



**SOUTHEAST ARKANSAS ECONOMIC DEVELOPMENT DISTRICT, INC.**

P.O. BOX 6806, PINE BLUFF, ARKANSAS 71611 TELEPHONE 870/536-1971 FAX 870/536-7718

## Policy Memorandum

To: Local Workforce Center Staff

From: David Dempsey, Deputy Director

Date: April 26, 2016

Subject: **WIOA "Youth Requiring Additional Assistance Barrier" Policy**

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**Purpose:** To establish and notify Local Workforce Development Board, Workforce Area Administration & staff, and WIOA partners of the local requirements pertaining to the use of the Youth Who Requires Additional Assistance Barrier.

**Background:** Under the Workforce Innovation and Opportunity Act (WIOA) law and regulations, the state or local workforce areas are to develop and define a Youth policy for "An Individual Who Requires Additional Assistance." In Arkansas' state plan, it states that this policy will be developed by each local area and is required to be included in the local plan. Said policy should be specific to the local area of service that applies to the predominant population of youth within service boundaries. This policy is used to enroll youth who may not have other barriers described in WIOA eligibility law and regulations. Along with the development of this policy, local areas are required to include acceptable eligibility documentation and criteria to be used by one-stop center staff in determining eligibility for youth clients. *For clarity purposes and to ensure that this policy is clear and aligned with eligibility criteria for WIOA, WIOA eligibility criteria is also listed and described in this policy for staff reference.*

**Policy:** The Workforce Development Board of Southeast Arkansas defines the "Youth Requiring Additional Assistance Barrier" in two categories separately for OSY & ISY. Eligible youth must meet the following criteria:

**COUNTIES:** ARKANSAS ■ ASHLEY ■ BRADLEY ■ CHICOT ■ CLEVELAND ■ DESHA ■ DREW ■ GRANT ■ JEFFERSON ■ LINCOLN  
Gene Yarbrough, President ■ Kemp Nall, 1st Vice President ■ Dutch King, 2nd Vice President ■ Gary Spears, Secretary  
Dorothy Henderson, Assistant Secretary ■ JoAnne H. Bush, Treasurer ■ Glenn E. Bell, Executive Director

EQUAL OPPORTUNITY EMPLOYER

**ISY 129 (a) (1) (C) (iv) (VII); 681.220 (d) (7)**

*An individual who requires additional assistance to complete an educational program or to secure or hold employment*

1. **Attending School, as defined by state law.**
2. **Not younger than 14 and not older than 21 at the time of program enrollment.**
3. **Be a low-income individual**
4. **AND have at least one of the barriers below:**
  1. Deficient in basic literacy skills
  2. English Language Learner
  3. Offender
  4. Homeless Individual
  5. Pregnant or Parenting
  6. An Individual with a Disability
  7. **An individual who requires additional assistance to complete an educational program or to secure or hold employment [WIOA 129(a)(1)(C)(iv)(VII); 20 CFR 681.220(d)(7)].**

Limitation: Not more than 5% of ISY served may possess this barrier. This limitation is only based on participants who enroll on or after July 1, 2015. [WIOA 129(a)(3)(B); TEGL 8-15(5)]. The 5% is based on a program year.

**OSY 129 (a) (1) (B) (iii) (VIII); 681.210 (c) (8)**

*A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.*

1. **Not Attending Any School, as defined by state law.**
2. **Not younger than 16 and not older than 24 at the time of program enrollment.**
3. **AND have at least one of the barriers below:**
  1. School Drop-out
  2. Within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter.
  3. Has attained a secondary school diploma/GED, and is low-income and is basic skills deficient or English language learner
  4. Subject to the juvenile or adult justice system
  5. Homeless Individual/Runway/Foster Care
  6. Pregnant or Parenting
  7. An Individual with a Disability
  8. **A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment [WIOA 129(a)(1)(B)(iii)(VIII); 20 CFR 681.210(c)(8)].**

Limitation: WIOA allows that not more than 5% of all youth, assisted during a program year, who are not low-income may be served. The 5% may be out-of-school youth who fall into the two categories:

1. Has attained a secondary school diploma/GED, are basic skills deficient, or an English language learner, or
2. Those who require additional assistance to enter or complete an educational program or to secure or hold employment.



