



THRIVE (EcSA) - ELIGIBILITY POLICY #3501

Date of Original Policy: 4/15/2024

PURPOSE

Economic Security for All (EcSA), locally known as Thrive, is an initiative intended to build on already existing programs to streamline access to existing services and benefits to help more low-income families move out of poverty in their pursuit of equity, dignity, and sustained self-sufficiency.

BACKGROUND

The original grant for this program was funded using the Governor's WIOA Discretionary state activities, following WIOA eligibility rules. Additional funding was added from the state general fund to expand the services to more individuals. This expanded eligibility criteria when using state general funds. Most recently, funding was acquired from the Department of Commerce - Community Reinvestment Funds (CRF) to provide incentive payments to eligible participants.

POLICY

Thrive's program design is intended to:

1. Meet or exceed our local goals for the number of people moving to self-sufficiency, in order to demonstrate this model for moving people out of poverty with equity.
2. Bundle WIOA and non-WIOA services (SNAP, housing, many others) to stabilize customer's lives, conveniently and with dignity for the customer.
3. Establish and implement customized career plans to reach 100% of participant Income Adequacy, as established by the UW self-sufficiency calculator.
4. Provide extensive wrap-around services and continue bundling benefits to maintain stability as customers pursue their customized career plan, continuously until they reach Income Adequacy.
5. Include Black, Indigenous, and People of Color (BIPOC) communities, rural communities and people experiencing poverty in program design and implementation.
6. Work collaboratively across local, state, and federal levels to remove barriers to coordinated delivery of multiple benefits.

To properly measure accomplishment of these goals, Subrecipients are expected to comply with the following requirements for **Federal Thrive (EcSA)**:

1. After enrollment into the program in accordance with the Federal Thrive policy and guidance, all participants must be tracked in ETO (or its successor) according to the case management policies and procedures required by the WIOA Title I-B program.
2. Participants must be assessed using the UW Self-Sufficiency Calculator and their information stored at program entry and upon attainment of employment in a manner that allows all parties overseeing the implementation of the self-

sufficiency calculator to collect and record this data to assess performance, and to demonstrate whether the client has reached their income adequacy and/or self-sufficiency goal.

To properly measure accomplishment of these goals, Subrecipients are expected to comply with the following requirements for **State Thrive (EcSA)**:

1. After enrollment into the program in accordance with the State Thrive policy and guidance, all participants must be tracked in ETO (or its successor) according to the case management policies and procedures required by the WIOA Title I-B program.
2. Participants must be assessed using the UW Self-Sufficiency Calculator and their information stored at program entry and upon attainment of employment in a manner that allows all parties overseeing the implementation of the self-sufficiency calculator to collect and record this data to assess performance, and to demonstrate whether the client has reached their income adequacy and/or self-sufficiency goal.
3. For the purposes of all State Thrive programs, Self-Sufficiency is defined as Attainment of 100% of individualized household Income Adequacy, as established through use of the UW Self-Sufficiency Calculator.
4. Every Thrive client must be provided information about other workforce, education, and human services that may be of value to them by using the Bundled Services Desk Aid provided by ESD or a local equivalent that has been approved by ESD.
5. Subrecipients must recruit in a manner that reaches out to BIPOC, and/or unhoused/in rural communities, with the intention of increasing the proportion of these populations that are served over time.

A. Participant Eligibility

To participate in Thrive, the participant must meet eligibility for the specific funding source being used. Co-enrollment into formula and/or discretionary grants is recommended but not required. All eligibility criteria are required to be met for all programs of enrollment.

