

WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA) TECHNICAL DOCUMENT 2016-01

DEFINITIONS FOR WIOA IMPLEMENTATION

TERM	DEFINITION	REFERENCE
Administrative Costs	Expenditures incurred by State boards and local boards, direct recipients (including State grant recipients under WIOA subtitle B of title I and recipients of awards under subtitles C and D of title I), local grant recipients, local fiscal agents or local grant sub-recipients, and one-stop operators in the performance of administrative functions and in carrying out activities under title I that are not related to the direct provision of workforce investment services (including services to participants and employers). Such costs include both personnel and non-personnel costs and both direct and indirect costs.	<ul style="list-style-type: none"> • <i>Workforce Innovation & Opportunity Act (WIOA) § 3(1)</i>
Adult	An individual who is age 18 or older, except as otherwise specified in WIOA section 132	<ul style="list-style-type: none"> • <i>WIOA § 3(2)</i>
Adult Education	Academic instruction and education services below the postsecondary level that increase an individual's ability to: (A) Read, write, and speak in English and perform mathematics or other activities necessary for the attainment of a secondary school diploma or its recognized equivalent; (B) Transition to postsecondary education and training; and (C) Obtain employment.	<ul style="list-style-type: none"> • <i>WIOA § 3(3);</i> • <i>WIOA § 203(1)</i>
Adult Education and Literacy Activities	Programs, activities, and services that include adult education, literacy, workplace adult education and literacy activities, family literacy activities, English language acquisition activities, integrated English literacy and civics education, workforce preparation activities, or integrated education and training.	<ul style="list-style-type: none"> • <i>WIOA § 3(3);</i> • <i>WIOA § 203(1)</i>
American Job Center	<i>See, One-Stop Center</i>	<ul style="list-style-type: none"> • <i>WIOA § 3(40);</i> • <i>Cp, WIOA § 121 (e)(2)</i>
Area Career and Technical Education School	(A) A specialized public secondary school used exclusively or principally for the provision of career and technical education to individuals who are available for study in preparation for entering the labor market; (B) The department of a public secondary school exclusively or principally used for providing career and technical education in not fewer than 5 different occupational fields to individuals who are available for study in preparation for entering the labor market; (C) A public or nonprofit technical institution or career and technical education school used exclusively or principally for the provision of career and technical education to individuals who have completed or left secondary school and who are available for study in preparation for entering the labor market, if the institution or school admits, as regular students, individuals who have completed secondary school and	<ul style="list-style-type: none"> • <i>WIOA § 3(4);</i> • <i>Perkins Career & Technical Edu. Act §3 (3)</i>

	<p>individuals who have left secondary school; or,</p> <p>(D) The department or division of an institution of higher education, that operates under the policies of the eligible agency and that provides career and technical education in not fewer than 5 different occupational fields leading to immediate employment but not necessarily leading to a baccalaureate degree, if the department or division admits, as regular students, both individuals who have completed secondary school and individuals who have left secondary school.</p>	
Attending any School	<p>The term school refers to both secondary and post-secondary school as defined by the applicable State law for secondary and post-secondary institutions. For purposes of title I of WIOA, providers of adult education under title II of WIOA, YouthBuild programs, or Job Corps programs are not considered as schools. Therefore, if the only “school” the youth attends is adult education provided under title II of WIOA, YouthBuild, or Job Corps, the individual is considered to be an out-of-school youth for purposes of title I WIOA youth program eligibility.</p>	<ul style="list-style-type: none"> • <i>NPRM § 681.230</i>
Basic Skills Deficient	<p>With respect to an individual:</p> <p>(A) Who is a youth, that the individual has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or,</p> <p>(B) Who is a youth or adult, that the individual 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.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(5)</i>
Cash Assistance (TANF)	<p>With respect to the Welfare-to-Work program, cash assistance are benefits that:</p> <p>(1) Meet the definition of assistance at 45 CFR§ 260.31; and</p> <p>(2) Are directed at basic needs.</p>	<ul style="list-style-type: none"> • <i>45 CFR 260.30 and 260.32</i>
Career and Technical Education	<p>Organized educational activities that—</p> <p>(A) Offer a sequence of courses that— ‘(i) provides individuals with coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in current or emerging professions; (ii) provides technical skill proficiency, an industry-recognized credential, a certificate, or an associate degree; and (iii) may include prerequisite courses (other than a remedial course) that meet the requirements of this subparagraph; and</p> <p>(B) Include competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of an industry, including entrepreneurship, of an individual.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(6);</i> • <i>Perkins Career & Technical Edu. Act §3 (5)</i>

