



LWDA 4
WORKFORCE INNOVATION AND
OPPORTUNITY ACT
POLICY MANUAL

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Effective: immediately

APPROVED: *Martha Axford*

SUBJECT: Economic Self-Sufficiency

Policy Statement: Given the local cost of living, select families and individuals working in low-wage jobs make insufficient income to meet minimum standards. The East TN Local Workforce Development Board recognizes that achieving economic self-sufficiency in the local workforce area is based on how much income is needed for a given family composition to meet criteria such as shelter, food, childcare, taxes, transportation, health care, and other miscellaneous costs without public or private assistance.

Introduction: Under WIOA Sec. 134(c)(3)(A), training services may be made available to employed, unemployed, and underemployed adults and dislocated workers who, among other criteria, are

- unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services, and
- in need of training services to obtain or retrain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment.

Eligible WIOA Customers: eligible adult, dislocated worker, and youth customers

Purpose: The Board seeks to provide the definition and description of economic self-sufficiency for citizens and employers within East Tennessee Local Workforce Development Area.

Procedures:

- Staff will continue to use Federal Poverty Level and the Lower Living Standard Income Level to determine low income status for WIOA adult program services.
- Adults and dislocated workers who meet WIOA statutory requirements for funded career and/or training services may receive these services when their chosen occupation or career objective will lead to economic self-sufficiency as identified by the current year current year economic self-sufficiency standard.
- Exceptions to the self-sufficiency standard will be determined on a case-by-case basis.

The Massachusetts Institute of Technology developed a living wage calculator to estimate the cost of living in communities and regions based on typical expenses. The tool helps individuals, communities, and employers determine a local wage rate that allows residents to meet minimum standards of living. The East Tennessee Local Workforce Development Board adopts the MIT Living Wage Calculator as its measurement tool for determining economic self-sufficiency in its WIOA adult and dislocated worker programs. This definition will be modified to include changes as they may occur.

For Program Year 2018-2019, economic self-sufficiency shall be defined using the data from TABLE 1 seen on Page 2.

**ETLWDA SELF SUFFICIENCY WAGE
PY 2018-2019**

TABLE 1: LIVING WAGE CALCULATION FOR KNOXVILLE, TENNESSEE MSA

The Living Wage shown is the hourly rate that an individual must earn to support his/her family, if he/she is the sole provider and working full time (2080 hours per year).

HOURLY WAGES	1 ADULT	1 ADULT 1 CHILD	1 ADULT 2 CHILDREN	1 ADULT 3 CHILDREN	2 ADULTS (1 WORKING)	2 ADULTS (1 WORKING) 1 CHILD	2 ADULTS (1 WORKING) 2 CHILDREN	2 ADULTS (1 WORKING PT) 1 CHILD	2 ADULTS	2 ADULTS 1 CHILD	2 ADULTS 2 CHILDREN	2 ADULTS 3 CHILDREN
LIVING WAGE	\$10.43	\$22.00	\$25.49	\$31.04	\$17.51	\$20.89	\$23.34	\$23.60	\$8.32	\$12.08	\$14.02	\$15.90
POVERTY WAGE	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07		\$3.96	\$5.00	\$6.03	\$7.07
MINIMUM WAGE	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

Source: MIT LIVING WAGE CALCULATOR

County	Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Anderson	Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Blount	Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Campbell	Living Wage	\$9.58	\$20.65	\$24.14	\$29.18	\$16.17	\$19.54	\$21.99	\$23.82	\$22.25	\$8.08	\$11.41	\$13.34	\$14.97
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Chalborne	Living Wage	\$9.88	\$20.65	\$24.14	\$29.13	\$16.35	\$19.54	\$21.99	\$23.77	\$22.25	\$8.18	\$11.41	\$13.34	\$14.95
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Cocke	Living Wage	\$9.88	\$20.65	\$24.14	\$29.94	\$16.17	\$19.54	\$21.99	\$24.58	\$22.25	\$8.08	\$11.41	\$13.34	\$15.35
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Grainger	Living Wage	\$9.58	\$20.65	\$24.14	\$29.54	\$16.44	\$19.54	\$21.99	\$24.18	\$22.25	\$8.22	\$11.41	\$13.34	\$15.15
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Hamblen	Living Wage	\$10.14	\$21.07	\$24.56	\$30.20	\$16.50	\$19.96	\$22.41	\$24.84	\$22.67	\$8.25	\$11.62	\$13.55	\$15.48
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Jefferson	Living Wage	\$10.14	\$21.07	\$24.56	\$30.20	\$16.50	\$19.96	\$22.41	\$24.84	\$22.67	\$8.25	\$11.62	\$13.55	\$15.48
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Knox	Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Loudon	Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Monroe	Living Wage	\$9.89	\$20.79	\$24.28	\$30.15	\$16.38	\$19.69	\$22.13	\$24.79	\$22.40	\$8.19	\$11.48	\$13.41	\$15.45
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Morgan	Living Wage	\$9.76	\$20.93	\$24.42	\$29.73	\$16.38	\$19.82	\$22.27	\$24.37	\$22.53	\$8.19	\$11.55	\$13.48	\$15.24
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Roane	Living Wage	\$10.18	\$21.57	\$25.06	\$30.28	\$16.86	\$20.46	\$22.91	\$24.92	\$23.17	\$8.43	\$11.87	\$13.80	\$15.52
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Scott	Living Wage	\$9.88	\$20.65	\$24.14	\$29.71	\$16.17	\$19.54	\$21.99	\$24.35	\$22.25	\$8.08	\$11.41	\$13.34	\$15.24
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Sevier	Living Wage	\$11.02	\$21.45	\$24.94	\$31.05	\$17.27	\$20.35	\$22.79	\$25.69	\$23.06	\$8.63	\$11.81	\$13.75	\$15.91
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
Union	Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
	Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
	Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

*Data retrieved from <http://livingwage.mit.edu/states/47/locations> as of 04/09/2019