

**State of Florida Waiver Request  
Workforce Innovation and Opportunity Act  
In-School Youth Individual Training Accounts**

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**Statutory and/or Regulatory Requirements to be Waived**

The State of Florida (State) is requesting a waiver of 20 Code of Federal Regulations (CFR) Section 681.550, which allows Workforce Innovation and Opportunity Act (WIOA) individual training accounts (ITAs) for out-of-school youth (OSY), ages 16 to 24, using WIOA youth funds when appropriate.

20 CFR 681.550 allows ITAs funded by WIOA youth funds to be used for OSY. The final rule did not expand the use of ITAs for in-school youth (ISY). Instead, ISY wishing to access ITAs may only do so through co-enrollment in the WIOA Adult program. The State would like to waive the requirement limiting ITAs to only OSY and expand this use of ITAs to ISY, ages 14-21. Waiving this requirement will provide greater flexibility with, and increase the State's capacity for, responding to the training and employment needs of the State's youth.

**Actions the State Has Undertaken to Remove State or Local Barriers**

There are no state or local statutory or regulatory barriers to implementing the proposed waiver.

**Strategic Goals of the Waiver**

The strategic goals associated with this waiver are to:

1. Address the talent pipeline shortages faced by many employers by ensuring the State's youth have the skills and preparation needed to enter the workforce and become contributing members of the local and State economy.
2. Increase opportunities for youth to acquire occupational skills in post-secondary settings irrespective of their education status.
3. Enhance partnerships with schools and prepare ISY for post-secondary education in occupations that lead to self-sufficiency.

**Alignment with U.S. Department of Labor/Employment and Training Administration Policy Priorities**

WIOA encourages strategies that connect education and training, and support educational opportunities to improve job and career results. This waiver request is being made to permit local workforce development boards' use of the State's Eligible Training Provider List (ETPL) to provide training through an ITA to ISY who are preparing to complete secondary education and begin post-secondary education. This waiver will increase program flexibility, increase consumer choice, and allow ISY to benefit from ETPL providers without having to co-enroll in the WIOA Adult program.

This waiver request will also increase the connection between education and training by providing work-based learning opportunities that include work experiences and will increase access to workforce services for ISY.

### **Projected Programmatic Outcomes Resulting from Implementation of the Waiver**

The State expects to achieve the following goals and programmatic outcomes as a result of this waiver:

1. Improve the local workforce development boards' and youth service providers' ability to respond to the workforce needs of ISY.
2. Increase the number of youth who utilize an ITA to pursue an industry-recognized post-secondary credential by five percent.
3. Increase access to, and engagement of, ISY in need of post-secondary education, training, and support necessary to succeed in the labor market and meet current high-growth industry demand in the State through acquisition of portable credentials, college credit, and a degree.
4. Improvement in the primary indicators of performance for the WIOA Youth program as set forth in WIOA Section 116(b)(2)(A)(ii), thus increasing credential attainment and measurable skills gains by five percent.
5. Increase the number of prepared youth candidates who are ready to work by five percent.

### **Description of Individuals, Groups, or Populations Impacted by the Waiver**

1. Employers
2. The State's ISY population
3. Youth service providers
4. The State's career centers and the one-stop delivery system

### **The Process to Monitor the Waived Activities and Collect Waiver Outcome Information**

Annual WIOA on-site and remote programmatic reviews will include an evaluation of how the waiver is being utilized locally and the success of achieving stated goals and outcomes. Youth service providers will also be responsible for assessing the use and effectiveness of the waiver.

### **Opportunity for Local Workforce Development Board and Public Comment on the Waiver**

Workforce development stakeholders, including local workforce development boards, businesses, and Chief Elected Officials, will be notified of the State's waiver request through an email alert and posting on the Florida Department of Economic Opportunity's website. This will include instructions on how to submit comments. In addition, both the general public and stakeholders will have access to the waiver request on the Florida Department of Economic Opportunity's website: [www.floridajobs.org](http://www.floridajobs.org). The public comment period will be open for 14 calendar days.