1. **Federal Thrive** –
 - a. **Under 200%** of Federal Poverty Line (FPL) Participants must:
 - i. Be from a household (as defined by Health and Human Services (HHS) poverty guidelines) that is below 200% of the Federal Poverty Level and
 - ii. Meet basic eligibility requirements for any of the three WIOA Title I-B Formula Programs.
 - b. **Over 200%** of Federal Poverty Line (FPL) Participants must:
 - i. Meet basic eligibility requirements for any of the three WIOA Title I-B Formula Programs and
 - ii. Be from a household (as defined by HHS poverty guidelines) that is:
 1. Above 200% of the FPL at the time of enrollment and
 2. Below their self-sufficiency goal or determined to be likely to fall into poverty based on one of the following factors:
 - a. Recent or pending lay-off or upcoming loss of employment
 - b. Change or increase in family size
 - c. Loss of housing

- d. Previously incarcerated or justice involved individuals
- e. End of unemployment insurance payments or other public assistance
- f. Status as a recent victim of domestic violence or stalking

The WSW subrecipient contracted to implement and serve Federal Thrive eligible participants are not required to serve those above the 200% FPL. WSW designated 15% of Federal Thrive enrollments to serve individuals whose documentation shows their household income in excess of 200% of the FPL and are at risk of falling below 200% of the FPL.

2. State Thrive –

a. **Under 200%** of Federal Poverty Line (FPL) Participants must:

- i. Be from a household (as defined by Health and Human Services (HHS) poverty guidelines) that is below 200% of the Federal Poverty Level and
- ii. Meet basic eligibility requirements for any of the three WIOA Title I-B Formula Programs, excluding requirements to register for Selective Service.

b. **Over 200%** of Federal Poverty Line (FPL) Participants must:

- i. Meet basic eligibility requirements for any of the three WIOA Title I-B Formula Programs, excluding requirements to register for Selective Service and
- ii. Be from a household (as defined by HHS poverty guidelines) that is:
 - 1. Above 200% of the FPL at the time of enrollment and
 - 2. Below their self-sufficiency goal or determined to be likely to fall into poverty based on one of the following factors:
 - a. Recent or pending lay-off or upcoming loss of employment
 - b. Change or increase in family size
 - c. Loss of housing
 - d. Previously incarcerated or justice involved individuals
 - e. End of unemployment insurance payments or other public assistance
 - f. Status as a recent victim of domestic violence or stalking

The WSW subrecipient contracted to implement and serve State Thrive eligible participants **are required** to serve those above 200% FPL. State Thrive funds are to serve participants whose documentation shows their household income in excess of 200% of the FPL but are at risk of falling below 200% of the FPL.

3. Community Reinvestment Funds (CRF) Thrive – Business Support and Subsidized Training Program

a. Business:

- i. The funds provided are to focus the support on Black, Indigenous, or Latine-owned or operated businesses.

1. Individuals should be employed at a Black, Latine, or Indigenous owned or operated businesses **or**
 2. Preparing for a specific job that is available at a business that is Black, Latine, or Indigenous owned or operated.
- ii. Business categorization and demographic information must be entered into Launchpad. Launchpad will be used to report performance to the funder.
- b. Individuals:
- i. Must be connected to the eligible business.
 - ii. The individual must be enrolled in the CRF program in ETO with all demographic information entered. The program enrollment date must be the date the training service begins. Subrecipient cannot enroll prior to that date.
 - iii. A “state funded” touchpoint for the training service must be selected.
 - iv. The only services that may be provided to individuals in training paid for by the CRF under the “State Funded” category in ETO are as follows:
 1. Occupational Skills Training
 2. On-the-Job Training
 3. Work Experience/Internship
 4. Incumbent Worker Training
 5. Customized Training
 - v. The above training services must be administered following the WSW Training Handbook.
 - vi. Case management (including support services) cannot be provided to individuals as part of the CRF Business Support and Subsidized Training program. Individuals who require case management must also be co-enrolled into a program for which they meet eligibility requirements and receive case management provided by that program.

Individuals receiving the above training may be co-enrolled into other programs if needed and eligible. However, they are not required to be co-enrolled in order to take part in EcSA Business Support and Subsidized Training program.

CRF focus is to support Black, Indigenous, and Latine communities and Subrecipients should implement outreach strategies to reach these populations. However, anyone who is eligible may be enrolled in State Thrive and receive incentives from CRF. Please see Thrive Incentive Policy #3502 for more detailed information on providing incentives.

