

WIA Eligibility
Guidelines
Glossary
Desk Reference

DEFINITIONS

ADULT: An individual who is age 18 years of age or older.
[Workforce Investment Act (WIA) §10 (1)]

ADULT EXEMPTED ELIGIBILITY: Local Workforce Development Boards (Boards) must establish that sufficient (i.e., unrestricted) funds exist or that individuals are in priority groups established by the Board to serve adults who are not low-income individuals; they must also establish the method for eligibility documentation of such priority groups. [WIA §134(d)(4)(E), 20 C.F.R. §663.600]

BASIC SKILLS DEFICIENT: An individual who has English reading or computing skills at or below 8th grade level (≤ 8.9) on a generally accepted standardized test or a comparable score on a criterion-referenced test. [WIA §101(4)]

BEHIND GRADE LEVEL: An individual with educational attainment that is one or more grade levels below the grade level appropriate to the age of the individual.

When determining the level of deficiency for a youth participant, it is essential to determine the grade level at which the participant should be functioning. According to the Texas Education Agency, in order to enter the first grade, a child must be six years old on or before September 1. The following chart was developed to track the grade level/age requirement. [WIA §129(c)(5)(C)]

Age on or before September 1	6	7	8	9	10	11	12	13	14	15	16	17
Grade Level	1	2	3	4	5	6	7	8	9	10	11	12

CORROBORATIVE WITNESS: An individual who personally knows or can identify the WIA job seeker and who is reasonably likely to be able to verify the self-certification. Such verification may be accomplished by the witness signing the applicant statement form or by completion of a telephone/document inspection form. [U.S. Department of Labor (DOL) Training and Employment Information Notice (TEIN) 22-92]

DEFICIENT IN BASIC LITERACY SKILLS: At a minimum must include:

- (A) computes or solves problems, reads, writes, or speaks English at or below the 8th grade level on a generally accepted standardized test or a comparable score on a criterion-referenced test; or
- (B) is unable to compute or solve problems, read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society. [20 C.F.R. §664.205(a)]

DISLOCATED WORKER: A job seeker who is unemployed through no fault of his or her own or who has received an official layoff notice. The job seeker:

- I. (a) has been terminated, laid off, or received a notice of termination or

- layoff from employment;
 - (b) (1) is eligible for or has exhausted entitlement to unemployment compensation;
 - or
 - (2) has been employed for a duration sufficient to demonstrate—to the appropriate entity at a Texas Workforce Center referred to in WIA §134(c)—attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a state unemployment compensation law; and
 - (c) is unlikely to return to a previous industry or occupation;
- II. (a) has been terminated, laid off, or has received a notice of termination or layoff from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise;
- (b) is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or
 - (c) for purposes of eligibility to receive services other than training services described in WIA §134(d)(4), intensive services described in WIA §134(d)(3), or support services, is employed at a facility at which the employer has made a general announcement that such facility will close;
- III. was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters; or
- IV. is a displaced homemaker. [WIA §101(9)]

Note: If they meet the eligibility requirements, nonretiree military service members discharged other than dishonorably and qualifying military spouses may be eligible to be served as dislocated workers.

DISPLACED HOMEMAKER: A job seeker who has been providing unpaid services to family members in the home, and who:

- (A) has been dependent on the income of another family member but is no longer supported by that income; and
- (B) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment. [WIA §101(10)]

Note: For purposes of (B) above, *underemployment* occurs when an individual is working part time but desires full-time employment or is working in employment not commensurate with the individual’s demonstrated level of educational attainment—e.g., a college graduate in microbiology can find no work in his or her field and is working as a clerk in a department store. [DOL Training and Employment Guidance Letter (TEGL) 14-00, Change 1]

DOCUMENTATION: Physical evidence, which is obtained during the verification process, is maintained in participant files. Such evidence would be copies of

documents, completed telephone verification/document inspection forms, signed self-certification forms, and the Documentation Log. [TEIN 22-92]

ECONOMIC CONDITIONS: Economic conditions that result in the dislocation of a self-employed individual may include:

- (A) failure of one or more businesses to which the self-employed individual supplied a substantial portion of products or services;
- (B) failure of one or more businesses from which the self-employed individual obtained a substantial portion of products or services;
- (C) substantial layoffs from, or permanent closure(s) of, one or more plants or facilities that support a significant portion of the state or local economy;
- (D) depressed prices or markets for the articles or services produced or provided by the self-employed individual; and
- (E) generally high levels—in excess of 4.5 percent—of unemployment in the local workforce development area (workforce area).

