

Out-of-Workforce Individuals

Defined:

An individual who is a displaced homemaker, as defined in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102) (A displaced homemaker describes someone who has been *out of the paid workforce* for years, usually raising a family and managing a household and its chores, without pay, during those years. The homemaker becomes displaced when for some reason – most often divorce, a spouse’s death or a reduction in household income – she must find other means of support, likely including re-entering the workforce.)

And

An individual who has worked primarily without remuneration to care for a home and family, and for that reason has diminished marketable skills; or is a parent whose youngest dependent child will become ineligible to receive assistance under Social Security Needy Families Act not later than 2 years after the date on which the parent applies for assistance under such title; and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

Access and Equity Considerations:

- Provide counseling to displaced homemakers on personal matters and job decisions and prepare displaced homemakers for the work world.
- Provide programs that can shift more learning to the workplace -- and help students earn money while completing their education.
- Teach students not just technical skills but also prepare them to be resilient in a workplace where they may be the only minority.
- Prepare students on how to face cultural situations at work will be an important determinant of their career advancement.
- Set up computer training to help students become comfortable with current technology outside of the classroom environment.
- Offer workshops to help manage their transition to self-sufficiency.
- Offer services where students can become empowered to make decisions, upgrade, and/or obtain skills to support themselves and their families.
- Provide child care, work-study, and other opportunities that help students thrive.
- Consider implementing opportunities for students to complete at their own pace.

***Participation in a Single Parent and Displaced Homemaker Program increases retention rates and credits taken.**

***2023 Data**

Current Research and Literature

Additional Information:

Organizations

- Career One Stop
- Ready to Work
- Texas Economic Development Corporation
- Workforce Solutions
- College Possible
- Education Trust
- Equal Opportunity Schools
- Manpower Demonstration Research Corp.
- National College Attainment Network
- One Goal – Graduation
- Texas Labor Market Information

Initiatives

- Trade Adjustment Assistance for Workers

Services

- A Deep Dive into 2021-2022 Perkins V Data
- Education vs Experience: What Do Employers Want More?
- Investing in the Health and Well-Being of Young Adults: Education and Employment.
- Programs for Dislocated Workers and Displaced Homemakers.
- Work in Texas

Current Literature and Research:

- Dislocated or Displaced Workers: A Definitive Guide. By Jennifer Herrity. September 2022.
- Education and Men without Work. By Nicholas Eberstadt. Winter 2020.
- Preparing American Students for the Workforce of the Future: Ensuring Every Student's Readiness for College, Career, and Civic Life. By Laura Jimenez. September 2020
- Supporting Out of Workforce Individuals in Career and Technical Education. By ACTE. December 2023.

Program Examples:

- Brookdale College Displaced Homemakers Services
- McLennan Community College Support and Empowerment Program



STUDENTS WITH
unique or special
circumstances