

Definitions to WIOA Barriers are included below. North Dakota may have additional or modified definitions so please follow state definitions whenever provided if they differ from the examples below.

<b>WIOA Barriers to Employment</b>	
<b>DATA ELEMENT</b>	<b>DEFINITION</b>
<b>Displaced Homemaker</b>	<p>Record if the participant has been providing unpaid services to family members in the home and who—</p> <ul style="list-style-type: none"> <li>• Has been dependent on the income of another family member but is no longer supported by that income, or</li> <li>• 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 permanent change of station, or the service-connected death or disability of the member</li> </ul> <p><b>and</b></p> <ul style="list-style-type: none"> <li>• Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.</li> </ul>
<b>Low Income</b>	<p>The participant is a person who:</p> <ul style="list-style-type: none"> <li>• In the 6 months prior to application to the program has received, or is a member of a family that is receiving:</li> <li>• Assistance through the supplemental nutrition assistance program under the Food and Nutrition Act</li> <li>• Assistance through the temporary assistance for needy families program under part A of Title IV of the Social Security Act</li> <li>• Assistance through the supplemental security income program under Title XVI of the Social Security Act or state or local income-based public assistance.</li> <li>• Is in a family with total family income that does not exceed the higher of the poverty line or 70% of the lower living standard income level</li> <li>• Is a youth who receives, or is eligible to receive a free or reduced price lunch under the Richard B. Russell National School Lunch Act</li> <li>• Is a foster child on behalf of whom State or local government payments are made</li> <li>• Is an individual with a disability whose own income is the poverty line but who is a member of a family whose income does not meet this requirement</li> <li>• Is a homeless individual or a homeless child or youth or runaway youth or</li> <li>• Is a youth living in a high-poverty area.</li> </ul>
<b>Individual with a Disability</b>	<p>Record if the participant indicates that s/he has any "disability", as defined in the Americans with Disabilities Act of 1990. A "disability" is a physical or mental impairment that substantially limits one or more of the person's major life activities.</p>
<b>Ex-Offender</b>	<p>The participant is a person who either (a) has been subject to any stage of the criminal justice process for committing a status offense or delinquent act, or (b) 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, status offenses, or other crimes.</p>

<p><b>Homeless Individual, Homeless Children and Youths, or Runaway Youth</b></p>	<p>The individual:</p> <p>(a) Lacks a fixed, regular, and adequate nighttime residence. This includes:</p> <ul style="list-style-type: none"> <li>(i) Sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason;</li> <li>(ii) Living in a motel, hotel, trailer park, or campground due to a lack of alternative adequate accommodations</li> <li>(iii) Living in an emergency or transitional shelter</li> <li>(iv) Abandoned in a hospital</li> <li>(v) Awaiting foster care placement</li> </ul> <p>(b) 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, such as a car, park, abandoned building, bus or train station, airport, or camping ground</p> <p>(c) Is a migratory child who in the preceding 36 months was required to move from one school district to another due to changes in the parent’s or parent’s spouse’s seasonal employment in agriculture, dairy, or fishing work</p> <p>(d) Is under 18 years of age and absents himself or herself from home or place of legal residence without the permission of his or her family (i.e., runaway youth).</p> <p>This definition does not include an individual imprisoned or detained under an Act of Congress or State law. An individual who may be sleeping in a temporary accommodation while away from home should not, as a result of that alone, be recorded as homeless.</p>
<p><b>Foster Care Youth</b></p>	<p>Record if the participant is a person who is currently in foster care or has aged out of the foster care system.</p>
<p><b>English Language Learner</b></p>	<p>The participant is a person who has limited ability in speaking, reading, writing or understanding the English language and also meets at least one of the following two conditions (a) his or her native language is a language other than English, or (b) he or she lives in a family or community environment where a language other than English is the dominant language.</p>
<p><b>Low Levels of Literacy</b></p>	<p>The participant is unable to read, write, and speak and/or compute and solve problems at levels of proficiency necessary to function on the job, in the family of the participant, or in society.</p>
<p><b>Cultural Barriers</b></p>	<p>Record 1 if the 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</p>
<p><b>Migrant and Seasonal Farmworker Status</b></p>	<p>Seasonal Farmworker:</p> <ul style="list-style-type: none"> <li>• The participant is a low-income individual (i) who for the 12 consecutive months out of the 24 months prior to application for the program involved, has been primarily employed in agriculture or fish farming labor that is characterized by chronic unemployment or underemployment; and (ii) faces multiple barriers to economic self-sufficiency</li> <li>• A dependent of the person described above.</li> </ul> <p>Migrant Seasonal Farmworker:</p> <ul style="list-style-type: none"> <li>• The participant is a seasonal farmworker and whose agricultural labor requires travel to a job site such that the farmworker is unable to return to a permanent place of residence within the same day</li> </ul>

	<ul style="list-style-type: none"> <li>• A dependent of the person described above.</li> </ul>
<b>Exhausting TANF Within 2 Years</b>	Record if the participant is within 2 years of exhausting lifetime eligibility under Part A of Title IV of the Social Security Act.
<b>Single Parent</b>	Record if the participant is single, separated, divorced or a widowed individual who has primary responsibility for one or more dependent children under age 18 (including single pregnant women).
<b>Long-Term Unemployed</b>	The participant has been unemployed for 27 or more consecutive weeks at program entry.

Included with this documentation is a Barriers questionnaire and staff form that you may give to students to help identify barriers, if desired. This form is not required at a state or federal level but is only to assist with programs who may wish to use it to assist in identifying hidden barriers to employment.

Barriers to Employment are Period of Participation based and should be updated (not over-written; the original entry should remain and additional updates should be added as new records) anytime the student has an exit of 90+ days without hours or scheduled services and then returns. Barriers to Employment can be updated or added to in the student record by going to the History tab>Barriers to Employment History panel and selecting +Add New Record.