

Effectively Identifying & Documenting Barriers to Employment in WIOA Title II Programs

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August 26, 2025

Session Overview

This session is designed for local WIOA Title II providers who support adult learners through CCR programs. The session will focus on how to accurately identify, document, and report student barriers to employment in alignment with federal WIOA requirements and state-level guidance.

Participants will gain a deeper understanding of the barriers to employment categories recognized under WIOA, including homelessness, low literacy levels, long-term unemployment, and more.



OCTAE Monitoring Recommendation

**PY2023-24
Data**

	NC 2023		National 2023		
Total Participants	45,316		1,288,367		
Displaced Homemakers	795	1.75%	29,185	2.27%	-0.51%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	173	0.38%	9,227	0.72%	-0.33%
Ex-offenders	1,133	2.50%	98,409	7.64%	-5.14%
Homeless Individuals / runaway youth	208	0.46%	28,481	2.21%	-1.75%
Long-term Unemployed (27 or more consecutive weeks)	3,245	7.16%	97,389	7.56%	-0.40%
Low-Income Individuals	11,487	25.35%	404,331	31.38%	-6.03%
Migrant and Seasonal Farmworkers	226	0.50%	29,457	2.29%	-1.79%
Individuals with Disabilities (incl. youth)	5,744	12.68%	53,184	4.13%	8.55%
Single Parents (Incl. single pregnant women)	2,754	6.08%	102,648	7.97%	-1.89%
Youth in foster care or aged out of system	234	0.52%	7,860	0.61%	-0.09%
Total Barrier %		57.37%		66.76%	-9.39%

PY23-24 Statewide Data Inconsistencies

23.35% reported low income

- 6.03% lower than national average
- 53% are unemployed or not in labor force

Long-Term Unemployment (LTU)

- 7.56% reported LTU
- 53% are unemployed or not in labor force

Ex-offenders

- 5.14% below national average
- Only 2.5% of the NC population
- 36% of participants in corrections reported as ex-offender

PIRL definition of ex-offender, *“the participant, at program entry, is a person who either (a) has been subject to any stage of the criminal justice process for committing a status offense or delinquent act.”* **This would include those currently incarcerated.**

Available on NC Title II Website, Performance Section



Barriers to Employment Assessment

Name: _____ Student ID: _____ Date: _____

Students: Read each statement and check all boxes that apply to you.

(This helps us connect you with the right support and resources.)

Special Programs

- ☐ I'm currently housed in a jail, detention center or prison (*Correctional Facility, Not in Labor Force*)
- ☐ I'm currently residing in a sober living facility, transitional living facility, rehabilitation facility, or I participate in an Adult Recovery Court Program (*Community Corrections*)
- ☐ I'm currently staying in a long-term care or residential facility (*Other - Institutional*)

Student Data

- ☐ I've been dependent on someone else's income (homemaker, etc.) & now need a job. (*LI*)
- ☐ I receive Social Security Insurance (SSI) benefits for myself or my children. (*LI*)
- ☐ It's hard to make ends meet with my income. (*LI*)
- ☐ I or my children have Medicaid Insurance. (*LI, PA- Other*)
- ☐ I currently receive or have received SNAP (food stamps) in the last 6 months. (*LI, PA- Other*)
- ☐ I currently receive or have received WIC benefits in the last 6 months. (*LI, PA- WIC*)
- ☐ I live in public housing or receive rental assistance. (*LI, PA- Other*)
- ☐ I currently receive or have received TANF in the last 6 months. (*LI, Exhausting TANF*)
- ☐ I don't feel part of American culture or society. (*Cultural Barrier*)
- ☐ My beliefs, religion, or personal lifestyle are keeping me from getting a job. (*Cultural Barrier*)
- ☐ I'm not fluent in English. (*English Language Learner, Low Literacy*)
- ☐ I need to improve my reading, writing, or math skills. (*Low Literacy*)
- ☐ I don't read very well. (*Low Literacy*)

NEW FORM!



New Form – Continued

Disabilities

- ☐ I have a physical disability. (*Other*)
- ☐ I have been diagnosed with or believe I have a learning disability. (*Learning*)
- ☐ I have an emotional or mental health condition. (*Intellectual*)

NEW FORM!

Employment History & Background

- ☐ I've been unemployed for more than 6 months. (*LI, LT Unemployment*)
- ☐ I lost my last job due to lay-off, downsizing, lack of work, or business closure more than 1 year ago. (*Dislocated Worker*)
- ☐ I have a felony on my record. (*Ex-offender*)
- ☐ I'm on probation, parole, or currently incarcerated. (*Ex-offender*)
- ☐ I live with a family member or friend and/or do not have a permanent place to live.
- ☐ I move often because I do not have a permanent address.