Career Pathway	<p>A combination of rigorous and high-quality education, training, and other services that:</p> <p>(A) Aligns with the skill needs of industries in the economy of the State or regional economy involved;</p> <p>(B) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the National Apprenticeship Act (29 U.S.C. 50 et seq.);</p> <p>(C) Includes counseling to support an individual in achieving the individual’s education and career goals;</p> <p>(D) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;</p> <p>(E) Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;</p> <p>(F) Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and</p> <p>(G) Helps an individual enter or advance within a specific occupation or occupational cluster.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(7)</i>
Career Planning	<p>The provision of a client-centered approach in the delivery of services, designed:</p> <p>(A) To prepare and coordinate comprehensive employment plans, such as service strategies, for participants to ensure access to necessary workforce investment activities and supportive services, using, where feasible, computer- based technologies; and</p> <p>(B) To provide job, education, and career counseling, as appropriate during program participation and after job placement.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(8)</i>
Career Services	<p>Services provided pursuant to WIOA § 134 (c)(2)</p>	<ul style="list-style-type: none"> • <i>WIOA § 134(c)(2)</i>
Commingled State TANF expenditures (TANF)	<p>Expenditures of State funds that are made within the TANF program and commingled with Federal TANF funds.</p>	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Community-Based Organization	<p>A private nonprofit organization (which may include a faith-based organization), that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce development.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(10)</i>
Community Service Programs (TANF)	<p>Structured programs and embedded activities in which individuals perform work for the direct benefit of the community under the auspices of public or nonprofit organizations. Community service programs must be limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety, and child care. Community service programs are designed to improve the employability of individuals not otherwise able to obtain unsubsidized full-time employment, and must be supervised on an ongoing basis no less frequently than once each day in which the</p>	<ul style="list-style-type: none"> • <i>45 CFR 261.2 (h)</i>

	individual is scheduled to participate. A State agency shall take into account, to the extent possible, the prior training, experience, and skills of a recipient in making appropriate community service assignments.	
Competitive Integrated Employment	Work that is performed on a full-time or part-time basis, including self-employment, and for which an individual is compensated at a specified rate; that is at a location typically found in the community and where the employee with a disability interacts for the purpose of performing the duties of the position with other employees and persons who are not individuals with disabilities; and that presents, as appropriate, opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.	<ul style="list-style-type: none"> • <i>WIOA §361.5 (c)(9)</i> • <i>29 U.S.C. 705(5) and 709(c)</i>
Compulsory Attendance	Each child who resides in Maryland and is 5 years old or older and under 17 shall attend a public school regularly during the entire school year unless the child is otherwise exempted due to attainment of a high school diploma or GED; is receiving regular, thorough instruction during the school year in the studies usually taught in the public schools to children of the same age or has completed such instruction; is married; is active military; attends an alternate education program; or is within any other exemptions listed in Education Article, §7-301, Annotated Code of Maryland. Effective July 1, 2017, the age for compulsory public school attendance will change to ages 5-18.	<ul style="list-style-type: none"> • <i>Education Article, §7-301, Annotated Code of Maryland (Age for Compulsory Public School Attendance)</i>
Contingency Fund (TANF)	Federal TANF funds available under section 403(b) of the Act, and contingency funds means the Federal monies made available to States under that section. Neither term includes any State funds expended pursuant to section 403(b).	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Contingency Fund Maintenance of Effort (TANF)	Expenditures that a State must make in order to meet the MOE requirements at sections 403(b)(6) and 409(a)(10) of the Act and subpart B of part <u>264 of this chapter</u> and retain contingency funds made available to the State. The only expenditures that qualify for Contingency Fund MOE are State TANF expenditures.	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Core Program Provision	(A) Chapters 2 and 3 of subtitle B of title I (relating to youth workforce investment activities and adult and dislocated worker employment and training activities); (B) Title II (relating to adult education and literacy activities); (C) Sections 1 through 13 of the Wagner-Peyser Act (29 U.S.C. 49 et seq.) (relating to employment services); and (D) Title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741) (relating to vocational rehabilitation services).	<ul style="list-style-type: none"> • <i>WIOA § 3(13)</i>
Cultural Barriers	Barriers that exist when a participant 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	<ul style="list-style-type: none"> • <i>Federal Register 2015-007 Participant Individual Record Layout (PIRL)</i>
Customized Employment	Competitive integrated employment for an individual with a significant disability that is based on an individualized determination of unique strengths, needs, and interests of the individual; is designed to meet the specific abilities of the individual with a significant	<ul style="list-style-type: none"> • <i>WIOA, §361.5 (c) (11)</i> • <i>29 U.S.C. 705(7) and 709(c)</i>

	disability and the business needs of the employer; and is carried out through flexible strategies.	
Customized Training	<p>Training:</p> <p>(A) That is designed to meet the specific requirements of an employer (including a group of employers);</p> <p>(B) That is conducted with a commitment by the employer to employ an individual upon successful completion of the training; and</p> <p>(C) For which the employer pays— (i) a significant portion of the cost of training, as determined by the local board involved, taking into account the size of the employer and such other factors as the local board determines to be appropriate, which may include the number of employees participating in training, wage and benefit levels of those employees (at present and anticipated upon completion of the training), relation of the training to the competitiveness of a participant, and other employer-provided training and advancement opportunities; and (ii) in the case of customized training (as defined in subparagraphs (A) and (B)) involving an employer located in multiple local areas in the State, a significant portion of the cost of the training, as determined by the Governor of the State, taking into account the size of the employer and such other factors as the Governor determines to be appropriate.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(14)</i>
Declining Industry	An industry where growth is either negative or is not growing at the broader rate of economic growth.	<ul style="list-style-type: none"> • <i>U.S. Census Bureau</i>
Digital Literacy Skills	The skills associated with using technology to enable users to find, evaluate, organize, create, and communicate information.	<ul style="list-style-type: none"> • <i>Museum & Library Services Act §101 (2)</i>
Disability	<p>With respect to an individual, the term disability means:</p> <p>(A) A physical or mental impairment that substantially limits one or more major life activities of such individual;</p> <p>(B) A record of such an impairment; or,</p> <p>(C) Being regarded as having such an impairment where the individual establishes that he or she has been subjected to an action prohibited under the Americans with Disabilities Act of 1990 because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity. Major life activities include but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. The term disability shall not apply to impairments that are transitory and minor. A transitory impairment is impairment with an actual or expected duration of 6 months or less.</p>	<ul style="list-style-type: none"> • <i>Americans with Disabilities Act of 1990 § 12102 (1-3)</i>
Dislocated Worker	<p>An individual who:</p> <p>(A) (i) has been terminated or laid off, or who has received a notice of termination or layoff, from employment; (ii)(I) is eligible for or has exhausted entitlement to</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(15)</i> • <i>WIOA § 3(16)(B)</i>

unemployment compensation; or (II) has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in WIOA section 121(e), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a State unemployment compensation law; and (iii) is unlikely to return to a previous industry or occupation;

