



**NOVEMBER 30, 2023**

**TO:** All Western Piedmont Workforce Development Area WIOA Titles I and III Service Providers

**SUBJECT:** Electronic File Storage and Protecting Personally Identifiable Information Policy

**EFFECTIVE DATE:** Immediately

**EXPIRATION DATE:** Indefinite

**CONTACT:** Workforce Development Program **Manager**

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[Charity Patterson Hamber \(Nov 27, 2023 10:49 EST\)](#)

Charity Patterson Hamber  
Workforce Development Director

## **ELECTRONIC FILE STORAGE AND PROTECTING PERSONALLY IDENTIFIABLE INFORMATION POLICY**

**PURPOSE:** To provide guidance on the use of electronic file storage, protecting Personally Identifiable Information (PII) and retrieval of workforce and other federal funds' participant, program and financial documents. *To rescind Western Piedmont Workforce Development Area's Electronic File Storage and Protecting Personally Identifiable Information Policy dated April 1, 2022.*

**BACKGROUND:** Local Workforce Development Areas (Local Areas) and the North Carolina Division of Workforce Solutions (DWS) must maintain many forms of documentation and data for federal funds purposes. These documents and data may be stored electronically and must have the ability to be retrieved as per this Operational Guidance.

U.S. Department of Labor (USDOL) Training and Employment Guidance Letter (TEGL) No. 39-11 provides additional "Guidance on the Handling and Protection of Personally Identifiable Information."

**PROCEDURE:** Local Areas and DWS offices using electronic file storage and retrieval systems must meet the minimum requirements as outlined in North Carolina Guidance for WIOA and Other Federal Funds Electronic Image Storage (Attachment A) of this Operational Guidance to maintain and protect information. Local Areas must also protect consumer PII as outlined in the North Carolina Guidance for WIOA and Other Federal Funds Protection of Personally Identifiable Information (PII) (Attachment B). Effective July 1, 2015, all WIOA Title I and Title III Wagner-Peyser participant and program-related documents must be scanned in and stored in ncworks.gov, unless stated differently, for a DWS initiative or activity. The North Carolina Guidance for WIOA and Other Federal Funds Scanning Procedures for Consumer Documents in NCWorks.gov (Attachment C) outlines the processes and procedures that must be followed when scanning documents into the system. In addition to ncworks.gov data, all customer information must be protected as outlined in this Operational Guidance and referenced TEGL No 39-11.

DWS must use all preventive measures to ensure that the confidentiality and integrity of all PII remains intact. It is expected that all Local Area Workforce Development Boards (WDB), their representatives, and DWS staff will take necessary steps to protect PII data collected from individuals and employers. This includes redacting any unnecessary PII data when using for verification. Further, all PII data collected for use in Workforce Innovation and Opportunity Act (WIOA) programs must comply with the Statewide Security Information Manual.

[https://files.nc.gov/ncdit/documents/Statewide\\_Policies/Statewide-Information\\_Security\\_Manual.pdf](https://files.nc.gov/ncdit/documents/Statewide_Policies/Statewide-Information_Security_Manual.pdf)

## **NORTH CAROLINA GUIDANCE FOR WIOA AND OTHER FEDERAL FUNDS**

### **ELECTRONIC IMAGE STORAGE**

At a minimum, Electronic Storage and Retrieval Systems must:

- Ensure the integrity, accuracy, authenticity, and reliability of the records kept in an electronic format.
- Be capable of retaining, preserving, retrieving, and reproducing the electronic records.
- Be able to update/convert the records as new technology develops.
- Be able to organize documents in a manner consistent with applicable DWS policies;
- Ensure that financial and program records maintain a completeness of documentation, are organized by Program Year, and are sufficient for a complete audit trail.
- Have adequate disaster recovery plans, including proper anti-virus protection, tamper proof secondary/supplementary data storage facilities such as regular backup in an external hard drive, and stored in a safe location.
- Have the ability to convert paper originals stored in electronic format back into legible and readable paper copies.
- Have adequate records management practices in place.

