-type: none"> 1. Has limited ability in reading, writing, speaking, or comprehending the English language and whose native language is a language other than English or who lives in a family or community environment where a language other than English is the dominant language; 2. Is unable to read, write, or speak English at a level necessary to function on the job, or in the individual's family or in society; or 3. Perceives him or herself as possessing attitudes, beliefs, customs, or practices that influence a way of thinking, acting, or working that may serve as a hindrance to employment.
Migrant or Seasonal Farmworker (MSFW)	<p>An individual who is employed, or was employed in the past 12 months, in farm work of a seasonal or temporary nature, including those whose agricultural labor requires travel to a job site such that they are unable to return to a permanent place of residence within the same day.</p>
Individual Within Two Years of Exhausting TANF Eligibility	<p>Recipients of TANF cash assistance who have received 36 months or more of their maximum 60 months of lifetime cash benefit payments.</p>
Single Parent	<p>A single, separated, divorced, or widowed individual who has primary responsibility for one or more dependent children under age 18 or a dependent with a disability (including a single pregnant woman).</p>
Long-Term Unemployed Individual	<p>An individual who is currently unemployed and has been unemployed for 27 or more consecutive weeks.</p>
Individual from a Qualified Census Tract or a Disproportionately Impacted Area*	<p>An individual who resides in a Qualified Census Tract or a Disproportionately Impacted Area:</p> <ol style="list-style-type: none"> 1. Qualified Census Tract (QCT) is a census tract, as defined by the U.S. Census Bureau, having 50 percent of households with incomes below 60 percent of the Area Median Gross Income (AMGI) or having a poverty rate of 25 percent or more. 2. Disproportionately Impacted Area (DIA) means those ZIP Codes most severely affected by the COVID-19 pandemic, to be determined based on positive COVID-19 case per capita

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	<p>rates, and that meet at least one of the following poverty-related criteria relative to other ZIP Codes within that region:</p> <ul style="list-style-type: none"> • share of population consisting of children age 6 to 17 in households with income less than 125% of the federal poverty level (FPL); • share of population consisting of adults over age 64 in households with income less than 200% FPL; • share of population in household with income less than 150% FPL; or • share of population consisting of children ages 5 and under in households with income less than 185% FPL. <p>Locations of qualified census tracts and disproportionately impacted areas may be obtained by entering the client's address at the following link: https://www.illinoisworknet.com/qctdiamap</p>
<p>Individual who is Basic Skills Deficient*</p>	<p>An individual who:</p> <ol style="list-style-type: none"> 1. is a youth that has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or 2. is a youth or adult that is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society as documented using the Basic Skills Screening Tool. <p>See the state policy regarding Basic Skills Deficiency Assessment Requirements for further guidance.</p>

* State defined employment challenges.