(as described in the ADWS Draft Eligibility/Documentation Policy), or 5% of in-school youth, or a combination of both. However, because not all OSY are required to be low-income, the 5% low-income exception is calculated based on the 5% of youth enrolled who are required to meet the low-income criteria.

### Youth Who Require Additional Assistance ISY & OSY Explanations:

Category	Justification
<p>Have no work history or *poor work history            (*haven't held a consecutive job at one or more employers            (with no gap) for more than a 12 month period)</p>	<p>According to current and past unemployment rates and statistics posted from <a href="http://discoverarkansas.net">discoverarkansas.net</a> through the ADWS, Southeast Arkansas consistently has had high unemployment rates. In this population, OSY ages 16-24 make up a substantial portion. The unemployment rate in March 2016 for SE is 5.1.</p> <p>Source: <a href="http://Discoverarkansas.net">Discoverarkansas.net</a></p> <p>Research shows that workers who are unemployed as young adults earn lower wages for many years following their period of unemployment due to forgone work experience and missed opportunities to develop skills. Building on this research, we estimate that the nearly 1 million young Americans who experienced long-term unemployment during the worst of the recession will lose more than \$20 billion in earnings over the next 10 years. This equates to about \$22,000 per person. The economic consequences of these lost wages to individuals and to the broader economy are serious. These young Americans—referred to as Millennials—will increasingly be forced to delay moving out of their parents' homes, struggle to make payments on ballooning student-loan debt, and fail to save adequately for retirement. As a consequence of the prolonged unemployment of Millennials, the U.S. economy will feel the loss of aggregate demand in the form of slower growth and less job creation.</p> <p>Source: <a href="https://www.americanprogress.org/issues/labor/report/2013/04/05/59428/the-high-cost-of-youth-unemployment/">https://www.americanprogress.org/issues/labor/report/2013/04/05/59428/the-high-cost-of-youth-unemployment/</a></p> <p>Youth enrolled in the WIOA program will be provided with the resources and tools needed to gain valuable pre-employment skills. Youth also will be given opportunities to participate in work experiences, internships, and job shadowing that will prepare them for the world of work. These opportunities will lead to substantial unsubsidized employment through connections between WIOA programs and local employers, thus aiding in decreasing the unemployment rate for youth.</p>
<p>Youth Living in a High Poverty Area</p>	<p>Arkansas has defined "high poverty area" as census tracts where 30% or more of the households are at or below the poverty line, as determined by the most recent United States Census Bureau's American Community Survey. Attachment A provides a current list and map outlining Arkansas' census tracts meeting this definition. The U.S. Census Bureau provides an individual address search tool to find the census tract number that corresponds with an address. This tool is located on the middle right side of the screen at: <a href="http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml">http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml</a>. Note: Census tracts may change with each ten year census. The most recent census tracts were designated in 2013.</p> <p>Source: <a href="http://US Census Bureau">US Census Bureau</a></p> <p>Based on the US Census data from above, Individuals who reside in these area are subject to lower living conditions, lack of resources and opportunities available to become self-sufficient in comparison to the other counties in the state. WIOA services will provide intensive career services and training opportunities to these individuals so that they will be able to secure employment through educational opportunities, work experiences, and more, thus strengthening and stabilizing the economy in these areas.</p>
<p>Youth who has low employability and work readiness skills.            *Low scores will be declared by scores of 69% or lower on any section or the overall test of the Employability &amp; Work Maturity Assessment administered by WIOA staff.</p>	<p>Basic Skills Deficient – WIOA section 3 (5) defines "basic skills deficient" as an individual: • Who is a youth, that the individual has English reading, writing, or computing skills at or below the 8 th grade level on a generally accepted standardized test; or • Who is a youth or adult that the individual 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.</p> <p>Source WIOA Public Law: 113-128</p>

**Substance Abuse Problems**

Several sources report that substance abuse amongst teenagers, youth and young adults are a rising epidemic. Substance abuse including alcohol, illegal drugs, and prescription drugs are a problem nationwide, but more specifically a growing concern amongst employers in SE AR. Employers report consistently that they are unable to find good employees due to issues with substance abuse or applicants not being able to pass drug screenings. Through WIOA services, youth who identify substance abuse as a barrier to employment, will be provided with the resources, referrals, and support to address the problem. WIOA partners with many employers and drug/alcohol rehabilitation centers that provide services to substance abusers. Referrals and follow-ups to these types of centers will be made to participants who fall into this category; with the goal of addressing the barrier to securing or retaining employment, thus assisting more people enter or re-enter into the labor market.

