



Bay Consortium Workforce Development Board

Policy Number: 15-01
Effective Date: July 1, 2019
Revised Date: July 1, 2025
Title: Self-Sufficiency Policy

PURPOSE:

The purpose of this policy is to provide guidance for effective Self-Sufficiency practices to support service strategies that assist WIOA eligible individuals reach their employment goals.

The Lower Living Standard Income Levels expire June 30, 2026.

REFERENCES:

Workforce Innovation and Opportunity Act of 2014, Section 3 (36), Section 134 (a) (3) (A) (xii) and Section 134 (d) (1) (A) (x)

20 *Code of Federal Regulations* §680.600

Federal Register, January 17, 2025 – Department of Health and Human Services, Annual Update of the HHS Poverty Guidelines

Federal Register, May 13, 2025 – U.S. Department of Labor – Employment and Training Administration Workforce Innovation and Opportunity Act (WIOA) 2025 Lower Living Standard Income Level (LLSIL)

[Virginia Workforce Letter \(VWL\) 24-01](#)

DEFINITION OF ECONOMIC SELF-SUFFICIENCY:

The Workforce Innovation & Opportunity Act (WIOA) requires a local definition of economic self-sufficiency as a condition for providing training or re-training services to Adult's, including Employed Adults, and Dislocated Workers.

The following policy is established to broaden the range of populations served in the Bay Consortium Local Workforce Development Area XIII and to encourage participation in the services provided, and to maximize the use of funding received in the Bay Consortium Local Workforce Development Area XIII.

The Bay Consortium Local Workforce Development Area XIII defines the term “low-income individual” as an individual who:

- Receives or is a member of a family that receives, cash payments under a Federal, State or local income-based public assistance program;

- Received an income or is a member of a family that received a total family income, for the 6-month period prior to application for the program involved (exclusive of unemployment compensation, child support payments, cash payments under a Federal, State or local income-based public assistance program; and old age and survivor’s 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:
 - The poverty line, for an equivalent period; or
 - 70 percent of the lower living standard income level, for an equivalent period (see chart below);

Any individual who is considered to be “low income”, as defined above, is eligible to receive WIOA funded training services in the Bay Consortium Local Workforce Development Area XIII

Below are the charts detailing the 2025 Poverty Guidelines for the 48 Contiguous States and the District of Columbia, the 70% Lower Living Standard Income Level Chart and the 100% Lower Living Standard Income Level Chart for the Bay Consortium Local Workforce Development Area XIII.

2025 Poverty Guidelines for the 48 Contiguous States and the District of Columbia

Size of Family Unit Poverty Guideline	
1	\$15,650
2	\$21,150
3	\$26,650
4	\$32,150
5	\$37,650
6	\$43,150
7	\$48,650
8	\$54,150

For family units with more than 8 members, add \$5,500 for each additional member.
Federal Register, January 17, 2025 – *Federal Register* – Department of Health and Human Services, Annual Update of the HHS Poverty Guidelines

70% LOWER LIVING STANDARD INCOME LEVEL CHART (2025)

PY 2025 INCOME GUIDELINES		70% Lower Living Standard Income Level for WIOA Program Eligibility							
			Family Size						
WDB	County CD FIPS	Locality Name	1	2	3	4	5	6	Family Size Addition
Bay Consortium	001	Accomack County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	033	Caroline County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	057	Essex County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	097	King and Queen County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	099	King George County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	101	King William County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	103	Lancaster County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	115	Mathews County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	119	Middlesex County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	131	Northampton County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	133	Northumberland County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	159	Richmond County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	177	Spotsylvania County	15,650	23,939	32,859	40,559	47,869	55,982	8,113
Bay Consortium	179	Stafford County	15,650	23,939	32,859	40,559	47,869	55,982	8,113
Bay Consortium	193	Westmoreland County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	630	Fredericksburg City	15,650	23,939	32,859	40,559	47,869	55,982	8,113
Bay Consortium	073	Gloucester County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	127	New Kent County	15,650	21,150	27,448	33,888	39,995	46,777	6,782
Bay Consortium	137	Orange County	15,650	21,150	27,448	32,601	38,472	44,992	6,520
Bay Consortium	047	Culpeper County	15,650	21,150	27,448	32,601	38,472	44,992	6,520

200% LOWER LIVING STANDARD INCOME LEVEL CHART (2025)

Individuals EXCEEDING these amounts are deemed SELF SUFFICIENT

PY 2025 INCOME GUIDELINES		200% Lower Living Standard Income Level for Self-Sufficiency Determination							
WDB	County CD FIPS	Locality Name	Family Size						Family Size Addition
			1	2	3	4	5	6	
Bay Consortium	001	Accomack County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	033	Caroline County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	057	Essex County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	097	King and Queen County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	099	King George County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	101	King William County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	103	Lancaster County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	115	Mathews County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	119	Middlesex County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	131	Northampton County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	133	Northumberland County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	159	Richmond County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	177	Spotsylvania County	41,736	68,396	93,882	115,882	136,768	159,950	27,182
Bay Consortium	179	Stafford County	41,736	68,396	93,882	115,882	136,768	159,950	27,182
Bay Consortium	193	Westmoreland County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	630	Fredericksburg City	41,736	68,396	93,882	115,882	136,768	159,950	27,182
Bay Consortium	073	Gloucester County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	127	New Kent County	34,872	57,138	78,424	96,822	114,272	133,648	19,376
Bay Consortium	137	Orange County	33,560	54,976	75,456	93,146	109,920	128,550	18,630
Bay Consortium	047	Culpeper County	33,560	54,976	75,456	93,146	109,920	128,550	18,630