

Attachment A

Examples of Additional Barriers for Use by Local Workforce Boards and Youth Standing Committees

Under the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Boards (LWBs) have the ability to establish a local definition for additional barriers in order to adapt the Title I Youth program to unique local conditions, and to identify local barriers that relate to the strategic goals and priorities established by the LWBs or the Youth Standing Committee for servicing local youth.

The following is a listing of Youth Requires Additional Assistance barriers used by local areas across the nation. LWBs considering the establishment of additional barriers to be used for the Youth Requires Additional Assistance barrier are encouraged to review this list as a way of helping to ensure development of an additional barrier is consistent with requirements of WIOA and this policy.

NOTE: While presented as examples for informational purposes, those “barriers” listed below that are not included in Mass Workforce Issuance 100 DCS 19.101.1 have been neither officially approved nor endorsed by the Commonwealth or any of its subsidiary Departments or Agencies.

Educational Barriers

- In school (secondary or postsecondary) with a GPA of less than 2.0.
- Having quit secondary or postsecondary program prior to attaining a recognized credential.
- Has repeated at least one secondary grade level.
- One or more years behind modal grade for one’s age group, with particular emphasis on those two or more years behind modal grade.
- Below average academic test scores relative to students in his/her class with particular emphasis on those in the bottom 25% of the test score distribution.
- Scored levels 1 or 2 on the MCAS within the past 12 months.
- Placed on probation, suspended from school or expelled from school one or more times during the past two years.

Employment Barriers

- Employment history of no more than six months with a single employer.
- Has never held a job.
- Has been fired from a job within the 12 months prior to program application (Older Youth).

- Has never held a full-time job for more than 13 consecutive weeks (Older Youth).
- Has a family history of chronic unemployment, including long-term public assistance.
- Has been unemployed six months out of the last two years.
- Little or no successful work experience, a long and unsuccessful work search, little if any exposure to successfully employed adults.
- High school graduate who has not held a full-time regular job for more than three consecutive months.

Living Arrangements

- Resides in a non-traditional household setting (i.e., single parent, lives with unofficial guardian, latchkey, grandparents, domestic partners, etc.).
- Lives with only one or neither of his/her natural parents.
- Lives in public housing.
- Lives in a federally designated high poverty area such as a census track.
*Youth who live in a high poverty area are also considered low-income for income eligibility determination.

Medical/Social/Family Barriers

- Has emotional, medical, physical, cognitive or psychological impairment which creates a significant impediment to employment.
- Has been referred to or is being treated by an agency for a substance abuse related problem.
- Has experienced recent traumatic events, is a victim of abuse, or resides in an abusive environment as documented by a school official or professional.
- Faces significant personal challenges including dysfunctional domestic situations, lack of supportive services, documented behavioral problems, and substance abuse by the youth or a family member.
- Significant personal or family problems.