(B) (B)(i) has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; (ii) is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or (iii) for purposes of eligibility to receive services other than training services described in WIOA section 134(c)(3), career services described in WIOA section 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;

(C) (C) was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;

(D) (D) is a displaced homemaker; or

(E) (i) is the spouse of a member of the Armed Forces on active duty (as defined in section 101(d)(1) of title 10, United States Code), and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or (ii) is the spouse of a member of the Armed Forces on active duty and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Displaced Homemaker

An individual who has been providing unpaid services to family members in the home and who:

• *WIOA § 3(16)*

- (A) (i) has been dependent on the income of another family member but is no longer supported by that income; or (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, United States Code) and whose family income is significantly reduced because of a deployment (as defined in section 991(b) of title 10, United States Code, 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, United States Code, a permanent change of station, or the service-connected (as defined in section 101(16) of title 38, United States Code) death or disability of the member; and
- (B) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Economic Development Agency

A local planning or zoning commission or board, a community development agency, or another local agency or institution responsible for regulating, promoting, or assisting in local economic development

• *WIOA § 3(17)*

Education Directly Related to Employment, in the Case of a Recipient Who Has Not Received a High School Diploma or a Certificate of High School Equivalency (TANF)	Education related to a specific occupation, job, or job offer. Education directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the work-eligible individual is scheduled to participate.	• 45 CFR 261.2 (K)
Eligible Spouse of a Veteran	An eligible spouse for purposes of job counseling, training, and placement services for veterans pursuant to Title 38, Chapter 41 of the United States Code means: (A) the spouse of any person who died of a service-connected disability, (B) the spouse of any member of the Armed Forces serving on active duty who, at the time of application for assistance under Chapter 41 of Title 38 of the United States Code and regulations issued thereunder; by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than ninety days: (i) missing in action, (ii) captured in line of duty by a hostile force, or (iii) forcibly detained or interned in line of duty a foreign government or power, or (C) the spouse of any person who has a total disability permanent in nature resulting from a service-connected disability or the spouse of a veteran who died while a disability so evaluated was in existence.	• 38 U.S.C. § 4101 (5)
Eligible Youth	Except as provided in subtitles C and D of title I, the term “eligible youth” means an in-school youth or out-of-school youth.	• WIOA § 3(18)
Emergency Assistance (TANF)	The program option available to States under Sections 403(a)(5) and 406 of prior law to provide short-term assistance to needy families with children	• 45 CFR 260.30
Employment & Training Activity	An activity described in WIOA Section 134 that is carried out for an adult or dislocated worker.	• WIOA § 3(19)
English Language Acquisition Program	A program of instruction: (A) Designed to help eligible individuals who are English language learners achieve competence in reading, writing, speaking, and comprehension of the English language; and (B) That leads to: (I) Attainment of a secondary school diploma or its recognized equivalent; and (II) Transition to postsecondary education and training; or (III) Employment.	• WIOA § 3(20); • WIOA § 203 (6)
English Language Learner	An eligible individual who has limited ability in reading, writing, speaking, or comprehending the English language, and: (A) Whose native language is a language other than English; or	• WIOA § 3(21); • WIOA § 203 (6)

	(B) Who lives in a family or community environment where a language other than English is the dominant language.	
Federal TANF Funds (TANF)	All funds provided to the State under section 403 of the Act except Welfare to Work funds awarded under section 403(a)(5), including the SFAG, any bonuses, supplemental grants, or contingency funds.	<ul style="list-style-type: none"> • 45 CFR 260.30
Fiscal Agent	<p>An entity that acts on behalf of a grant applicant by performing all financial management duties of a grant and accepting responsibility for the proper use of grant funds. A fiscal agent is responsible for maintaining separate records of disbursements made on an applicant's behalf and disbursing those funds in accordance with the restrictions related to that grant. A fiscal agent takes full responsibility for managing and documenting grant expenditures and submitting financial reports for a grant. A fiscal agent is responsible for receiving and safeguarding grant funds and is legally obligated to:</p> <p>(A) Maintain separate records of disbursements related to the grant; (B) Keep receipts for at least three (3) years following closing of the grant; (C) Make financial records available to State of Maryland and its representatives upon request; and,</p> <p>Disburse funds in accordance with the purpose of the grant application.</p>	<ul style="list-style-type: none"> • <i>IRS Grant Programs Resource Guide</i>
Free or Reduced Price Lunch Recipient	A youth who receives or is eligible to receive a free or reduced priced lunch per the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq.)	<ul style="list-style-type: none"> • WIOA § 3(A)(iv)
Grantee	A grant subrecipient; See definition of subrecipient.	<ul style="list-style-type: none"> • <i>Office of Management and Budget (OMB) Uniform Guidance § 200.93</i>
High Poverty Area	<p>For the WIOA Title I Youth Program, a youth who lives in a high poverty area is automatically considered to be a low-income individual. A high-poverty area is a Census tract, a set of contiguous Census tracts, Indian Reservation, tribal land, or Native Alaskan Village or county that has a poverty rate of at least 30 percent as set every 5 years using American Community Survey 5-Year data.</p> <p>NOTE: WIOA Technical Document 2015-02 identifies Maryland's High Poverty Areas.</p>	<ul style="list-style-type: none"> • WIOA § 129(a)(2); • NPRM §681.260
Homeless	<p>An individual who lacks a fixed, regular, and adequate nighttime residence; and</p> <p>(B) includes—(i) an individual who—(I) is sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; (II) is living in a motel, hotel, trailer park, or campground due to the lack of alternative adequate accommodations; (III) is living in an emergency or transitional shelter; (IV) is abandoned in a hospital; or (V) is awaiting foster care placement; (ii) 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 (iii) migratory children (as defined in section 1309 of the Elementary and Secondary Education Act of 1965; 20 U.S.C. 6399) who qualify as homeless under this section</p>	<ul style="list-style-type: none"> • WIOA § 3(24)(G); • <i>Violence Against Women Act § 41403(6)</i>