Source: National Institute of Drug Abuse

<https://www.drugabuse.gov/publications/drugfacts/high-school-youth-trends>

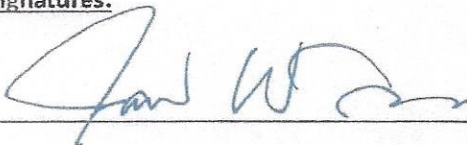
**Note:** Acceptable Documentation for all categories listed in both ISY & OSY enrollments shall be universal and aligned with Data Validation Requirements for WIOA.

These include: Case Notes, WIOA Application, Self-Attestation.

**Actions Required:** Policy distributed to one-stop center staff

**Reference(s):** Workforce Innovation and Opportunity Act, Public Law 113-128

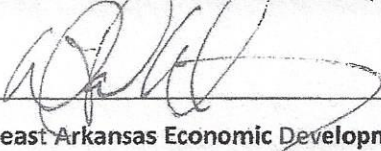
**Signatures:**



Southeast Arkansas Workforce Development Board Chairman

6-22-16

Date



Southeast Arkansas Economic Development District, Deputy Director

6-22-16

Date

**Effective Date/Date Approved by Board:** April 20, 2016

**Issued Date:** April 20, 2016

**Amended:** May 20, 2016

**Date Revisions Approved & Presented to WDB:** June 22, 2016

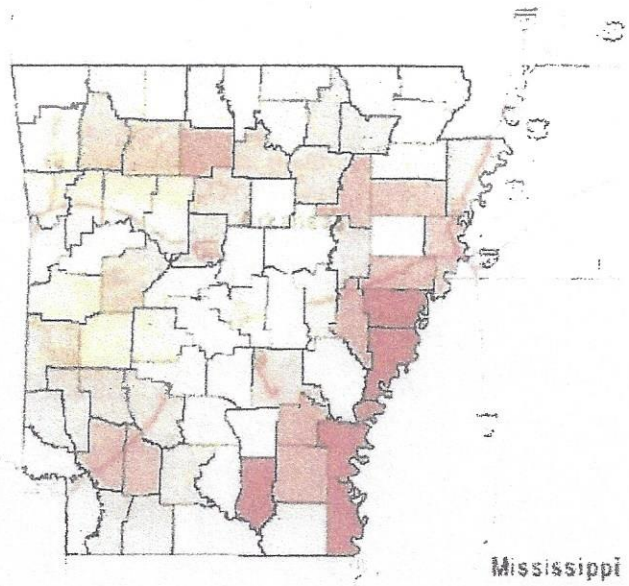
**Inquiries:** Please email all questions to [dempsey@cablelynx.com](mailto:dempsey@cablelynx.com).



Geographic Area	Percent	Margin of Error
Bradley County	31.3	$\pm 5.0$
Chicot County	33.0	$\pm 3.6$
Desha County	30.1	$\pm 3.7$
Lee County	31.5	$\pm 3.7$
Phillips County	33.5	$\pm 3.6$