ELIGIBLE FOR UNEMPLOYMENT INSURANCE (UI): Includes any job seeker, at time of application, whose wages from employment would be considered in determining eligibility for unemployment compensation under federal or state unemployment compensation laws.

Note:

- Anyone dislocated from UI-covered employment, even if employed for only a single day, may be considered eligible for UI.
- Former members of the armed forces may be eligible for Unemployment Compensation for Ex-military Personnel (UCX). UCX may be considered as a form of unemployment compensation for the purpose of determining eligibility for dislocated worker services. However, not all individuals eligible for UCX will meet the terminated or laid off criterion.
- The Unemployment Compensation for Federal Employees (UCFE) program is administered by the state employment agency under agreements with the secretary of labor. States are required to pay benefits to unemployed federal workers in the same amount and under the same conditions payable if the worker were covered under the applicable state UI law. State UI law provisions that apply to state-covered workers also apply to individuals filing under UCFE. Civilian employees of federal agencies and instrumentalities of the U.S. who are not specifically excluded by federal law are eligible for services under UCFE. Texas Workforce Commission (Commission) confirmation of those services, which are or are not considered UI-covered employment, may be necessary.
- Any dislocated worker determined eligible to receive unemployment compensation under the Railroad Retirement Act (railroad employees) may be considered to be eligible for UI. [WIA §101(9A)(ii)(I)]

ELIGIBLE NONCITIZEN: Participation in programs and activities financially assisted by WIA “shall be available to citizens and nationals of the United States, lawfully admitted permanent resident aliens, refugees, asylees, and parolees, and other immigrants authorized by the Attorney General to work in the United States.” Citizens and nationals must prove citizenship with documentation of place of birth or citizenship status.

Permanent resident and temporary resident aliens (eligible noncitizens) must prove citizenship status with an alien registration receipt card issued by the Immigration and Naturalization Service (INS). This card is a photo ID. IDs issued prior to July 1, 1979, will be a Form 1-151 (green card). Subsequent IDs will be a Form 1-551 (white card). All permanent resident aliens are authorized to work.

Lawfully admitted refugees, parolees, and other individuals must prove authorized employment status with an annual-departure record issued by the INS. If an individual is permitted to work in the U.S., the individual’s card will be stamped *Employment Authorized*. [WIA §188(A)(5)]

ELIGIBLE YOUTH: A job seeker who:

- is not less than age 14 and not more than age 21;
- is a low-income individual; and
- is an individual who is one or more of the following:
 - Deficient in basic literacy skills;
 - A school dropout;
 - Homeless, a runaway, or a foster youth;
 - Pregnant or parenting;
 - An offender; or
 - An individual who requires additional assistance to complete an educational program or to secure and hold employment.

EMPLOYED: A job seeker who is currently:

(A) working:

- as a paid employee;
- in his or her own business, profession, or farm; or
- worked 15 hours or more per week as an unpaid worker on a farm or in an enterprise operated by a member of the family; or

(B) not working, but has a job or business from which he or she is temporarily absent because of illness, bad weather, vacation, labor management dispute, or personal reasons, whether paid by the employer for time off, and whether seeking another job.

NOT EMPLOYED: A job seeker who does not meet the definition of employed or who, although employed, has received a notice of termination of employment.

Note:

- Individuals who are laid off or terminated because of the cyclical intermittent or seasonal nature of their employment may be provided training and employment services under dislocated worker services; however, such training should be made available only to those individuals interested in developing skills in nonseasonal occupations rather than in maintaining their existing status.
- Individuals who are independent contractors or consultants, but who are not technically employees of a firm, are subject to the provisions under self-employed.
- Workers employed on a temporary or seasonal basis, including those employed by a temporary agency, and workers who know the beginning and ending dates of their terms of employment, may be eligible for dislocated worker services when their temporary assignments are completed, if they meet the criteria at WIA §101(9)(i), as defined by the state.
- In a case where the worker is employed by a temporary agency but loses work because of a layoff by the worksite employer, that worker may be eligible for dislocated worker services. Either the worksite employer or the employer of record provides a notice of layoff.
- Documentation of “unlikely to return” status should be based on the industry or occupation of dislocation rather than that of the temporary agency.