because the children are living in circumstances described in this paragraph;

Homeless Children and Youths

- (A) Individuals who lack a fixed, regular, and adequate nighttime residence (within the meaning of the McKinney-Vento Homeless Assistance Act section 103(a)(1)); and
- (B) includes —(i) children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; are abandoned in hospitals; or are awaiting foster care placement; (ii) children and youths who have 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 (within the meaning of section the McKinney-Vento Homeless Assistance Act 103(a)(2)(C)); (iii) children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and (iv) migratory children (as such term is defined in section 1309 of the Elementary and Secondary Education Act of 1965) who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).

- *WIOA § 3(24)(G);*
- *McKinney-Vento Homeless Assistance Act § 725(2)*

In-Demand Industry Sector or Occupation

An industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.

The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

- *WIOA § 3(23)*

Individual with a Barrier to Employment

- A member of 1 or more of the following populations:
- (A) Displaced homemakers.
 - (B) Low-income individuals.
 - (C) Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in WIOA section 166.
 - (D) Individuals with disabilities, including youth who are individuals with disabilities.
 - (E) Older individuals.
 - (F) Ex-offenders.
 - (G) Homeless individuals (as defined in section 41403(6) of the Violence Against

- *WIOA § 3(24)*

	<p>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> <p>(H) Youth who are in or have aged out of the foster care system.</p> <p>(I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.</p> <p>(J) Eligible migrant and seasonal farmworkers, as defined in section 167(i).</p> <p>(K) 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> <p>(L) Single parents (including single pregnant women).</p> <p>(M) Long-term unemployed individuals.</p> <p>(N) Such other groups as the Governor involved determines to have barriers to employment</p>	
Individual with a Disability	<p>An individual with:</p> <p>(A) a physical or mental impairment that substantially limits one or more major life activities of such individual;</p> <p>(B) a record of such an impairment; or</p> <p>(C) (C) being regarded as having such an impairment (as described in the Americans with Disabilities Act § 12102 (3))</p>	<ul style="list-style-type: none"> • <i>Americans with Disabilities Act § 12102 (1);</i> • <i>WIOA § 3(25)</i>
Industry or Sector Partnership	<p>A workforce collaborative, convened by or acting in partnership with a State board or local board, that—</p> <p>(A) organizes key stakeholders in an industry cluster into a working group that focuses on the shared goals and human resources needs of the industry cluster and that includes, at the appropriate stage of development of the partnership—(i) representatives of multiple businesses or other employers in the industry cluster, including small and medium-sized employers when practicable; (ii) 1 or more representatives of a recognized State labor organization or central labor council, or another labor representative, as appropriate; and (iii) 1 or more representatives of an institution of higher education with, or another provider of, education or training programs that support the industry cluster; and</p> <p>(B) may include representatives of— (i) State or local government; (ii) State or local economic development agencies; (iii) State boards or local boards, as appropriate; (iv) a State workforce agency or other entity providing employment services; (v) other State or local agencies; (vi) business or trade associations; (vii) economic development organizations; (viii) nonprofit organizations, community-based organizations, or intermediaries; (ix) philanthropic organizations; (x) industry associations; and (xi) other organizations, as determined to be necessary by the members comprising the industry or sector partnership.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(26)</i>
In-School Youth	An individual who is—	<ul style="list-style-type: none"> • <i>WIOA §3(27);</i>