**Legend:**

Data Classes





Arkansas Division of  
Workforce Services



Michael Preston  
SECRETARY OF COMMERCE

Charisse Childers, Ph.D.  
DIRECTOR,  
DIVISION OF WORKFORCE SERVICES

**DIVISION OF WORKFORCE SERVICES  
ISSUANCE NUMBER PY 21-01**

**July 1, 2021**

**FROM:** Charisse Childers, Ph.D., Director

**TO:** Local Workforce Development Area Administrators/Service Providers

**SUBJECT:** Arkansas High-poverty areas from 2014-2019 American Community Survey

- Purpose:** To provide local workforce development areas and service providers with a list the high-poverty areas in Arkansas, for the purpose of documenting low-income youth.
- General Information:** A youth who lives in a high-poverty area is automatically considered to be a low-income individual. A high-poverty area is a Census tract, a county, a set of contiguous Census tracts, an American Indian Reservation, Oklahoma Tribal Statistical Area, Alaska Native Village Statistical Area or Alaska Native Regional Corporation Area, Native Hawaiian Homeland Area, or other tribal land defined by the Secretary in guidance that has a poverty rate of at least 25 percent, as set by the American Community Survey 5-year data [WIOA §129(a)(2); 20 CFR 68.260].

Below is the list of Arkansas counties and census tracts that meets such low-income guidelines using the 2015-2019 American Community Survey 5-Year data. When the county is given, the entire county is low-income. In these cases, specific census tracts are also listed to assist Local WDBs in determining the potential areas of greatest need. Data for other high poverty areas may be found in the American Community Survey 5-Year data.

The census tract number for a particular address can be found by going to [censusreporter.org/locate](https://censusreporter.org/locate). Enter the address, and much information about the address will be displayed, including the Census Tract.

Geographic Area Name	Estimated % below poverty level
Census Tract 4804, Arkansas County, Arkansas	31.8
Census Tract 4807, Arkansas County, Arkansas	28.2
Census Tract 9601, Ashley County, Arkansas	26.0
Census Tract 203.01, Benton County, Arkansas	28.4
Census Tract 211.02, Benton County, Arkansas	27.7
Census Tract 212.02, Benton County, Arkansas	25.5
Census Tract 7906, Boone County, Arkansas	28.0
Census Tract 9503, Bradley County, Arkansas	25.3
Census Tract 9504, Bradley County, Arkansas	25.5



<b>Chicot County, Arkansas</b>	28.9
Census Tract 802, Chicot County, Arkansas	38.2
Census Tract 804, Chicot County, Arkansas	39.7
Census Tract 9536.01, Clark County, Arkansas	28.9
Census Tract 9538, Clark County, Arkansas	28.9
Census Tract 9504, Clay County, Arkansas	31.1
<b>Columbia County, Arkansas</b>	25.0
Census Tract 9505, Columbia County, Arkansas	39.5
Census Tract 1.01, Craighead County, Arkansas	31.3
Census Tract 1.02, Craighead County, Arkansas	27.7
Census Tract 5.02, Craighead County, Arkansas	29.3
Census Tract 6.01, Craighead County, Arkansas	32.1
Census Tract 6.02, Craighead County, Arkansas	48.8
Census Tract 202.01, Crawford County, Arkansas	25.2
Census Tract 205.02, Crawford County, Arkansas	26.2
Census Tract 301.01, Crittenden County, Arkansas	37.5
Census Tract 301.02, Crittenden County, Arkansas	31.0
Census Tract 303.02, Crittenden County, Arkansas	54.3
Census Tract 305.02, Crittenden County, Arkansas	34.7
Census Tract 306, Crittenden County, Arkansas	35.7
Census Tract 307.02, Crittenden County, Arkansas	33.8
Census Tract 307.03, Crittenden County, Arkansas	34.4
Census Tract 312, Crittenden County, Arkansas	31.0
Census Tract 9501, Cross County, Arkansas	27.6
<b>Desha County, Arkansas</b>	29.1
Census Tract 9501, Desha County, Arkansas	36.1
Census Tract 9503, Desha County, Arkansas	37.1
Census Tract 9504, Desha County, Arkansas	33.8
Census Tract 4904, Drew County, Arkansas	33.1
Census Tract 307.01, Faulkner County, Arkansas	36.8
Census Tract 307.02, Faulkner County, Arkansas	33.0
Census Tract 308, Faulkner County, Arkansas	26.9
Census Tract 309, Faulkner County, Arkansas	48.3
Census Tract 9502, Franklin County, Arkansas	29.8
Census Tract 106, Garland County, Arkansas	36.7
Census Tract 107, Garland County, Arkansas	31.8
Census Tract 108, Garland County, Arkansas	34.6
Census Tract 109, Garland County, Arkansas	28.0
Census Tract 115, Garland County, Arkansas	38.2
Census Tract 117, Garland County, Arkansas	32.8
Census Tract 4805, Greene County, Arkansas	33.3
Census Tract 4807, Greene County, Arkansas	41.3
Census Tract 4805, Hempstead County, Arkansas	34.7