Before implementing the use of an Electronic Storage and Retrieval System, the following requirements must be met by the Local Area:

- Electronic Data Storage and Retrieval Policies, Procedures and/or Guidelines in place that adhere to all federal, state, and local laws and policies governing the use and storage of electronic data.
- Adequate computer hardware necessary for implementation, including scanners.
- Appropriate electronic document storage and retrieval software to include capacity to scan and retrieve documents in universally accepted file formats such as PDF.
- Adequate organization server storage capacity which complies with record retention and access regulations as outlined by the Workforce Innovation and Opportunity Act, Public Law 113-128, Section 185.
- Adequate security measures, for example, password protected assigned access.
- Documented compliance with vendor recommendations regarding security and login identification and conformity with all software vendor licensing guidelines.
- Appropriate licensure for software including adequate user licenses as recommended by vendor.
- Appropriate archiving procedures for storing outdated and/or no longer useful documents.
- Access capability for DWS and federal officials for data validation, monitoring, and auditing as needed.
- A notification system to contact impacted individuals if data is compromised.

## NORTH CAROLINA GUIDANCE FOR WIOA AND OTHER FEDERAL FUNDS

### PROTECTION OF PERSONALLY IDENTIFIABLE INFORMATION (PII)

Each Local Area must take all necessary precautions to protect the PII of consumers. USDOL TEGL No. 39-11 gives the following definitions and information related to PII:

- PII – Federal Office of Management and Budget defines PII as information that can be used to distinguish or trace an individual’s identity, either alone or when combined with other personal or identifying information that is linked or linkable to a specific individual.<sup>1</sup>
- Sensitive Information – any unclassified information whose loss, misuse, or unauthorized access to or modification of could adversely affect the interest or the conduct of federal programs, or the privacy to which individuals are entitled under the Privacy Act.
- Protected PII and non-sensitive PII - the USDOL has defined two types of PII, protected PII and non-sensitive PII. The differences between protected PII and non-sensitive PII are primarily based on an analysis regarding the “risk of harm” that could result from the release of the PII.
  1. Protected PII is information that if disclosed could result in harm to the individual whose name or identity is linked to that information. Examples of protected PII include, but are not limited to, Social Security numbers (SSN), credit card numbers, bank account numbers, home telephone numbers, ages, birthdates, marital status, spouse name, educational history, biometric identifiers (fingerprints, voiceprints, iris scans, etc.), medical history, financial information, and computer passwords.
  2. Non-sensitive PII is information that if disclosed, by itself, could not reasonably be expected to result in personal harm. Essentially, it is stand-alone information that is not linked or closely associated with any protected or unprotected PII. Examples of non-sensitive PII include information such as first and last names, email addresses, business addresses, business telephone numbers, general education credentials, gender, or race. However, depending on the circumstances, a combination of these items could potentially be categorized as protected or sensitive PII.

To illustrate the connection between non-sensitive PII and protected PII, the disclosure of a name, business email address, or business address most likely will not result in a high degree of harm to an individual. However, a name linked to a SSN, a date of birth, and mother’s maiden name could result in identity theft. This demonstrates why protecting the information of our program participants is so important.

TEGL 39-11 lists a number of requirements that must be followed by all grantees to ensure the protection of PII including taking the steps necessary to protect the data from unauthorized disclosure. In addition, the appendix of TEGl 39-11 lists a number of federal laws related to data privacy, security, and protecting PII. These laws should be reviewed and followed by each Local Area in order to fully protect consumer PII from being inappropriately disclosed. Local

Areas should stay abreast of current federal, state, and local legislation pertaining to privacy and security of consumer data.