Subrecipients should be aware that the number of individuals served from these target populations will be tracked through regular reports to the Washington State Department of Commerce and the Governor’s Office of Equity, which expect to see significant growth in the number of people served from these target populations. Because of this, effective

recruitment strategies and proper data entry concerning individual's demographics (including completion of a WorkSourceWA.com account) are especially vital for program success.

PROCEDURES

Enrollment and service guidance and procedures are available in [WIN 0135, Attachment A](#) and [WIN 0129 Change 4, Attachment B](#). Below are the minimum requirements for documenting eligibility for each program.

1. Federal Thrive – Subrecipient is required to maintain documentation that verifies the following for **all** participants:
 - a. ID
 - b. U.S. Citizenship or otherwise legally entitled to work in the U.S.
 - c. Age
 - d. Household income status
 - e. Selective Service registration, if applicable

Note: In accordance with Federal policy, individuals who were required to register for selective service, but who did not do so and who can demonstrate that their failure was not knowing or willful may be served under the Federal Thrive program. These individuals must have their Selective Service status adjudicated following policy.

2. Federal Thrive – Subrecipient is required to maintain above documentation and information that verifies the participant is **above 200%** of the Federal Poverty Line. Documentation could include:
 - a. Layoff letter
 - b. Documentation showing the end of benefits.
 - c. Eviction notice
 - d. Self-attestation. While allowable, self-attestation is a last resort option when no other documentation is available. Self-attestation as documentation requires a detailed case note explaining the circumstances that place the participants at risk and follows local policy [TA Memo 21, Rev 2 Case Noting](#).
3. State Thrive – Subrecipient is required to maintain documentation that verifies the following for **all** participants:
 - a. ID
 - b. U.S. Citizenship or otherwise legally entitled to work in the U.S.
 - c. Age
 - d. Household income status
4. State Thrive – Subrecipient is required to maintain above documentation and information that verifies the participant is **above 200%** of the Federal Poverty Line. Documentation could include:
 - a. Layoff letter
 - b. Documentation showing the end of benefits.
 - c. Eviction notice
 - d. Self-attestation. While allowable, self-attestation is a last resort option when no other documentation is available. Self-attestation as documentation requires a detailed case note explaining the

circumstances that place the participants at risk and follows local policy [TA Memo 21, Rev 3 Case Noting](#).

4. Community Reinvestment Funds Thrive –

- a. Subrecipient is required to maintain documentation that verifies State Thrive eligibility described above if receiving incentives.
- b. Subrecipient is required to maintain documentation for administering eligible training services and verification of business eligibility.

Once enrolled, Thrive participants over 200% of the FPL must be served in accordance with all the same rules and polices that govern individuals enrolled below 200% of the FPL.

When enrolling a participant into either Federal or State Thrive in ETO, select the corresponding Economic Security for All program, and then answer the question that populates “Household income greater than 200% of the Federal Poverty Level” with either a yes or no, depending on their income status.

Review the seeker's personal data on the Demographics at Enrollment Tab. If needed, impersonate the seeker and use their Job Match profile to m

Program of Enrollment *

Economic Security for All (EcSA) ▼

Household income greater than 200% of Federal Poverty Level

Yes

No

Clear Selection

Review the seeker's personal data on the Demographics at Enrollment Tab. If needed, impersonate the seeker and use their Job Match profile to m

Program of Enrollment *

State-funded Economic Security for All (EcSA) ▼

Household income greater than 200% of Federal Poverty Level

Yes

No

Clear Selection

REFERENCES/RESOURCES

- Rescinds WSW Policy #3039
- [TA Memo 21, Rev 3 Case Noting](#)
- [WIN 0135](#)
- [WIN 0129 Revision 4](#)
- [WIN 0140](#)

WEBSITE

<http://workforcesw.org/providers#OperationsPolicies>

INQUIRIES

Please contact Mando Antonino mantonino@workforcesw.org (360) 567-3185 for questions.