Family Responsibilities

- ☐ I am a single, separated, divorced, or widowed parent with primary custody of children under 18. (*Single Parent*)

Barriers to Employment Form

LEIS forms completed

- upon intake or,
- returning for 2nd POP

Barriers to Employment form completed

- upon intake,
- returning for 2nd POP,
- **July - beginning of program year (continuing students)**

CCR Individual Student Master Files

- LEIS forms
- All NRS assessments
- **Barriers to Employment forms**
- AHS & MPHSE – see manuals for requirements

Keep documents in accordance with the NC Records Retention & Disposition Schedule

<https://archives.ncdcr.gov/government/higher-education-institutions/colleges-north-carolina-community-college-system-retention-and-disposition-schedule>

Power BI – Provider’s Monthly Data Check Reports Needed to Conduct Checks

Employment Barriers Tab

Basic Skills Participant Employment Barriers						Active Filters:	
Disabled PY Status			Ex Offender PY Status			Reporting Period: 2025_12	
Total Participants	Percent of Total		Total Participants	Percent of Total			
Has Disability in Prgm Yr	6,252	13%	Ex-Offender in Prgm Yr	1,864	4%		
No Disability in Prgm Yr	41,537	87%	Not Ex-Offender in Prgm Yr	45,925	96%		
Total	47,789	100%	Total	47,789	100%		
Disp Homemaker PY Status			Exhausting TANF PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
Displaced Homemaker in Prgm Yr	975	2%	Exhausting TANF within 2 years in Prgm Yr	166	0%		
Not Displaced Homemaker in Prgm Yr	46,814	98%	Not Exhausting TANF within 2 years in Prgm Yr	47,623	100%		
Total	47,789	100%	Total	47,789	100%		
ELL Low Lit Cultural PY Status			Foster Care PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
English Language Learner, Low Levels of Literacy, Cultural Barriers in Prgm Yr	47,788	100%	Youth in Foster Care in Prgm Yr	360	1%		
Not English Language Learner, Low Levels of Literacy, Cultural Barriers in Prgm Yr	1	0%	Not Youth in Foster Care in Prgm Yr	47,429	99%		
Total	47,789	100%	Total	47,789	100%		
			Homeless PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
			Homeless or Runaway Youth in Prgm Yr	232	0%		
			Not Homeless or Runaway Youth in Prgm Yr	47,557	100%		
			Total	47,789	100%		
			Long Term Unemployed PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
			Long-Term Unemployed in Prgm Yr	4,222	9%		
			Not Long-Term Unemployed in Prgm Yr	43,567	91%		
			Total	47,789	100%		
			Low Income PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
			Low-Income in Prgm Yr	14,000	29%		
			Not Low-Income in Prgm Yr	33,789	71%		
			Total	47,789	100%		
			Migrant Farmer PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
			Migrant or Seasonal Farmworker in Prgm Yr	314	1%		
			Not Migrant or Seasonal Farmworker in Prgm Yr	47,475	99%		
			Total	47,789	100%		
			Single Parent PY Status				
Total Participants	Percent of Total		Total Participants	Percent of Total			
			Single Parent in Prgm Yr	3,471	7%		
			Not Single Parent in Prgm Yr	44,318	93%		
			Total	47,789	100%		

Note: When displaying data across multiple providers, the Grand Total is a duplicated total. Students enrolled at multiple providers are counted for each provider attended.

Sources: Diploma Sender, Advanvys, & NSC

NRS Table 6

Table 6 Participant Status and Program Enrollment				
Provider Nm	Provider Type	CCR Grant Rep	Title II Funded Provider Desc	Reporting Period
All	All	All	All	2025_12 (Final Period)
Currently Active Filters: Provider Name: (Filters Applied) Reporting Period: 2025_12 (Final Period)				
Participant Status on Entry		Program Type		Institutional Programs
Employment Status on Entry into the Program		Workplace Literacy Program		Community Correctional Facility
Employment Status at Entry	NRS Participant Totals	Workplace Lit PY Status	NRS Participant Totals	Comm Corr PY Status
Employed	67,475	Workplace Literacy in Prgm Yr	619	Community Correctional in Prgm Yr
Employed w. Notice	227	Not Workplace Literacy in Prgm Yr	139,702	Not Community Correctional in Prgm Yr
Unemployed	55,365	Total	140,321	Total
Not in Labor Force	17,248			
Unknown	6			
Total	140,321			
Highest Degree or Level of School Completed		Family Literacy Program		Correctional Facility
Highest Ed Level at Entry	US Non-US Total	Family Lit PY Status	NRS Participant Totals	Corr Facility PY Status
No Schooling	1,203 2,447 3,650	Family Literacy in Prgm Yr	643	Correctional Facility in Prgm Yr
Gr 1-5	426 2,122 2,548	Not Family Literacy in Prgm Yr	139,678	Not Correctional Facility in Prgm Yr
Gr 6-8	6,646 5,463 12,109	Total	140,321	Total
Gr 9-12, No Diploma	49,920 15,820 65,740			
Sec School Diploma	7,958 17,943 25,901			
Sec School Equivalent	1,244 1,464 2,708			
Some Postsec	1,597 4,273 5,870			
Postsec Degree	1,950 19,776 21,726			
Unknown	48 21 69			
Total	70,992 69,329 140,321			
		Other Institutional Setting		Other Institutional Setting
		Other Instl PY Status	NRS Participant Totals	Other Institutional Setting in Prgm Yr
		Other Institutional Setting in Prgm Yr	926	Not Other Institutional Setting in Prgm Yr
		Not Other Institutional Setting in Prgm Yr	139,395	Total
		Total	140,321	

