

Attachment A

Examples of Additional Barriers for Use by LWIBs and Youth Councils

Under WIA, LWIBs 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 LWIB or Youth Council for servicing local youth.

The following listing was developed from a review of how LWIBs from both Massachusetts and across the nation have acted in identifying local barriers. LWIBs considering the establishment of a new “additional barrier” for youth are encouraged to review this list as a way of helping to ensure development of a definition consistent with requirements of the Act and this policy.

NOTE: While presented as examples for informational purposes, those “barriers” listed below that are not included in MassWorkforce Issuance No. 09-20 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.
- Above average number of absences during the past school year in comparison to other students in the school.
- 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.

Language Barriers

- Has a limited English proficiency.

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.

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.

State Custody

- Is an emancipated youth.
- Aging out of foster care.
- Has aged out of foster care.
- Has been DYS-involved, but has been released on a grant of provisional liberty and is no longer in custody of the state.