	<p>(A) attending school (as defined by State law);</p> <p>(B) not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21;</p> <p>(C) a low-income individual; and</p> <p>(D) one or more of the following: (i) Basic skills deficient; (ii) An English language learner; (iii) An offender; (iv) A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement; (v) Pregnant or parenting; (vi) A youth who is an individual with a disability; (vii) An individual who requires additional assistance to complete an educational program or to secure or hold employment.</p>	<ul style="list-style-type: none"> • <i>WIOA § 129(a)(1)(C)</i>
Institution of Higher Education	<p>An educational institution in any State that—</p> <p>(1) admits as regular students only persons having a certificate of graduation from a school providing secondary education, or the recognized equivalent of such a certificate, or persons who meet the requirements of section 484(d);</p> <p>(2) is legally authorized within such State to provide a program of education beyond secondary education;</p> <p>(3) provides an educational program for which the institution awards a bachelor’s degree or provides not less than a 2-year program that is acceptable for full credit toward such a degree, or awards a degree that is acceptable for admission to a graduate or professional degree program, subject to review and approval by the Secretary;</p> <p>(4) is a public or other nonprofit institution; and</p> <p>(5) is accredited by a nationally recognized accrediting agency or association, or if not so accredited, is an institution that has been granted pre-accreditation status by such an agency or association that has been recognized by the Secretary for the granting of pre-accreditation status, and the Secretary has determined that there is satisfactory assurance that the institution will meet the accreditation standards of such an agency or association within a reasonable time.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(28);</i> • <i>Higher Education Act § 101;</i> • <i>Higher Education Act § 102(a)(1)</i>
Integrated Education & Training	<p>A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(29);</i> • <i>WIOA § 203(11)</i>
Job Search and Job Readiness Assistance (TANF)	<p>The act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and substance abuse treatment, mental health treatment, or rehabilitation activities. Such treatment or therapy must be determined to be necessary and documented by a qualified medical, substance abuse, or mental health professional. Job search and job readiness assistance activities must be supervised by the TANF agency or other responsible party on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.</p>	<ul style="list-style-type: none"> • <i>45 CFR 261.2(g)</i>

Job Skills Training Directly Related to Employment (TANF)	Training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.	<ul style="list-style-type: none"> • 45 CFR 261.2(j)
Labor Market Area	An economically integrated geographic area within which individuals can reside and find employment within a reasonable distance or can readily change employment without changing their place of residence. Such an area shall be identified in accordance with criteria used by the Bureau of Labor Statistics of the Department of Labor in defining such areas or similar criteria established by a Governor.	<ul style="list-style-type: none"> • WIOA § 3 (30)
Literacy	An individual's ability to read, write, and speak in English, compute, and solve problems, at levels of proficiency necessary to function on the job, in the family of the individual, and in society.	<ul style="list-style-type: none"> • WIOA § 3(14); • WIOA § 203(13)
Local Area	A local workforce investment area designated under WIOA section 106, subject to WIOA sections 106(c)(3)(A), 107(c)(4)(B)(i), and 189(i).	<ul style="list-style-type: none"> • WIOA § 3(32)
Local Board	A local workforce development board established under section 107 of WIOA, subject to WIOA section 107(c)(4)(B)(i).	<ul style="list-style-type: none"> • WIOA § 3(33)
Local Educational Agency	A public board of education or other public authority legally constituted within a State for either administrative control or direction of, or to perform a service function for, public elementary schools or secondary schools in a city, county, township, school district, or other political subdivision of a State, or of or for a combination of school districts or counties that is recognized in a State as an administrative agency for its public elementary schools or secondary schools.	<ul style="list-style-type: none"> • WIOA § 3(34); • <i>Elementary & Secondary Education Act §9101(26)</i>
Local Plan	A plan submitted under section 108 of WIOA, subject to section 06(c)(3)(B)	<ul style="list-style-type: none"> • WIOA § 3(35)
Long Term Unemployed	An individual who has been unemployed for 27 or more consecutive weeks.	<ul style="list-style-type: none"> • <i>Federal Register 2015-007 PIRL</i>
Lower Living Standard Income Level	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.	<ul style="list-style-type: none"> • WIOA § 3(36)
Low-Income Individual	An individual who— (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; (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; (iii) is a homeless individual (as defined in section 41403(6) of the Violence	<ul style="list-style-type: none"> • WIOA § 3(36)

	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 section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))); (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.); (v) is a foster child on behalf of whom State or local government payments are made; or (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.	
Low Levels of Literacy	When a participant is unable to read, write, and speak in English; compute and solve problems at levels of proficiency necessary to function on the job, in the family of the participant, or in society.	<ul style="list-style-type: none"> • <i>Federal Register 2015-007 PIRL</i>
Noncustodial Parent (TANF)	A parent of a minor child who: <ul style="list-style-type: none"> (1) Lives in the State; and (2) Does not live in the same household as the minor child 	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Nontraditional Employment	Refers to occupations or fields of work, for which individuals from the gender involved comprise less than 25 percent of the individuals employed in each such occupation or field of work.	<ul style="list-style-type: none"> • <i>WIOA § 3(37)</i>
Offender	An adult or juvenile— <ul style="list-style-type: none"> (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 (B) who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction for committing delinquent acts, such as crimes against persons, crimes against property, statue offences, or other crimes. 	<ul style="list-style-type: none"> • <i>WIOA § 3(39)</i>
Older Individual	An individual age 55 or older	<ul style="list-style-type: none"> • <i>WIOA § 3(39)</i>
One-Stop Center	A site described in WIOA section 121(e)(2), a one-stop center that provides services, such as referral, assessment, recruitment, and placement. <p>Per WIOA section 121(e)(2), the one-stop delivery system:</p> <ul style="list-style-type: none"> (A) At a minimum, shall make each of the programs, services, and activities described in paragraph (1) accessible at not less than 1 physical center in each local area of the State; and (B) may also make programs, services, and activities described in paragraph (1) available— (i) through a network of affiliated sites that can provide 1 or more of the programs, services, and activities to individuals; and (ii) through a network of eligible one-stop partners— (I) in which each partner provides 1 or more of the programs, services, and activities to such individuals and is accessible at an affiliated site that consists of a physical location or an electronically or technologically linked access point; and (II) that assures individuals that information on the availability of the career services will be available regardless of where the individuals initially enter 	<ul style="list-style-type: none"> • <i>WIOA § 3(40);</i> • <i>WIOA § 121 (e)(2)</i>

