

2. Employment Standards

Unsubsidized employment must meet the following criteria to be considered appropriate. The employment is appropriate when the starting wage is at or above the applicable state or federal minimum wage. When employment does not meet the criteria, the client has good cause for refusing or failing to take action to secure the employment.

3. Self Employment

The calculation of monthly participation hours for self-employed Work-Eligible Individuals, i.e. those who own/operate their own business/service, providing child care, etc., is determined in the following manner: Gross income minus business expenses divided by the federal minimum wage. If the number of recordable participation hours does not meet the minimum required hours, additional activity placement must be made by the Worker.

**EXAMPLE:** Ms. B provides child care for her neighbor's two children, Monday through Friday from 8 a.m. to 5 p.m. The neighbor pays Ms. B \$170 per week. Ms. B claims no business expenses. Ms. B received \$731 pay for August. Her hours of participation are:  $\$731 \div \$8.00 = 91.38$  (rounded to 91 hours.) In this example Ms. B has a work requirement of 128 hours per month; therefore, she must participate in another core or non-core work activity for no less than 37 hours per month.

B. SUBSIDIZED PRIVATE AND PUBLIC SECTOR EMPLOYMENT (FV, PV, FB, PB)

The activity codes in e-RAPIDS for subsidized employment are as follows:

CODE	COMPONENT
FV	Full-Time Subsidized Private Sector Employment
PV	Part- Time Subsidized Private Sector Employment
FB	Full-Time Subsidized Public Sector Employment
PB	Part-Time Subsidized Public Sector Employment

Subsidized employment is work with earnings provided by an employer who receives a subsidy for the creation and maintenance of the employment position.