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Number: WIN 0128

Date: June 6, 2022

Expiration Date: N/A

TO: Washington WorkSource System

FROM: Gary Kamimura, Policy Manager

SUBJECT: Gubernatorial designation of additional populations with barriers to employment under the Workforce Innovation and Opportunity Act of 2014.

Purpose:

To communicate Governor's Directive 21-24 designating Black; Asian; Native Hawaiian, Compact of Free Association (COFA) nations, and Pacific Islander communities; Latinos; Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning (LGBTQ) communities; expectant persons; and veterans as populations with barriers to employment as defined in Section 3(24) of the Workforce Innovation and Opportunity Act (WIOA) of 2014.

Action Required:

Local Workforce Development Boards and their contractors must distribute this guidance broadly throughout the system to ensure that WorkSource System staff are familiar with its content and requirements.

Content:

WIOA Section 3(24) statutorily identifies **individuals with a barrier to employment** as those affiliated with one 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 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 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))).
- (H) Youth who are in or have aged out of the foster care system.
- (I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.
- (J) Eligible migrant and seasonal farmworkers, as defined in section 167(i).
- (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.).
- (L) Single parents (including single pregnant women).

The WorkSource System is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge.

(M) Long-term unemployed individuals.

(N) Such other groups as the Governor involved determines to have barriers to employment.

Exercising the authority granted under WIOA Section 3(24)(N), effective December 1, 2021, the Governor additionally designated Black, Asian, Native Hawaiian, Compact of Free Association (COFA) nations, and Pacific Islander communities; Latinos; LGBTQ communities; expectant persons; and veterans as populations with barriers to employment for the purpose of targeted outreach for WIOA one-stop system services in Washington.

References:

- Public Law 113-128, Workforce Innovation and Opportunity Act (WIOA) of 2014, Section 3(24)(N)
- [Directive of the Governor 21-24](#); December 1, 2021

Website:

<https://wpc.wa.gov/policy/state/guidance>

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Attachments:

None.