	the statewide workforce development system, including information made available through an access point described in subclause (I); (C) may have specialized centers to address special needs, such as the needs of dislocated workers, youth, or key industry sectors or clusters; and (D) as applicable and practicable, shall make programs, services, and activities accessible to individuals through electronic means in a manner that improves efficiency, coordination, and quality in the delivery of one-stop partner services.	
One-Stop Operator	One or more entities designated or certified under WIOA section 121(d)	• WIOA § 3(41)
One-Stop Partner	(A) an entity described in WIOA section 121(b)(1); and (B) an entity described in WIOA section 121(b)(2) that is participating, with the approval of the local board and chief elected official, in the operation of a one-stop delivery system.	• WIOA § 3(42)
One-Stop Partner Program	A program or activities described in WIOA section 121(b) of a one-stop partner.	• WIOA § 3(43)
On-the-Job Training	Training by an employer that is provided to a paid participant while engaged in productive work in a job that: (A) provides knowledge or skills essential to the full and adequate performance of the job; (B) is made available through a program that provides reimbursement to the employer of up to 50 percent of the wage rate of the participant, except as provided in section 134(c)(3)(H), for the extraordinary costs of providing the training and additional supervision related to the training; and (C) is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate.	• WIOA § 3(44)
On-the-Job Training (TANF)	Training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job.	• 45 CFR 261.2 (f)
Outlying Area	American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, and the United States Virgin Islands; and the Republic of Palau, except during any period for which the Secretary of Labor and the Secretary of Education determine that a Compact of Free Association is in effect and contains provisions for training and education assistance prohibiting the assistance provided under WIOA.	• WIOA § 3(14)
Out-of-School Youth	An individual who is: (A) not attending any school (as defined under State law); (B) not younger than age 16 or older than age 24; and (C) one or more of the following: (i) A school dropout; (ii) A youth who is within the	• WIOA § 3(46); • WIOA § 129(a)(1)(B)

age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter; (iii) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is— (I) basic skills deficient; or (II) an English language learner; (iv) An individual who is subject to the juvenile or adult justice system; (v) A homeless individual, a homeless child or youth, a runaway, in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act (42 U.S.C. 677), or in an out-of-home placement; (vi) An individual who is pregnant or parenting; (vii) A youth who is an individual with a disability; (viii) A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.

Pay-for-Performance Contract Strategy	<p>A procurement strategy that uses pay-for-performance contracts in the provision of training services described in WIOA section 134(c)(3) or activities described in WIOA section 129(c)(2), and includes:</p> <p>(A) contracts, each of which shall specify a fixed amount that will be paid to an eligible service provider (which may include a local or national community-based organization or intermediary, community college, or other training provider, that is eligible under WIOA section 122 or 123, as appropriate) based on the achievement of specified levels of performance on the primary indicators of performance described in WIOA section 116(b)(2)(A) for target populations as identified by the local board (including individuals with barriers to employment), within a defined timetable, and which may provide for bonus payments to such service provider to expand capacity to provide effective training;</p> <p>(B) a strategy for independently validating the achievement of the performance described in subparagraph (A); and</p> <p>(C) a description of how the State or local area will reallocate funds not paid to a provider because the achievement of the performance described in subparagraph (A) did not occur, for further activities related to such a procurement strategy, subject to section 89(g)(4).</p>	<ul style="list-style-type: none"> • <i>WIOA § 3(47)</i>
Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (TANF)	Federal law codified at 42 U.S.C. 1305	<ul style="list-style-type: none"> • <i>42 U.S.C. 1305;</i> • <i>45 CFR 260.30</i>
Planning Region	A region described in subparagraph (B) or (C) of section 106(a)(2), subject to section 107(c)(4)(B)(i).	<ul style="list-style-type: none"> • <i>WIOA § 3(48)</i>
Poverty Line	the poverty line (as defined by the Office of Management and Budget, and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2))) applicable to a family of the size involved.	<ul style="list-style-type: none"> • <i>WIOA § 3(49)</i>
Pre-Employment Transition	Required activities and authorized activities for students with disabilities that include job	<ul style="list-style-type: none"> • <i>WIOA, §361.5(c)(42),</i>