Census Tract 202, Hot Spring County, Arkansas	25.4
Census Tract 204, Hot Spring County, Arkansas	29.1
Census Tract 9503, Howard County, Arkansas	28.2
Census Tract 4906, Independence County, Arkansas	35.3
Census Tract 4802, Jackson County, Arkansas	27.3
Census Tract 4803, Jackson County, Arkansas	26.6
Census Tract 4804, Jackson County, Arkansas	29.5
Census Tract 3.03, Jefferson County, Arkansas	35.0
Census Tract 5.02, Jefferson County, Arkansas	26.0
Census Tract 9, Jefferson County, Arkansas	27.9
Census Tract 10, Jefferson County, Arkansas	29.1
Census Tract 12, Jefferson County, Arkansas	27.1
Census Tract 13, Jefferson County, Arkansas	33.0
Census Tract 14.02, Jefferson County, Arkansas	29.1
Census Tract 15.01, Jefferson County, Arkansas	32.0
Census Tract 15.02, Jefferson County, Arkansas	25.2
Census Tract 16, Jefferson County, Arkansas	26.7
Census Tract 17, Jefferson County, Arkansas	34.9
Census Tract 19.01, Jefferson County, Arkansas	46.8
Census Tract 19.03, Jefferson County, Arkansas	32.1
Census Tract 23, Jefferson County, Arkansas	34.8
Census Tract 9520, Johnson County, Arkansas	26.9
Census Tract 9521, Johnson County, Arkansas	25.0
<b>Lafayette County, Arkansas</b>	25.9
Census Tract 4701, Lafayette County, Arkansas	26.4
Census Tract 4702, Lafayette County, Arkansas	25.0
Census Tract 4703, Lee County, Arkansas	30.5
Census Tract 9503, Logan County, Arkansas	26.1
Census Tract 9505, Logan County, Arkansas	28.7
Census Tract 207, Lonoke County, Arkansas	27.3
Census Tract 9602, Madison County, Arkansas	27.1
Census Tract 9602.01, Marion County, Arkansas	29.6
Census Tract 201, Miller County, Arkansas	28.0
Census Tract 202, Miller County, Arkansas	25.5
Census Tract 204, Miller County, Arkansas	36.9
Census Tract 205, Miller County, Arkansas	40.9
Census Tract 206, Miller County, Arkansas	42.2
Census Tract 101, Mississippi County, Arkansas	36.9
Census Tract 102, Mississippi County, Arkansas	28.2
Census Tract 103, Mississippi County, Arkansas	46.5



