

Dislocated Worker Definition

Reference: WIOA Sec. 3(15) and TEGL¹ 19-16

The term “dislocated worker” (DW) means an individual who meets the criteria described in at least one of the five categories listed below.

Category 1 – DW, ordinary layoff

- has been terminated or laid off, or who has received a notice of termination or layoff, from employment; **and**
- is eligible for or has exhausted entitlement to unemployment compensation; **or** has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in WIOA Sec. 121(e), 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**
- is unlikely to return to a previous industry or occupation

Category 2 – DW, permanent closure or mass layoff

- has been terminated or 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; **or**
- is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; **or**
- for purposes of eligibility to receive services other than training services described in WIOA Sec. 134(c)(3), career services described in WIOA Sec. 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close

Category 3 – DW, self-employed

- 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

Category 4 – DW, displaced homemaker

- is a displaced homemaker as described in WIOA Sec. 3(16)

Category 5 – DW, service member **or spouse of a member of the Armed Forces**

- is a service member who has separated **or** is separating from the Armed Forces with a discharge that is anything other than dishonorable **and**:
 - has received a notice of separation, a Form DD-214 from the Department of Defense, or other documentation showing a separation or imminent separation from the US Armed Forces; **and**
 - is eligible for or has exhausted unemployment compensation; **and**
 - is unlikely to return to a previous industry or occupation; **or**
- is the 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 who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; **or**
- is the spouse of a member of the Armed Forces on active duty and who meets the criteria described in WIOA Sec. 3(16)(B)

¹ TEGL refers to a Training and Employment Guidance Letter issues by the US Department of Labor Employment and Training Administration.