Services	exploration counseling, work-based learning experiences provided in an integrated environment in the community to the extent possible, counseling on opportunities for enrollment in comprehensive transition or	<p>§361.48</p> <ul style="list-style-type: none"> • 29 U.S.C. 7(30) and 733
Providing Child Care Services to an Individual Who is Participating in a Community Service Program (TANF)	Providing child care to enable another TANF or SSP recipient to participate in a community service program. This is an unpaid activity and must be a structured program designed to improve the employability of individuals who participate in this activity. This activity must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.	<ul style="list-style-type: none"> • 45 CFR 261.2 (m)
Public Assistance	Federal, State, or local government cash payments for which eligibility is determined by a needs or income test.	<ul style="list-style-type: none"> • WIOA § 3(50)
Rapid Response Activity	<p>An activity provided by a State, or by an entity H. R. 803—14 designated by a State, with funds provided by the State under WIOA section 134(a)(1)(A), in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to assist dislocated workers in obtaining reemployment as soon as possible, with services including—</p> <p>(A) the establishment of onsite contact with employers and employee representatives—</p> <p>(i) immediately after the State is notified of a current or projected permanent closure or mass layoff; or (ii) in the case of a disaster, immediately after the State is made aware of mass job dislocation as a result of such disaster;</p> <p>(B) the provision of information on and access to available employment and training activities;</p> <p>(C) assistance in establishing a labor-management committee, voluntarily agreed to by labor and management, with the ability to devise and implement a strategy for assessing the employment and training needs of dislocated workers and obtaining services to meet such needs;</p> <p>(D) the provision of emergency assistance adapted to the particular closure, layoff, or disaster; and</p> <p>(E) the provision of assistance to the local community in developing a coordinated response and in obtaining access to State economic development assistance.</p>	<ul style="list-style-type: none"> • WIOA § 3(51)
Recognized Postsecondary Credential	A credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.	<ul style="list-style-type: none"> • WIOA § 3(52)
Satisfactory Attendance at Secondary School or in a Course of Study Leading to a Certificate of General Equivalence, in the Case of a Recipient Who Has Not Completed Secondary School or Received Such a Certificate	Regular attendance, in accordance with the requirements of the secondary school or course of study, at a secondary school or in a course of study leading to a certificate of general equivalence, in the case of a work-eligible individual who has not completed secondary school or received such a certificate. This activity must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.	<ul style="list-style-type: none"> • 45 CFR 261.2(l)

(TANF)		
School Dropout	An individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent.	<ul style="list-style-type: none"> • <i>WIOA § 3(54)</i>
Secondary School	A nonprofit institutional day or residential school, including a public secondary charter school, that provides secondary education, as determined under State law, except that the term does not include any education beyond grade 12	<ul style="list-style-type: none"> • <i>WIOA § 3(55);</i> • <i>Elementary and Secondary Education Act § 9101 (38)</i>
Section 511, Limitations on the Use of Subminimum Wage	Section 511 imposes limitations on employers who hold special wage certificates under section 14(c) of the Fair Labor Standards Act that must be satisfied before the employers may hire youth with disabilities at subminimum wage or continue to employ individuals with disabilities of any age at subminimum wage. It establishes the roles and responsibilities of the VR agency and local education agencies in assisting individuals with disabilities, including youth with disabilities, who are considering employment, or who are already employed at a subminimum wage	<ul style="list-style-type: none"> • <i>WIOA Part 397, Subpart A, §397.1</i> • <i>29 U.S.C. 709(c) and 794 (g)</i>
Segregated State TANF Expenditures	Expenditures of State funds within the TANF program that are not commingled with Federal TANF funds.	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Selective Service Registration	Registration that is consistent with requirements set forth in 50 U.S.C. Appx. § 453.	<ul style="list-style-type: none"> • <i>50 U.S.C. Appx. § 453</i>
Separate State Program	A program operated outside of TANF in which the expenditures of State funds may count for basic MOE purposes.	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
State Board	A State workforce development board established under WIOA section 101.	<ul style="list-style-type: none"> • <i>WIOA § 3(57)</i>
State Maintenance of Effort Expenditures	Expenditure of State funds that may count for purposes of the basic MOE requirements at section 409(a)(7) of the Act and the Contingency Fund MOE requirements at sections 403(b)(4) and 409(a)(10) of the Act.	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
State Plan	Used without further description, it means a unified State plan under WIOA section 102 or a combined State plan under WIOA section 103.	<ul style="list-style-type: none"> • <i>WIOA § 3(58)</i>
State TANF Expenditures	The expenditure of State funds within the TANF program.	<ul style="list-style-type: none"> • <i>45 CFR 260.30</i>
Student with a Disability	A student who is eligible for, and receiving, special education services under Part B of the Individuals with Disabilities Education Act or a student who is an individual with a disability, for purposes of section 504; a student who is at least 14 years old but less than 22; and a student who is still enrolled in high school and has not yet exited, graduated, or chosen to drop out of school.	<ul style="list-style-type: none"> • <i>WIOA, §361.5(c)(51)</i> • <i>29 U.S.C. 705(37)</i>
Subrecipient	A non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.	<ul style="list-style-type: none"> • <i>OMB Uniform Guidance § 200.93</i>
Subsidized private sector employment (TANF)	Employment in the private sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing an individual.	<ul style="list-style-type: none"> • <i>45 CFR 261.2 (c)</i>

