

POPULATIONS WHO EXPERIENCE SYSTEMIC BARRIERS TO EMPLOYMENT

[WIOA sec. 3\(24\)](#): WIOA designated the following populations as “individuals with a barrier to employment” and defined this term to mean a member of one (1) or more of the following populations:

- Displaced homemakers
- Individuals meeting certain low-income thresholds
- Indians, Alaska Natives, and Native Hawaiians
- Individuals with disabilities
- Older individuals (ages 55 or over)
- Individuals who have exited the justice system
- Individuals experiencing homelessness
- Youth who are in, or have aged out, of the foster care system
- Individuals who are English language learners
- Individuals who have low levels of literacy:
 - WIOA Sec. 202(13): The term “literacy” is defined as an individual’s ability to read, write, and speak English, compute, and solve problems at levels of proficiency necessary to function on the job, in the family of the individual, and in society
- Individuals experiencing substantial cultural barriers:
 - DOLETA 9172: The individual perceives him, her, or themselves as possessing attitudes, beliefs, customs, or practices that influence a way of thinking, acting, or working that may serve as a hindrance to employment.
- Eligible migrant and seasonal farmworkers
- Individuals within 2 years of exhausting lifetime eligibility under TANF
- Single parents (including single pregnant women)
- Long-term unemployed individuals (unemployed 27 or more weeks)
- Other populations determined by the Governor who experience systemic barriers to employment.
 - On December 1, 2021, Washington State Governor Inslee [designated the following populations to have barriers to employment](#):
 - Black
 - Asian
 - Native Hawaiians
 - Compact of Free Association (COFA) nations
 - Pacific Islander communities
 - Latinos
 - LGBTQ communities
 - Expectant persons
 - Veterans