When uploading verifying documentation in ncworks.gov, protected PII that, if disclosed, could result in harm to the individual whose name or identity is linked to that information should be redacted. **At a minimum all instances of an individual's driver's license, credit card numbers, bank account numbers, and the first five digits of the SSN must be redacted.** In the event a participant's credit card number and/or bank statement has been submitted as supporting documentation for a participant reimbursement, the last 4 digits of the credit card/bank statement should not be redacted for invoice review and monitoring purposes. Please consult the scanning procedures in the North Carolina Guidance for WIOA and Other Federal Funds Scanning Procedures for Consumer Documents in ncworks.gov (Attachment C) for specific information on how to redact information in ncworks.gov. [NC General Statute 20-30](#) makes it unlawful "To make a color photocopy or otherwise make a color reproduction of a driver's license, learner's permit or special identification card..." When scanning driver's licenses and social security cards into ncworks.gov, please be sure that all images are in grayscale.

No PII data that is loaded into the state's ncworks.gov system should be stored or transferred on any portable devices. This includes laptops, tablets, mobile phones, thumb drives, CDs or other similar devices that are not protected by "Encryption Technology" (North Carolina Statewide Information Security Manual section 0401002).

<sup>1</sup>OMB Memorandum M-07-16, Safeguarding Against and Responding to the Breach of Personally Identifiable Information (May 22, 2007)

## NORTH CAROLINA GUIDANCE FOR WIOA AND OTHER FEDERAL FUNDS

### SCANNING PROCEDURES FOR CONSUMER DOCUMENTS IN NCWORKS.GOV

In order to ensure consistent consumer information is entered in ncworks.gov and case files are as complete as possible while still ensuring the protection of consumer PII, the following processes and procedures must be followed when scanning documents into the system.

- [NC General Statute \(NCGS\) 20-30](#) makes it unlawful “To make a color photocopy or otherwise make a color reproduction of a driver’s license, learner’s permit, or special identification card...” All documents that are scanned into ncworks.gov will be scanned in grayscale.
- In addition to the items outlined in NCGS 20-30, any document that would pose an identity theft risk to the individual if stolen should not be scanned in color. This includes but is not limited to the following: Social Security cards, passports, and birth certificates.
- Each document must be reviewed carefully prior to scanning to identify all items needing redaction. At a minimum, all instances of an individual’s driver’s license, credit card numbers, bank account numbers, and the first five digits of the SSN must be redacted.
- Verify that the documents are complete before scanning. Signature pages should not be scanned separately from the core document. Examples: Applications/intakes, Individual Employment Plans (IEPs), and Individual Service Strategy (ISS) documents.
- Documents must be scanned as separate files into the system rather than as one electronic file containing all the consumer’s records. This includes scanning identification documents such as the driver’s license and social security card separately.
- Document tags and, where possible, filenames must be clear so that it is obvious what each document in the file list is prior to opening it. Use of a standardized naming system within the board is encouraged.
- After scanning/uploading documents into ncworks.gov, use the ‘redaction tool’ found in the “Create Annotations” toolbar to draw a shape over information that needs redacting. Before saving the altered image, make certain that staff has selected under the “Annotation Options” to make the redaction a “Separate layer that can be changed later.” Do NOT try to redact information PRIOR to loading it into ncworks.gov.
- The contents of the electronic file in ncworks.gov should be identical to the hard copies (or originals) used by staff to capture the information electronically. If a document is updated, such as the Individual Employment Plan (IEP) or work experience agreement, the entire updated document must be scanned into the system as a separate file. Once documents are preserved in ncworks.gov, when appropriate, their originals should be securely destroyed or secured to further protect customers’ information.
- Once in ncworks.gov, redacted information must be completely unreadable unless the user has the proper permissions to remove the redaction. As stated in Attachment A, DWS staff and federal officials should have the ability to access redacted information for

data validation, monitoring, and auditing purposes. Therefore, redaction should be done in ncworks.gov ONLY so that the ability to convert paper originals stored in electronic format back into legible and readable paper copies remains.






# Electronic\_File\_Storage\_and\_PPI\_Policy\_Final\_11302023

Final Audit Report

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