FACILITY OR OPERATING UNIT: The term *facility* refers to a building or buildings, and the term *operating unit* refers to a product task or specific work function within or across facilities at a single site. For workers whose primary duties require travel from point to point, the facility or operating unit to which they are assigned as their home base will define the unit in which they are covered for Worker Adjustment Retraining Notification Act (WARN) purposes. [WARN §639.3(j)]

FAMILY: “Two or more persons related by blood, marriage, or decree of court, who are living in a single residence, and are included in one or more of the following categories:

- (A) A husband, wife, and dependent children;
- (B) A parent or guardian and dependent children; or
- (C) A husband and wife. [WIA §101(15)]

Note:

- Family size is determined based on those individuals meeting the above definition at time of application.
- For purposes of (B), references to *guardian* refer to *legal guardian*.

- An individual with a disability must, for purposes of income eligibility determination, be considered an unrelated individual who is a family unit of one consistent with the definition of low-income individual at WIA §101(25)(f).
- In a situation in which a job seeker is claiming, for purpose of defining his or her family, to be in a common-law marriage, written attestation must be obtained from both parties affirming the fact. Texas family law requires individuals in an “informal” marriage (aka common-law marriage) to be at least 18 years of age. [Texas Family Code §1.91 et seq.]

FAMILY INCOME:

For the purpose of determining WIA income eligibility, the following are excluded from income:

- Unemployment compensation. [WIA §101(25)(B)]
- Needs-based scholarship assistance.
- Financial assistance under Title IV of the Higher Education Act—Pell Grants, Federal Supplemental Educational Opportunity Grants and Federal Work Study, PLUS, Stafford, and Perkins loans—is debt and not income.
- Child support payments. [WIA §101(25)(B)]
- Cash welfare payments (including TANF, SSI, RCA, GA, emergency assistance, and general relief). [WIA §101(25)(B)]
- Onetime income received in lieu of TANF cash assistance.
- Income earned while a veteran was on active military duty and certain other veterans’ benefits, i.e., compensation for service-connected disability, compensation for service-connected death, vocational rehabilitation, and education assistance. [TEIN 22-92]
- Regular payments from Social Security, such as Old Age and Survivors Insurance. [WIA §101(25)(B)]
- Lump sum payments received as assets in the sale of a house, where the assets are to be reinvested in the purchase of a new home. [Consistent with IRS guidance]
- Payments received as the result of an automobile accident insurance settlement that are being applied to the repair or replacement of an automobile.
- Foster care payments.
- Any withdrawal from an Individual Development Account (IDA) for the purchase of a home, medical expenses, or educational expenses.
- Onetime cash payment, including tax refunds; loans, which are debt and not income; onetime insurance payments; gifts; and lump sum inheritances.
- Noncash benefits such as employer-paid fringe benefits, food, or housing received in lieu of wages, Medicare, Medicaid, food stamps, school meals, and housing assistance.

Note: When a federal statute specifically provides that income or payments received under such statute shall be excluded in determining eligibility for the level of benefits received under any other federal statute, such income or payments shall be excluded in WIA eligibility determination. *Example:* adoption subsidies

Everything that is not listed as excluded from income above is included as income.

FOSTER CHILD: A youth on behalf of whom state or local government payments are made; and for whom a court order removing the youth from the custody of the parent(s) and specifying a managing conservator exists. [WIA §101(25)(E)]

HOMELESS: An individual who lacks a fixed, regular, and adequate nighttime residence; and who has a primary nighttime residence that is:

- (A) a supervised publicly or privately operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill);
- (B) an institution that provides a temporary residence for individuals intended to be institutionalized; or
- (C) a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.