Census Tract 108, Mississippi County, Arkansas	25.6
Census Tract 110, Mississippi County, Arkansas	40.5
<b>Monroe County, Arkansas</b>	27.1
Census Tract 9501, Monroe County, Arkansas	34.4
Census Tract 9532, Montgomery County, Arkansas	25.4
Census Tract 901, Nevada County, Arkansas	25.3
Census Tract 903, Nevada County, Arkansas	33.8
Census Tract 9504, Ouachita County, Arkansas	26.9
Census Tract 9506, Ouachita County, Arkansas	48.9
<b>Phillips County, Arkansas</b>	34.5
Census Tract 4801, Phillips County, Arkansas	29.8
Census Tract 4803, Phillips County, Arkansas	45.4
Census Tract 4804, Phillips County, Arkansas	49.3
Census Tract 4805, Phillips County, Arkansas	50.2
Census Tract 4806, Phillips County, Arkansas	28.0
Census Tract 4903, Poinsett County, Arkansas	38.0
Census Tract 4907, Poinsett County, Arkansas	40.9
Census Tract 9502, Polk County, Arkansas	33.4
Census Tract 9505, Polk County, Arkansas	27.7
Census Tract 9506, Polk County, Arkansas	27.1
Census Tract 9508, Pope County, Arkansas	26.3
Census Tract 9513, Pope County, Arkansas	26.9
Census Tract 9514, Pope County, Arkansas	33.5
Census Tract 2, Pulaski County, Arkansas	30.2
Census Tract 5, Pulaski County, Arkansas	31.8
Census Tract 12, Pulaski County, Arkansas	51.7
Census Tract 13, Pulaski County, Arkansas	29.4
Census Tract 18, Pulaski County, Arkansas	25.2
Census Tract 19, Pulaski County, Arkansas	27.2
Census Tract 20.02, Pulaski County, Arkansas	38.1
Census Tract 21.02, Pulaski County, Arkansas	36.9
Census Tract 26, Pulaski County, Arkansas	30.1
Census Tract 27, Pulaski County, Arkansas	38.0
Census Tract 28, Pulaski County, Arkansas	60.2
Census Tract 29, Pulaski County, Arkansas	37.2
Census Tract 30.01, Pulaski County, Arkansas	53.0
Census Tract 30.02, Pulaski County, Arkansas	49.8
Census Tract 31, Pulaski County, Arkansas	38.1
Census Tract 32.08, Pulaski County, Arkansas	28.6
Census Tract 36.06, Pulaski County, Arkansas	41.2
Census Tract 38, Pulaski County, Arkansas	29.9
Census Tract 40.01, Pulaski County, Arkansas	31.0
Census Tract 40.05, Pulaski County, Arkansas	27.6

Census Tract 40.07, Pulaski County, Arkansas	28.8
Census Tract 41.03, Pulaski County, Arkansas	25.3
Census Tract 41.05, Pulaski County, Arkansas	27.3
Census Tract 41.07, Pulaski County, Arkansas	25.1
Census Tract 45, Pulaski County, Arkansas	41.8
Census Tract 46, Pulaski County, Arkansas	38.7
Census Tract 9601, St. Francis County, Arkansas	27.1
Census Tract 9604, St. Francis County, Arkansas	41.4
Census Tract 9606, St. Francis County, Arkansas	28.7
Census Tract 9502, Scott County, Arkansas	27.4
Census Tract 1, Sebastian County, Arkansas	28.2
Census Tract 2, Sebastian County, Arkansas	39.7
Census Tract 3, Sebastian County, Arkansas	26.7
Census Tract 4, Sebastian County, Arkansas	28.4
Census Tract 5.01, Sebastian County, Arkansas	33.8
Census Tract 5.02, Sebastian County, Arkansas	26.2
Census Tract 7, Sebastian County, Arkansas	28.7
Census Tract 8, Sebastian County, Arkansas	30.6
Census Tract 12.02, Sebastian County, Arkansas	26.7
Census Tract 803, Sevier County, Arkansas	27.5
Census Tract 804, Sevier County, Arkansas	25.0
Census Tract 4701, Sharp County, Arkansas	25.5
Census Tract 4704, Sharp County, Arkansas	26.8
Census Tract 9506, Union County, Arkansas	25.4
Census Tract 9509, Union County, Arkansas	41.8
Census Tract 9510, Union County, Arkansas	36.4
Census Tract 4601, Van Buren County, Arkansas	32.2
Census Tract 106, Washington County, Arkansas	29.4
Census Tract 107.01, Washington County, Arkansas	39.9
Census Tract 111.01, Washington County, Arkansas	38.6
Census Tract 112, Washington County, Arkansas	39.3
Census Tract 113, Washington County, Arkansas	58.9
Census Tract 706, White County, Arkansas	26.4
Census Tract 708, White County, Arkansas	33.6
<b>Woodruff County, Arkansas</b>	25.2
Census Tract 4902, Woodruff County, Arkansas	29.3
Census Tract 9525, Yell County, Arkansas	28.2

**3. Action Required:** Please ensure that this information is provided to appropriate staff.

**4. Inquires:** Email [WIOATA@arkansas.gov](mailto:WIOATA@arkansas.gov)

**5. Expiration Date:** Continuing