For questions, feedback, or suggestions, email SystemEffectiveness@nccommunitycolleges.edu

Monthly Data Checks

ELL Low Lit Cultural PY Status	Total Participants	Percent of Total
English Language Learner, Low Levels of Literacy, Cultural Barriers in Prgm Yr	759	100%
Not English Language Learner, Low Levels of Literacy, Cultural Barriers in Prgm Yr	0	0%
Total	759	100%

Students must have at least one barrier to show eligibility for CCR enrollment: English Language Learner, Low Literacy/Basic Skills Deficient, and/or Cultural Barrier.

Institutional Programs	
Community Correctional Facility	
Comm Corr PY Status	NRS Participant Totals
Community Correctional in Prgm Yr	548
Not Community Correctional in Prgm Yr	139,773
Total	140,321
Correctional Facility	
Corr Facility PY Status	NRS Participant Totals
Correctional Facility in Prgm Yr	9,451
Not Correctional Facility in Prgm Yr	130,870
Total	140,321
Other Institutional Setting	
Other Instnl PY Status	NRS Participant Totals
Other Institutional Setting in Prgm Yr	926
Not Other Institutional Setting in Prgm Yr	139,395
Total	140,321

Your ex-offender total should equal or exceed the total in corrections.

Ex Offender PY Status	Total Participants	Percent of Total
Ex-Offender in Prgm Yr	18	2%
Not Ex-Offender in Prgm Yr	741	98%
Total	759	100%

Monthly Data Checks

Participant Status on Entry

Employment Status on Entry into the Program	
Employment Status at Entry	NRS Participant Totals
Employed	67,475
Employed w. Notice	227
Unemployed	55,365
Not in Labor Force	17,248
Unknown	6
Total	140,321

Compare Total Unemployed & Not in Labor Force (Table 6) w/ Employment Barriers tab LTU & LI counts.

Long Term Unemployed PY Status	Total Participants	Percent of Total
▲		
Long-Term Unemployed in Prgm Yr	29	4%
Not Long-Term Unemployed in Prgm Yr	730	96%
Total	759	100%

Low Income PY Status	Total Participants	Percent of Total
▲		
Low-Income in Prgm Yr	322	42%
Not Low-Income in Prgm Yr	437	58%
Total	759	100%

Reminders!

01

Run the NRS
Separation report
in ADVANSYS
weekly.

02

Run Missing
Entering EFL
report in
ADVANSYS
weekly.

03

Make former
employees
inactive in
ADVANSYS.



2025-26 Post-Exit Indicators

State Performance Measures Report

Post-Exit Measures for 2025-2026 Program Year

- North Carolina Employment (Second Quarter After Exit)
41.5%
- North Carolina Employment (Fourth Quarter After Exit)
41.5%
- North Carolina. Median Earnings (Second Quarter After Exit)
\$5,100
- North Carolina Credential Attainment Rate
31.5%
- North Carolina Measurable Skill Gains
44.0%

Student Identifiers & Performance Outcomes

Unique IDs

- ADVANSYS generates a **unique ID** if no SSN/ITIN is provided
- Providers must make **every effort** to collect SSNs

Why SSNs Matter

- Used to **data match** post-exit outcomes:
 - Employment → 2nd & 4th quarters after exit
 - Median earnings
- Without SSN → **no outcome match** possible

Impact on Performance & Funding

- Students without matches **count against state performance**
- Lower performance → **reduced state & provider funding**

Bottom Line

- Accurate reporting helps the state:
 - Show success in **student educational goals**
 - Support **workforce transitions**
 - **Will reduce number of follow-up surveys providers need to conduct semi-annually.**

Performance Outcomes – Surveys

Training sessions in January 2026.



Collecting data on Employment 2nd & 4th quarter after exit and median earnings.

Call lists and outcomes reported through ADVANSYS.

Applicable to students federally employed, military, self-employed & those missing SSN.

Questions?

