



## County of Mercer Workforce Development Board

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# Mercer WDB Policy: Needs Additional Assistance Definition Adopted: 11/1/2022

**Background:** Out of School youth who participate in Workforce Innovation & Opportunity Act (WIOA) Title 1 programs must meet one or more of the barriers as described in WIOA Section 129 (a) (1) (B) and (C). According to WIOA Section 129 (a) (1) (B) (VIII) one of the barriers for an out-of-school youth is “an individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.” Local workforce board may assess additional barriers for youth in their Local Area based on demographics and unique local conditions. A locally defined barrier must describe a population of youth who may benefit from WIOA Title I youth activities but would otherwise be excluded based on eligibility.

**Policy:** The Mercer WDB recognizes the barriers listed below as those that can be applied to youth who “require additional assistance to enter or complete an educational program or to secure or hold employment”.

- Is one or more grade levels below the grade level appropriate to the individual’s age
- Is assessed or otherwise shown deficient in the “essential workplace readiness skills”
- Is or has been or is at risk of involvement with the justice system
- Is or has been served by the Department of Family Services (formerly DYFS)
- Is or has been involved in gang-related activities
- Has been referred to or is being treated by an agency for a substance abuse related problem
- Did not pass a state proficiency exam
- Needs transportation to and from work
- Has inadequate or no work history (older youth))
- Is at risk of dropping out of school
- Has a family history of chronic unemployment
- Has been unemployed for the last six months.
- Has one or more parents currently incarcerated.
- Emancipated minor as recognized by the court system
- Has a language or cultural barrier and may need English/workforce skills
- Has/Is the victim of harassment, victimization and/or bullying

Documentation requirements will include case notes and related supporting materials in the participant’s IEP or ISS (Individual Service Strategy), outlining the Additional Assistance category and explanation of the Individual’s situation.

Additional barriers to self-sufficient employment may be added as they are identified.