

**MISSISSIPPI**  
**State Policy Number 29**  
**State Needs Related Payments for**  
**National Emergency Grant Participants**  
**Workforce Investment Act**  
**Mississippi Department of Employment Security**

**I. SCOPE AND PURPOSE**

Section 134(e)(3) of the Workforce Investment Act allow funds to be used for the provision of needs-related payments. The State has established a needs-related payment (NRP) policy for Hurricane Katrina National Emergency Grant (NEG) funds. These needs-related payments may be administered by the Mississippi Department of Employment Security (MDES) the appropriate local workforce investment area or by a contractor selected by MDES for that purpose. The purpose of needs-related payments is to provide support to allow eligible individuals to participate in and successfully complete core, intensive and training services that lead to permanent employment.

**II. REQUIREMENTS**

Needs-related payments may be provided to those unemployed participants who (1) are not employed in temporary recovery jobs; or (2) are not eligible for or have exhausted Disaster Unemployment Assistance (DUA)/ Unemployment Insurance, for purposes of enabling such eligible individuals to participate in core, intensive, and training services activities without regard to whether the applicable local workforce investment board provides NRPs to participants in its formula or NEG funded programs.

**A. Eligibility**

The Flexibility for Displaced Workers Act (P.L. 109-72) provides additional flexibility for grantees to provide victims of Hurricane Katrina NRPs (income support) while enrolled in core and/or intensive services, as well as in training. Participants who are receiving income under a NEG project (e.g. work experience, on-the-job training, general public sector employment, part-time unsubsidized employment) are not eligible for NRPs.

To be eligible, an individual must be eligible for and enrolled in NEG core, intensive, or approved training services. NEG eligibility is as follows:

1. An individual temporarily or permanently laid off as a consequence of Hurricane Katrina, or
2. A dislocated worker as defined by the Workforce Investment Act section 101(9) and the WIA State Policy Number 16, Dislocation Worker Registration, or
3. A long-term unemployed individual as defined by the applicable local workforce investment area (e.g. unemployed for 15 of the last 26 weeks), or

4. Any individuals who were affected by Hurricane Katrina, including those who have relocated due to the effects of Hurricane Katrina, and who were unemployed at the time on August 29, 2005, or
5. Any individuals who were affected by Hurricane Katrina, including those who have relocated due to the effects of Hurricane Katrina, and who are without employment history.

Also, in order to receive NEG needs-related payments, participants must also meet the following requirements:

6. Participant must be unemployed, and
7. Need Related Payments (NRP) must be for the purpose of enabling the participant to participate in program or training services, and
8. Participant must not be eligible for, or have exhausted UI or DUA benefits, and
9. Participant is enrolled in or has been accepted in an approved training program that will begin within 30 calendar days. The state may authorize local areas to extend the 30-day period to address extraordinary circumstances, or
10. Participant is enrolled in and actively participating in structured core and/or structured intensive services.

Definitions:

- “Approved Training” means training from a provider that meets one of the following criteria:
  - Training included on the State’s Eligible Training Provider List,
  - Training funded by the Hurricane Katrina National Emergency Grant,
  - Training funded by either of the State’s H-1B Grants:
    - High Growth, or
    - Pathways to Construction, or
  - Training at a recognized public or proprietary school being paid for by the individuals or from other resources.
- “Full-time” means enrollment in approved training in which the individual is required to participate more than 20 hours per week.
- “Structured core” or “structured intensive services” means participation in activities outlined in a written plan that includes regular contact with WIN Job Center staff or a Reintegration Counselor. Activities may include but are not limited to assessment, counseling, resume preparation, internships and other job search activities.

## B. Benefits

NEG NRPs will not necessarily provide enough money to meet all needs of a dislocated worker enrolled in core, intensive or training services. NRPs will provide income support beyond what would otherwise be available through other sources [FEMA, Red Cross, etc.]. Needs related payments will cease upon completion of training or completion of structured core and structured intensive services activities. The level of income support will be determined by the following.

1. For dislocated workers who cease to qualify for UI compensation as a result of the qualifying layoff or Hurricane Katrina, the weekly NRP payment level may be lower than but cannot exceed the applicable weekly level of the UI compensation; or
2. For adults and dislocated workers who did not qualify for UI compensation as a result of the qualifying layoff or Hurricane Katrina, the weekly NRP payment level may be lower than but cannot exceed the poverty level for an equivalent period of time. The weekly payment level must be adjusted to reflect changes in total family income as determined by local board policies.

### 3. NRP Rate Calculation

Needs related payments will be calculated according to the following table:

|                                   |                                    |
|-----------------------------------|------------------------------------|
| 5 to 10 hours per week = \$20.00  | 26 to 30 hours per week = \$65.00  |
| 11 to 15 hours per week = \$30.00 | 31 to 35 hours per week = \$80.00  |
| 16 to 20 hours per week = \$40.00 | 36 to 40 hours per week = \$100.00 |
| 21 to 25 hours per week = \$50.00 |                                    |

### 4. Maximum Benefit

Needs related payments to an individual may not exceed \$1,000 for participation in any activity or combination of activities.