This definition is from §103 of the Stewart B. McKinney Homeless Assistance Act. [WIA §101(25)(D)]

INDIVIDUAL: A person not meeting the definition of family is considered to be an individual (aka family of one). [TEIN 22-92]

INDIVIDUAL WITH A DISABILITY: An individual with a disability as defined in the Americans with Disabilities Act of 1990, §3. [42 U.S.C. §12102]

The individual:

- has a physical or mental impairment that substantially limits one or more of the major life activities of such individual;
- has a record of such an impairment; or
- is regarded as having such an impairment. [PL 101-336 ADA of 1990]

LAYOFF: A separation of an employee from an establishment that is initiated by the employer; an involuntary separation; a period of forced unemployment. [Bureau of Labor Statistics]

LITERACY: “Literacy means an individual’s ability to read, write, and speak in English, and to compute and solve problems at levels of proficiency necessary to function on the job, in the family of the individual, and in society.” [20 C.F.R. §660.300]

LOW-INCOME INDIVIDUAL: An individual who:

- (A) receives or is a member of a family that receives cash payments under a federal, state, or local income-based public assistance program;
- (B) received an income or is a member of a family that has received a total family income for the six-month period prior to application for the program involved

[exclusive of unemployment compensation, child support payments, payments described in subparagraph (A), and old-age and survivors insurance benefits received under Section 202 of the Social Security Act (42 U.S.C. 402)] that, in relation to family size, does not exceed the higher of:

- (1) the poverty line, for an equivalent period; or
 - (2) 70 percent of the Lower Living Standard Income Level, for an equivalent period;
- (C) is a member of a household that receives (or has been determined within the six-month period prior to the application for the program involved to be eligible to receive) food stamps pursuant to the Food Stamp Act of 1977;
- (D) qualifies as a homeless individual, as defined in the Stewart B. McKinney Homeless Assistance Act §103(a) and (c);
- (E) is a foster youth on behalf of whom state or local government payments are made; or
- (F) in cases permitted by regulations of the secretary of labor, is an individual with a disability whose own income meets the requirements of (B) above, but who is a member of a family whose income does not meet such requirements. [WIA §101(25)]

MILITARY SPOUSE: An individual who is:

- married to an active duty service member, including one in the National Guard or Reserve; or
- the surviving spouse of an active duty service member who lost his or her life while on active duty service in Afghanistan, Iraq, or other combat area.

NATURAL DISASTER: Categories of natural disasters include, but are not limited to, any hurricane, tornado, storm, flood, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mud-slide, snowstorm, drought, fire, explosion, or other catastrophe.

OFFENDER: Any adult or juvenile who is, or who has been, subject to any stage of the criminal justice process for whom service under WIA may be beneficial or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or convictions. [WIA §101(27)]

Note: Includes misdemeanors.

OUT-OF-SCHOOL YOUTH:

- (A) An eligible youth who is a school dropout; or
- (B) An eligible youth who has received a secondary school diploma or its equivalent but is basic skills deficient, unemployed, or underemployed. [WIA §101(33)]

PARTICIPANT: An individual who has registered under 20 C.F.R. §663.105 or §664.215 and has been determined to be eligible to participate in, and is receiving services (except for follow-up services) under a program authorized by WIA Title I. Participation commences on the first day, following determination of eligibility, on

which the individual begins receiving core, intensive, training, or other services provided under WIA Title I. [20 C.F.R. §660.300]

PERMANENT CLOSURE: The term plant closing means the permanent or temporary shutdown of a *single site of employment* or one or more *facilities* or *operating units* within a single site of employment. An employment action that results in the effective cessation of production or the work performed by a unit, even if a few employees remain, is a closure. [WARN §639.3(j)]

PERMANENTLY DISLOCATED: A permanent loss of employment from a place of business, including a self-employed business, where no intention exists to rebuild or reestablish the business or occupation.

PREGNANT OR PARENTING YOUTH: Individuals who are pregnant or parenting. [WIA §101(13)(C)(iv)]

Note: Parenting is defined in behavioral terms.

PUBLIC ANNOUNCEMENT: An employer has publicly declared through the media the impending closure of a specific facility, including the planned date of final closure, and documented verification of such has been made to the state.

