

Disaster Recovery Participant Eligibility Criteria and Definitions

Disaster Recovery Eligible Participants. Individuals eligible to receive services through a Disaster Recovery grant must be one of the following:

1. A dislocated worker as defined in WIOA Section 3(15);
2. A long-term unemployed¹ individual, defined by the State for Disaster Recovery grant-specified disasters or emergencies as an individual who: 1.) has no work history; has not worked for an extended period of at least six weeks (including incarcerated individuals); or has an intermittent, erratic, or day-to-day employment work history (e.g., multiple terminations, employment gap, temporary/seasonal/day labor employment, justice-involved history, etc.); 2.) is unemployed and has an employment barrier² as defined by the State or the local Board; or 3.) is underemployed³, including working or needing to work multiple jobs or earning less than \$15/hour;
3. An individual temporarily or permanently laid off as a consequence of the grant-specified disaster or emergency (e.g., flood, tornado, severe storm, fire, COVID-19, etc.), including individuals who were fired or voluntarily left their job (quit, resigned) due to the disaster/emergency;
 - o Examples of layoffs resulting from the COVID-19 disaster/emergency include, but are not limited to, individuals who: contracted or were exposed to COVID and stayed home to quarantine/isolate or to care for a COVID-impacted individual or a child schooling at home; were in an at-risk health category; lacked access to adequate daycare; no longer felt safe in their job/career, in their work environment, or during their work commute due to COVID; experienced a change in work hours or shifts due to reduced schedule of business operations; were impacted by compliance with Federal/State/local COVID requirements (e.g., required vaccinations, quarantine/isolation, testing, masking, etc.).
4. A self-employed individual who became unemployed due to the grant-specified disaster/emergency, or a self-employed individual who became significantly underemployed due to the grant-specified disaster/emergency as evidenced by a substantial change in the need or demand for, or the ability to deliver their product or service; were unable to find or retain adequate staffing, suppliers, or vendors resulting in significant impact to operations; or experienced a substantial change in their costs or pricing because of the grant-specified disaster/emergency.

Note: When determining participant eligibility, if a client meets any dislocated worker eligibility criteria under WIOA Section 3(15), the client is to be certified eligible as a dislocated worker rather than one of the alternative eligibility criteria.

¹ *Long-term Unemployed* as defined by the State for Disaster Recovery grant-specified disasters/emergencies; not tied to the U.S. Bureau of Labor Statistics (BLS) definition of *long-term unemployed*.

² *Employment Barrier* as defined by the State includes the following populations: displaced homemakers; low-income individuals; Indian, Alaska Native, and Native Hawaiian individuals; individuals with a disability; older individuals (age 55 or over); justice-involved individuals; homeless individuals; individuals who are in or have aged out of the foster care system; individuals who are English language learners, have low levels of literacy, or face substantial cultural barriers; eligible migrant and seasonal farmworkers; individuals within 2 years of exhausting TANF lifetime eligibility; single parents (including single pregnant women); long-term unemployed individuals (at least 27 consecutive weeks per BLS definition); individuals who reside in a Qualified Census Tract (QCT) or a Disproportionately Impacted Area (DIA); and individuals who are basic skills deficient.

³ *Underemployed*: An individual who is working part-time but desires full-time employment; who is working in employment not commensurate with the individual's demonstrated level of educational and/or skill achievement; who is employed and meets the definition of a low-income individual as defined in WIOA Sec. 3(36); who is employed but their current earnings are not sufficient compared to their previous job's earnings from their previous employment; or who is employed in a job lacking employer-provided health care benefits.