## C. Procedures

1. To be awarded a NRP, an eligible adult or dislocated worker must complete a WIA Hurricane Katrina NEG Support Eligibility Assessment Questionnaire and be determined eligible for NRPs by the case manager.
2. The eligible participant must be enrolled in approved full-time training or structured core and/or structured intensive services; and,
3. Following enrollment, the participant must be making satisfactory progress in an approved training program, structured core or structured intensive services. Progress will be documented using the NRP Progress Certification form to ensure that the individual is making satisfactory progress. Satisfactory certification may be a document signed by:

- a. The registrar or an equivalent person designated by an educational institution where the individual is attending training; or
- b. The WIN Job Center Manager or equivalent staff designated by the provider where the individual is attending structured core and/or structured intensive services.

E. Waiver

NRPs provided with Hurricane Katrina NEG funds are done so as a result of the special provisions contained in the Flexibility for Dislocated Workers Act (P.L. 109-72) for those impacted by the 2005 Gulf Coast hurricanes (TEGL 16-03, Change 3; 20 CFR 671.170(b)(5)).

### **III. EFFECTIVE DATE**

This policy is effective April 1, 2006. It will remain in effect throughout the life of the Hurricane Katrina National Emergency Grant, as modifies or rescinded or replaced through a grant modification.

### **IV. APPROVAL**

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Wanda Land, Director  
Office of Grant Management

## Support Eligibility Assessment Questionnaire

Please note that a "no" answer to question 1 would disqualify you for needs-related payments (NRPs).

1. Are you unemployed or have you received notification of layoff?  
Yes      No

Please note that a "yes" answer to questions 2 through 4 would disqualify you for needs-related payments (NRPs).

2. Do you qualify for Unemployment Insurance Compensation (UI) benefits?  
Yes      No
3. Do you qualify for Disaster Unemployment Assistance (DUA)?  
Yes      No
4. Do you qualify for Trade Readjustment Allowances (TRA)?  
Yes      No

Please note that a "no" answer to questions 4 and 5 would disqualify you for needs-related payments (NRPs).

5. Have you ceased to qualify for UI benefits?  
Yes      No
6. Have you ceased to qualify for DUA benefits?  
Yes      No
7. Have you ceased to qualify for Trade Readjustment Allowances?  
Yes      No

Have you considered all "other resources" available that will help you successfully participate in your full-time training program? Examples of other resources include but are not limited to: Pell grants, severance pay, other family income (spouse's income).

8. Will "other resources" meet your need to support you while attending school full-time?  
Yes      No
9. Do you need income support beyond your "other resources" available in order to participate in training?  
Yes      No

NRPs are not intended to provide the entire amount of income support you may need to complete your training. If you are awarded NRPs, they will be based on this support analysis and the weekly level of NRP payments will be determined by the WIN Job Center. These payments are made to help you while making satisfactory progress in your efforts to acquire meaningful employment. NRPs are subject to your eligibility for the program and total funds available.

*All answers and statements are true and complete to the best of my knowledge. I understand that untruthful or misleading answers are cause for rejection of my determination or fraud of mispayment, which may require my repayment of any NRPs provided.*

Name: \_\_\_\_\_  
(PRINT)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

WIN Job Center Certification

By: \_\_\_\_\_  
Date: \_\_\_\_\_

**NRP Progress Certification  
and  
Request for Needs-Related Payments**

\_\_\_\_\_  
Participant Name

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
City State Zip

\_\_\_\_\_  
Phone Number (Include Area Code)

\_\_\_\_\_  
Week Beginning

\_\_\_\_\_  
Needs-Related Payment Amount

\_\_\_\_\_  
Week Ending

|  |  |                                  |
|--|--|----------------------------------|
| Did you claim or intend to claim any type of employment insurance benefits for the week of participation in core, intensive, or training activities? | <input type="checkbox"/> Yes<br><input type="checkbox"/> No  | Weekly Claim Amount:<br>\$_____  |
| Did you receive any payments for work or vacation for the week of participation in core, intensive or training activities?                           | <input type="checkbox"/> Yes<br><input type="checkbox"/> No  | Amount: \$<br>Employer: _____    |
| Did you maintain satisfactory progress in core, intensive, or training activities?   | <input type="checkbox"/> Yes<br><input type="checkbox"/> No  | If no, explain:<br>_____         |
| How many hours did you participate in core, intensive or training activities?  | <input type="checkbox"/> Core<br><input type="checkbox"/> Intensive<br><input type="checkbox"/> Training | ____ Hrs<br>____ Hrs<br>____ Hrs |

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Participant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Win Job Center Staff/Instructor

\_\_\_\_\_  
Date