PUBLIC ASSISTANCE: Federal, state, or local government cash payments for which eligibility is determined by a needs or income test. [WIA §101(37)]

REGISTRATION: An information collection process that documents a determination of eligibility. [20 C.F.R. §660.300]

RUNAWAY YOUTH: An individual under 18 years of age who absents himself or herself from home or place of legal residence without the permission of parents or legal guardian. This definition is from regulations issued pursuant to the Runaway and Homeless Youth Act. [WIA §129(c)(5)(F)]

SCHOOL DROPOUT: An individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent. [WIA §101(39)]

SELF-CERTIFICATION: An individual's signed attestation that the information he or she submits to demonstrate eligibility for a program under Title I of WIA is true and accurate. [20 C.F.R. §660.300]

SELF-EMPLOYED: A gainfully occupied individual who works for himself or herself as opposed to a salaried or commissioned worker who is the employee of another.

Note: Family members and farm/ranch hands must provide documentation to substantiate that the self-employed farmer, rancher, professional, independent trade

person, or other business person by whom (or with) they are employed meets the criteria under Category 3 of the WIA dislocated worker eligibility criteria.

SINGLE-SITE EMPLOYMENT:

- (A) A single site of employment can refer to either a single location or a group of contiguous locations. Groups of structures that form a campus or industrial park, or separate facilities across the street from one another may be considered a single site of employment.
- (B) Separate buildings or areas that are not directly connected or in immediate proximity may be considered a single site of employment if they are in reasonable geographic proximity, used for the same purpose, and share the same staff and equipment. An example is an employer who manages a number of warehouses in an area but who regularly shifts or rotates the same employees from one building to another.

Note: Noncontiguous sites in the same geographic area that do not share the same staff or operational purpose should not be considered a single site. For example, assembly plants that are located on opposite sides of town and are managed by a single employer may be considered separate sites if they employ different workers. [WARN §639.3(j)]

SPECIAL RULE—5 PERCENT ELIGIBILITY EXEMPTIONS: Not more than 5 percent of youth job seekers—per workforce area—enrolled in a WIA program may be individuals who do not meet the economic eligibility requirements. To qualify for that 5 percent, job seekers must fall within one or more categories of individuals facing serious barriers to employment. In order to serve these job seekers, the first seven (A–G) categories are identified in WIA and the eighth (H) category is defined by the Board, along with the method for documenting it.

Categories of individuals facing serious barriers to employment:

- (A) Individuals who are school dropouts;
- (B) Individuals who are basic skills deficient;
- (C) Individuals with educational attainment that is one or more grade levels below the grade level appropriate to the age of the individuals (see *behind grade level*);
- (D) Individuals who are pregnant or parenting;
- (E) Individuals with disabilities, including learning disabilities;
- (F) Individuals who are homeless or runaway youth;
- (G) Individuals who are offenders; or
- (H) Other youth who face serious barriers to employment in a Board-designated category.* [WIA §129(c)(5)]

***BOARD-DESIGNATED CATEGORY:** A Board conducting a program assisted under this part may define this category of individuals, not covered in the other categories, who face serious barriers to employment if:

- (A) The Board establishes local policy identifying the additional category of individuals and justifying the inclusion of such category; and
- (B) This category of individuals is not solely composed of: (1) individuals with a poor work history; or (2) individuals who are unemployed.

Note: A member of a group protected under the civil rights statutes may not be designated as having a barrier to employment solely on the basis of the characteristics that cause him or her to fall under the civil rights legislation. [WIA §129(c)(5)(H)]

SUBSTANTIAL HANDICAP TO EMPLOYMENT: A loss of occupational choices of a class or group of jobs owing to disability, i.e., significant diminishment of occupational choices.

SUBSTANTIAL/MASS LAYOFF: Any reduction in force, including those who have received a notice of layoff, that is not the result of a plant closing and that results in an employment loss at a *single site* of employment during any 30-day period for:

- (A) At least 33 percent of the employees (excluding employees regularly working less than 20 hours per week); and
- (B) At least 50 employees (excluding employees regularly working less than 20 hours per week); or
- (C) At least 500 employees (excluding employees regularly working less than 20 hours per week). [20 C.F.R. §639.9]

TERMINATION: Separation from employment due to reasons other than a discharge for cause, voluntary departure, or retirement.

