

Term	Definition
Attachment to workforce	An individual who, at the time of application for WIOA services, worked at the same company or in the same occupation for 15 out of the last 26 weeks.
Basic skills deficient	An individual who is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society.
Disability	Any person who has a physical, sensory, or mental impairment, which substantially limits one or more major life activities per the American Disabilities Act of 1990 (42 U.S.C. 12102) and has record of such impairment or is regarded as having such impairment.
Displaced homemaker	<p>An individual who has been providing unpaid services to family members in the home and who:</p> <ul style="list-style-type: none"> • Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment; AND • Has been dependent on the income of another family member, but is no longer supported by that income; OR • Is the dependent spouse of a member of the Armed Forces on active duty (as defined in section 101(d)(1) of title 10, United States Code) and whose family income is significantly reduced because of a deployment (as defined in section 991(b) of title 10, United States Code, or pursuant to paragraph (4) of such section); a call or order to active duty pursuant to a provision of law referred to in section 101(a)(13)(B) of title 10, United States Code; a permanent change of station; or a service-connected (as defined in section 101(16) of title 38, United States Code) death or disability.
Eligible for or has exhausted unemployment insurance	An individual who has been determined to be eligible for benefit payments under one or more State or Federal unemployment compensation programs whether or not he or she has exhausted his/her benefit rights. An individual need not actually receive benefits to be eligible.
Farmer, ranch worker or fisherman	An individual who is self-employed or employed by another, on a farm, ranch, or boat, which produces agricultural or food products with annual sales of

	\$1,000 or more, or who receives at least 50 percent of their family or individual income from agricultural or food production.
General announcement	A communication by an employer stating intent to close a business within 180 days.
Laid-off or layoff	A separation due to the lack of work or other factor(s) not related to the behavior of the employee.
Natural disaster	Events that may include a hurricane, tornado, storm, flood, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mud-slide, snowstorm, ice storm, drought, fire, explosion, or other catastrophe.
Notice of termination from employment	<p>A written notice from an employer concerning the layoff or termination of an employee. Such written notice of layoff or termination may consist of:</p> <ul style="list-style-type: none"> • A final letter from an employer laying off or terminating the employee (which includes the layoff or termination date); or • A public announcement by an employer about an upcoming lay-off or termination affecting groups of employees, provided that the announcement makes clear that the applicant is a member of that group.
Occupation	An individual's usual or principal work, business, profession, or trade used as a means of earning a living.
Permanent closure	The permanent shutdown of a plant, facility or enterprise.
Public assistance	As defined in section (3)(50) of WIOA, federal, state, or local government case payments for which eligibility is determined by a needs or income test. This includes temporary assistance for needy families (TANF), supplemental nutrition assistance program (SNAP), or supplemental security income (SSI).
Plant, facility or enterprise	A distinct unit of business or industry; for example the closure of a division of a corporation, the entire facility at a specific site or location, or the closure of a functional unit, such as a warehouse.
Recently separated veteran	Any veteran who applies for participation under WIOA within 48 months after the discharge or release from active military, naval, or air service.
Self-employed	Persons who work for profit or fees in their own business, profession, trade, or farm.

Substantial layoff	<p>Any reduction in force that is not the result of a total plant/branch/office closing, but still results in an employment loss at a single site of employment during any 60-day period for:</p> <ol style="list-style-type: none"> 1. At least 25 percent of employees, or 2. At least 50 employees.
Termination of employment	<p>Separation from employment due to reasons other than discharge for cause, voluntary departure or retirement; OR individuals who accept early or forced retirement as part of a reduction in workforce; OR an individual who has been dismissed but is still eligible for unemployment compensation.</p>
Transitioning service member	<p>An individual in active duty status (including separation leave) who registers for employment services and is within 24 months of retirement or 12 months of separation.</p>
Underemployment	<p>An individual who is working part time but desires full time employment, or who is working in employment not commensurate with the individual's demonstrated level of educational and/or skill achievement. Also, includes individuals who fall below the dislocated worker self-sufficiency threshold, as defined by the local WDB.</p>
Unemployed individual	<p>An individual who is without a job, who is able to work, and who is available for work. The determination of whether an individual is without a job is made in accordance with the criteria used by the Bureau of Labor Statistics in defining individuals as unemployed.</p>
Unemployed as a result of general economic conditions or natural disaster	<p>Business lost due to one of the following reasons:</p> <ol style="list-style-type: none"> 1. The closure or substantial lay-off of a primary supplier or customer affecting the self employed applicant's products or services; 2. Less demand for the occupation or product within the community; 3. A decline in profits significant enough to lead to closure, documented by most recent tax return or other company documents showing negative gains/losses statement; 4. Natural disaster, as defined by State or Federal declaration; or 5. Self-employed individuals, including contractors and those working in the gig economy, who are unable to work due to the COVID-19 pandemic.

Unlikely to return to previous industry or occupation	<p>An individual who is laid off and falls into one of the following categories or another category identified by the local WDB.</p> <ol style="list-style-type: none"> 1. The number of jobs in the applicant's previous industry/occupation is declining based on Labor Market Information (LMI) data; 2. The projected annual increase in employment growth within the local area based on LMI or O*Net is fewer than 100 jobs in the previous industry (including replacements) or the projected annual increase in growth openings is fewer than 30 jobs in the previous occupation; 3. The applicant is dislocated from a job not found on the most recent local or state list of demand occupations (if applicable). <p>The following list identifies some additional factors local WDBs may consider when deciding if an individual is unlikely to return to a previous industry or occupation.</p> <ol style="list-style-type: none"> 1. The applicant has conducted a dedicated but unsuccessful job search in the previous industry/occupation, as evidenced by employer rejection letters or employer contact logs; 2. Evidence, preferably from several sources including OhioMeansJobs.com, professional journals, etc., of few openings in the previous industry or occupation; or 3. The applicant is unable to perform the duties of the previous job due to age, ability, or disability (as defined in this section). 4. The applicant has been either permanently or temporarily dislocated from a job as a result of a COVID-19 related shutdown or layoff. <p>Local WDBs must develop a local policy to define unlikely to return should the WDB identify additional criteria to the definition. The WDB may also identify other appropriate source documentation based on that additional criteria.</p>
Veteran	An individual who served in the active military, naval, or air service, and who was discharged or released from such service under conditions other than dishonorable, which may include National Guard or Reserve personnel.

Attachment A: Adult and Dislocated Worker Eligibility Glossary