

**281—25.1(260H,260I) Definitions.**

“*Department*” means the Iowa department of education.

“*Director*” means the director of the Iowa department of education.

“*Dislocated worker*” means an individual eligible for services and benefits under the federal Trade Adjustment Act of 2002, P.L. 107-210. To be eligible, an individual must meet both criteria 1 and 2, plus any one of criteria 3 through 8:

1. The individual is registered for the selective service, if applicable; and
2. The individual is a citizen or national of the United States, a lawfully admitted permanent resident alien, a lawfully admitted refugee or parolee or an individual authorized by the Attorney General to work in the United States.
3. The individual:
  - Has been laid off or terminated, and
  - Is eligible for or has exhausted entitlement to unemployment compensation, and
  - Is unlikely to return to the individual’s previous industry or occupation; or
4. The individual:
  - Is in receipt of a notice of layoff or termination from employment, and
  - Will be entitled to unemployment compensation at the time of layoff or termination, and
  - Is unlikely to return to the individual’s previous industry or occupation; or
5. The individual:
  - Has been laid off or terminated, or has received a termination notice, and
  - Has been employed for a duration of time to sufficiently demonstrate attachment to the workforce, and
  - Is not eligible for unemployment compensation due to insufficient earnings, or has performed services for an employer not covered under the unemployment compensation law, and
  - Is unlikely to return to the individual’s previous industry or occupation; or
6. The individual has been laid off or terminated, or has received notice of layoff or termination, as a result of a permanent closure of or any substantial layoff at a plant, facility or enterprise; or
7. The individual was formerly self-employed and is unemployed from the individual’s business; or
8. The individual:
  - Is a displaced homemaker who has been providing unpaid services to family members in the home, and
  - Has been dependent on the income of another family member, and is no longer supported by that income, and
  - Is unemployed or underemployed, and
  - Is experiencing difficulty in obtaining or upgrading employment.

“*Federal poverty level*” means the most recently revised poverty income guidelines published by the federal Department of Health and Human Services.

“*IWD*” means the Iowa workforce development department.

“*Low skilled*” means an adult individual who is basic skills deficient, has lower level digital literacy skills, has an education below a high school diploma, or has a low level of educational attainment that inhibits the individual’s ability to compete for skilled occupations that provide opportunity for a self-sufficient wage.

“*State board*” means the Iowa state board of education.

“*Underemployed*” means an adult individual who is working less than 30 hours per week, or who is employed any number of hours per week in a job that is substantially below the individual’s skill level and that does not lead to self-sufficiency.

“*Unemployed*” means an adult individual who is involuntarily unemployed and is actively engaged in seeking employment.

[ARC 7653C, IAB 3/6/24, effective 4/10/24]