Note:

- DOL recognizes the Office of Personnel Management's (OPM) Certification of Expected Separation as meeting the requirement of WIA §101(9)(A)(i) that a worker receive a notice of termination in order to participate in activities authorized under the WIA Dislocated Worker program.
- Receipt of UI compensation payments is not an automatic determination that the individual meets the WIA definition of *termination* or *layoff*.
- Separation from Military – For a member of the army, navy, air force, or marine corps, who was on active duty, or an individual on full-time National Guard duty, it is DOL policy that being discharged (under honorable circumstances), either voluntarily or involuntarily, terminates an employment relationship between an individual and the military and thus falls within the scope of the termination component of the WIA definition of dislocated worker. [TEGL 22-04]
- Texas Workforce Commission/UI Adjudication/Appeals Process – Job seekers who are separated from employment for cause (fired), involuntarily discharged for

medically verified reason, accepted early or forced retirement, or resigned under duress or with good cause connected with the employment may be considered as meeting the WIA eligibility criterion of terminated or laid off—as circumstances indicate—if such job seekers, while filing for unemployment compensation, made a statement to the UI claimstaker that they:

- (A) disagreed with reason for the discharge as given by the employer because:
 - the reason given by the employer was not the real reason;
 - the reason given by the employer was not sufficient grounds for discharge;or
- (B) left employment voluntarily:
 - under duress;
 - for health or safety reasons related to the job; or
- (C) accepted early or forced retirement, and subsequently through the UI adjudication or appeals processes are determined to be eligible for unemployment compensation. (Appropriate documentation of the claimant’s statements and receipt of UI benefits are required.)

UNDEREMPLOYED: 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. [20 C.F.R. §668.150]

UNEMPLOYED: An individual who is without a job, and wants and is available for work. The determination of whether an individual is without a job is made in accordance with the following criteria, used by the DOL Bureau of Labor Statistics to define individuals as unemployed:

- (A) An individual who did not work during the seven consecutive days prior to application, who made specific efforts to find a job within the past four weeks prior to application, and who was available for work during the seven consecutive days prior to application. Also included as unemployed are those who did not work; and individuals:
 - waiting to be called back to a job from which they have been laid off; or
 - waiting to report to a new wage or salary job scheduled to start within 30 days. [WIA §101(47)]

UNLIKELY TO RETURN: A job seeker in the dislocated worker population whose situation is such that:

- (A) The industry or occupation shows no growth or a decline in available job opportunities as documented by labor market statistics or other Commission-approved labor market analyses;
- (B) The individual has been seeking, since termination, layoff, or receipt of notice of layoff, but has been unable to find, employment in his or her previous industry or occupation due to economic conditions and/or skill limitations; or
- (C) A military spouse is required to leave a job or occupation as a result of the military member's transfer that does not position the spouse to return immediately to his or her previous occupation or industry. In this situation, Boards may want to take into account a variety of factors including:
 - the spouse's skills, which may be inadequate to meet the needs of the current workforce and economy;
 - any decline—in the region of relocation—of the industry in which the spouse has prior work experience; and
 - an excess of workers with similar experience and skill sets seeking limited employment opportunities within the region.

Note: Individuals laid off on a temporary basis, with a specific recall date, are not eligible under Category 1 of the WIA dislocated worker eligibility criteria, based on the unlikely to return provision.

VERIFICATION: Confirming eligibility requirements through examination of official documents, e.g., birth certificates, public assistance records, or speaking with official representatives of cognizant agencies. [TEIN 22-92]

VETERAN:

- (A) The term *veteran* means an individual who served in the active military, naval, or air service—including National Guard or Reserve—and who was discharged or released from such service under honorable conditions.
- (B) The term *recently separated veteran* means any veteran who applies for participation under any title of WIA within 48 months of the discharge or release from active military, naval, or air service.
- (C) The term *Vietnam-era veteran* means a veteran whose active military service occurred between August 5, 1964, and May 7, 1975.

Note: The term *active* means full-time duty in the armed forces, other than duty for training in the reserves or National Guard. Any period of duty for training in the reserves or National Guard, including authorized travel, during which an individual was disabled from a disease or injury incurred or aggravated in the line of duty, is considered active duty. [WIA §101(49)]

YOUTH BARRIERS: Youth with barriers include those individuals who are:

- deficient in basic literacy skills;
- school dropouts;

- homeless, runaway, or foster youth;
- pregnant or parenting;
- offenders; or
- who require additional assistance to complete an education program or to secure and hold employment.