

**State of Florida Waiver Request
Workforce Innovation and Opportunity Act (WIOA)
14 Youth Program Elements Waiver**

Statutory and/or Regulatory Requirements to be Waived

The State of Florida is requesting a waiver of the requirements in WIOA Section 129(c)(2) and 20 CFR 681.460(a) for each local workforce development area to provide all 14 youth program elements available to eligible youth. Unemployment rate estimates¹ for Florida's youth have increased 3.4 percentage points since the most recent low of 7.6% in April 2025. This represents over five times the increase in youth unemployment rates reported at the national level over the same time period. Florida's request to allow increased focus on occupational skills training and work-based learning/training is an effort to close this gap.

This waiver will allow Florida to focus greater funding on work experiences, including pre-apprenticeships and Registered Apprenticeships and to increase occupational skills training opportunities. This waiver request aligns with TEGL 05-25 and with America's Talent Strategy, Pillar I: Industry-Driven Strategies and Pillar V: Flexibility and Innovation.

Actions the State Has Undertaken to Remove State or Local Barriers

There are no state or local statutory or regulatory barriers to allowing local workforce development areas to choose which of the 14 youth program elements to provide to best serve their communities. The only barrier is the federal requirement that the state is seeking to waive.

Strategic Goals of the Waiver

This waiver supports the State's strategic goals by:

1. Expanding opportunities for youth to engage in work-based learning/training and occupational skills training.
2. Allowing local workforce development boards to more effectively respond to local needs in the expenditure of funds available to serve youth.
3. Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships that leverage and braid funding and coordinate programming to improve outcomes and accountability.
4. Improve service provision for at-risk youth with complex needs by focusing on activities that provide the necessary skills and training for employment opportunities within in-demand careers.

Training and Employment Guidance Letter No. 05-25 encourages state workforce development boards to review current policies and practices to maximize opportunities provided by WIOA to modernize and innovate operations and optimize service delivery of workforce development programs.

¹ Bureau of Labor Statistics, U.S. Department of Labor, *Local Area Unemployment Statistics* [www.bls.gov/lau/].

U.S. Census Bureau, "Basic Monthly CPS Microdata" Jan 2021 to Mar 2026, <<http://api.census.gov/data/2026/cps/mar/basic>>, accessed on April 14, 2026.

The waiver is aligned with America's Talent Strategy, Pillar I: Industry Driven Strategies: Building reliable talent pipelines through a workforce system led by industry and aligned with America's economic priorities. Local workforce development areas will be able to increase focus on work experiences and occupational skills training instead of expending funds on required services that are duplicative of services offered elsewhere or have been ineffective in achieving successful outcomes in that particular community.

The waiver is aligned with America's Talent Strategy, Pillar V: Flexibility and Innovation: Creating new models of workforce innovation built to match the speed and scale of AI-driven economic transformation. By allowing local workforce development boards the flexibility to use their financial resources in a way that maximizes work experiences and occupational skills training for youth, Florida will improve outcomes for WIOA youth and assist local employers by creating a talent pipeline that is responsive to their specific needs.

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. Increased number of youths participating in meaningful and aligned paid or unpaid work experiences, including, but not limited to, on-the-job training, pre-apprenticeships, and registered apprenticeships by five percent.
2. Increased number of youth participating in and completing occupational skills training by five percent.
3. Improve the provision of business services to local employers by creating a pool of candidates for employment that is tailored to local needs.
4. Increase the number of employers and businesses partnering with local boards for work-based learning related activities by five percent.
5. Improved outcomes in youth entered employment, measurable skill gains, and credential attainment.

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

1. WIOA youth participants
2. Employers
3. Local Workforce Development Boards
4. Community-based organizations that provide services to youth
5. Training Providers

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 used locally and the success of achieving the stated goals and outcomes. Local workforce development boards will also be responsible for assessing the use and effectiveness of the waiver. Local areas will also be required to report on implementation and performance as a result of the waiver in their local and regional plans.

Most Recent Data Available Regarding the Results and Outcomes Observed Through the Implementation of the Existing Waiver

The State of Florida does not have a waiver related to this requirement at present.

Below are current baseline data points considered related to the requested waiver. Based on the data², Florida is trending downward and will need to take direct action to reverse and improve the trend(s).

- The number of youth participating in work-based learning/training activities were: 1,990 in PY 2023; 1,360 in PY 2024; and 411 in PY 2025 Q2.
- The number of employers participating in work-based learning/training activities were: 3,020 in PY 2023; 3,037 in PY 2024; and 1,998 in PY 2025 Q2.

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

Workforce development stakeholders, including LWDBs, businesses, and Chief Local Elected Officials, were notified of the State's waiver request through an email alert and post on CareerSource Florida's website. This included instructions on how to submit comments. In addition, both the public and stakeholders had access to the waiver request on CareerSource Florida's website, CareerSourceFlorida.com, in the WIOA combined plan. The public comment period was open for 30 calendar days (shown below). There were no comments received.

² Employ Florida Marketplace

WIOA Waivers

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