

State of Florida Waiver Request Workforce Innovation and Opportunity Act (WIOA) Training Contracts Waiver

Statutory and/or Regulatory Requirements to be Waived

The State of Florida is requesting a waiver of the requirements in WIOA Section 134(c)(3)(F)(i) and (G) and 20 CFR 680.320(a) and 680.340(a) to allow all training services to be provided through training contracts for services directly tied to local employer needs. Presently, training services for eligible individuals are provided by training providers on the Eligible Training Provider List (ETPL) that receive payment for their services through an Individual Training Account (ITA). Contracts for services may be used instead of ITAs only when one or more of five listed exceptions apply, and the local area has fulfilled the consumer choice requirements of 20 CFR 680.340.

This waiver will allow local workforce development boards flexibility to innovate and develop new training models without the burden of complying with the regulatory exceptions noted above. It is expected to expand the use of work-based training, preapprenticeships, on-the-job training, and to fast-track programs already validated by employers. This waiver request aligns with TEGl 0525; Pillar I: Industry-Driven Strategies and Pillar V: Flexibility and Innovation.

Actions the State Has Undertaken to Remove State or Local Barriers

The State has encouraged LWDBs and training providers to take advantage of the robust Eligible Training Provider List, which includes over 3,000 training programs. The State encourages the use of contracts for services instead of ITAs when one of the exceptions applies, but the waiver would streamline the process and allow local boards to tailor these agreements to the needs of their communities. It would also allow employers to provide the training component of a registered apprenticeship, internships and other earn as you learn workforce training models without having to formally apply for inclusion on the ETPL.

Strategic Goals of the Waiver

This waiver supports the State's strategic goals by:

1. Allowing local workforce development boards to efficiently and effectively provide training that is directly tied to local employer needs.
2. Increasing the use of work-based training strategies, including on-the-job training, customized training, and incumbent worker training, enrollment of participants in preapprenticeship and Registered Apprenticeship programs, and contracted training with training providers for programs that feature explicit employer validation and offer job guarantees, interview guarantees, or other mechanisms that ensure training leads directly to employment opportunities.

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.

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. It will allow individuals to receive training services that are directly aligned with and informed by the needs of local employers with less administrative burden.

The waiver is aligned with America's Talent Strategy, Pillar V: Flexibility and Innovation by creating new models of workforce innovation built to match the speed and scale of AI-driven economic transformation. It will facilitate training that meets the specific needs of local employers and trainees, allowing for more agility and speed in service delivery.

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. Remove barriers to training for both employers and job seekers.
2. Increase the number and type of training services, with an emphasis on work-based training, available to eligible individuals.
3. Allow employers that are not on the ETPL to provide the related technical instruction component of a registered apprenticeship where appropriate.

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

1. WIOA participants (Adult, Dislocated Workers, Youth)
2. Employers
3. Training Providers
4. Local Workforce Development Boards

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 because 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 training contracts in place at present.

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.

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