Subsidized public sector employment (TANF)	Employment in the public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing an individual.	<ul style="list-style-type: none"> • 45 CFR 261.2 (d)
Supported Employment	Competitive integrated employment, in which an individual with a disability is working on a short-term basis toward competitive integrated employment that is individualized, consistent with the unique strengths, ability, interest, and informed choice of the individual.	<ul style="list-style-type: none"> • WIOA, §363.1 • 29 U.S.C. 705(38), 705(39), 709(c), and 795(g)
Supportive Services	Services such as transportation, child care, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in activities.	<ul style="list-style-type: none"> • WIOA § 3(59)
TANF	Temporary Assistance for Needy Families Program	<ul style="list-style-type: none"> • 45 CFR 260.30
Training Services	Services described in WIOA section 134(c)(3). Training services may include— (A) occupational skills training, including training for nontraditional employment; (B) on-the-job training; (C) incumbent worker training in accordance with WIOA subsection (d)(4); (D) programs that combine workplace training with related instruction, which may include cooperative education programs; (E) training programs operated by the private sector; (F) skill upgrading and retraining; (G) entrepreneurial training; (H) transitional jobs in accordance with WIOA subsection (d)(5); (I) job readiness training provided in combination with services described in any of clauses (i) through (viii); (J) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses (i) through (vii); and (K) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.	<ul style="list-style-type: none"> • WIOA § 3(60); • WIOA §134(c)(3)
Underemployed	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.	<ul style="list-style-type: none"> • 20 C.F.R. § 668.150
Unemployed Individual	An individual who is without a job and who wants and is available for work. The determination of whether an individual is without a job, 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	<ul style="list-style-type: none"> • WIOA § 3(61)
Unit of General Local Government	Any general purpose political subdivision of a State that has the power to levy taxes and spend funds, as well as general corporate and police powers.	<ul style="list-style-type: none"> • WIOA § 3(62)
Unsubsidized Employment (TANF)	Full- or part-time employment in the private sector that is not subsidized by TANF or any other public program	<ul style="list-style-type: none"> • 45 CFR 261.2(b)
Veteran	A person who served in the active military, naval, or air service, and who was discharged	<ul style="list-style-type: none"> • WIOA §3(63);

	or released therefrom under conditions other than dishonorable.	<ul style="list-style-type: none"> • 38 U.S.C. § 101
Recently Separated Veteran	Any veteran who applies for participation under this Act within 48 months after the discharge or release from active military, naval, or air service.	<ul style="list-style-type: none"> • WIOA § 3(63)
Vocational Educational Training (not to exceed 12 months with respect to any individual) (TANF)	Organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations. Vocational educational training must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.	<ul style="list-style-type: none"> • 45 CFR 261.2 (i)
Work-Eligible Individual (TANF)	<p>an adult (or minor child head-of-household) receiving assistance under TANF or a separate State program or a non-recipient parent living with a child receiving such assistance unless the parent is:</p> <p>(i) A minor parent and not the head-of-household;</p> <p>(ii) A non-citizen who is ineligible to receive assistance due to his or her immigration status; or</p> <p>(iii) At State option on a case-by-case basis, a recipient of Supplemental Security Income (SSI) benefits or Aid to the Aged, Blind or Disabled in the Territories.</p> <p>(2) The term also excludes:</p> <p>(i) A parent providing care for a disabled family member living in the home, provided that there is medical documentation to support the need for the parent to remain in the home to care for the disabled family member;</p> <p>(ii) At State option on a case-by-case basis, a parent who is a recipient of Social Security Disability Insurance (SSDI) benefits; and</p> <p>(iii) An individual in a family receiving MOE-funded assistance under an approved Tribal TANF program, unless the State includes the Tribal family in calculating work participation rates, as permitted under § 261.25.</p>	<ul style="list-style-type: none"> • 45 CFR 261.2 (n)
Work Experience (including work associated with the refurbishing of publicly assisted housing) if sufficient private sector employment is not available (TANF)	A work activity, performed in return for welfare, that provides an individual with an opportunity to acquire the general skills, knowledge, and work habits necessary to obtain employment. The purpose of work experience is to improve the employability of those who cannot find unsubsidized full-time employment. This activity must be supervised by an employer, work site sponsor, or other responsible party on an ongoing basis no less frequently than once in each day in which the individual is scheduled to participate.	<ul style="list-style-type: none"> • 45 CFR 261.2 (e)
Work Participation Rate (TANF)	An accountability measure used by the Department of Health and Human Services in administration of TANF	<ul style="list-style-type: none"> • 45 CFR 261.20, et. seq.
Workforce Development Activity	An activity carried out through a workforce development program.	<ul style="list-style-type: none"> • WIOA § 3(65)
Workforce Development Board	See, Local Board	<ul style="list-style-type: none"> • WIOA § 3(33)

Workforce Development Program	A program made available through a workforce development system.	<ul style="list-style-type: none"> • WIOA § 3(66)
Workforce Development System	A system that makes available the core programs, the other one-stop partner programs, and any other programs providing employment and training services as identified by a State board or local board.	<ul style="list-style-type: none"> • WIOA § 3(67)
Workforce Investment Activity	An employment and training activity, and a youth workforce investment activity.	<ul style="list-style-type: none"> • WIOA § 3(68)
Workforce Preparation Activities	Activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.	<ul style="list-style-type: none"> • WIOA § 3(69); • WIOA § 203 (17))
Workplace Learning Advisor	An individual employed by an organization who has the knowledge and skills necessary to advise other employees of that organization about the education, skill development, job training, career counseling services, and credentials, including services provided through the workforce development system, required to progress toward career goals of such employees in order to meet employer requirements related to job openings and career advancements that support economic self-sufficiency.	<ul style="list-style-type: none"> • WIOA § 3(70)
Youth with a Disability	An individual with a disability who is not younger than 14 years of age and older than 24 years of age.	<ul style="list-style-type: none"> • WIOA, §361.5(c)(59) • 29 U.S.C. 705(42)
Youth Workforce Investment Activity	An activity described in WIOA section 129 that is carried out for eligible youth (or as described in WIOA section 129(a)(3)(A)).	<ul style="list-style-type: none"> • WIOA § 3(71)