

<b>TRAINING AND EMPLOYMENT NOTICE</b>	<b>NO.</b> 16-12
	<b>DATE</b> January 3, 2013

**TO:** AMERICAN JOB CENTERS  
WIA SECTION 166 AND 477 GRANTEES  
DOL ETA REGIONAL ADMINISTRATORS  
STATE GOVERNORS  
STATE WIA LIAISONS  
STATE WORKFORCE ADMINISTRATORS  
WIB STATE EXECUTIVE DIRECTORS  
WIB LOCAL EXECUTIVE DIRECTORS

**FROM:** JANE OATES   
Assistant Secretary

**SUBJECT:** Release and Availability of Two Employment and Training Administration (ETA) Occasional Papers – *Evaluation of Waivers Granted Under WIA: Profiles of 12 Sites* and *Evaluation of Waivers Granted Under WIA: Final Report*

**1. Purpose.** To announce the release and availability of two ETA Occasional Papers: *Evaluation of Waivers Granted Under WIA: Profiles of 12 Sites* and *Evaluation of Waivers Granted Under WIA: Final Report*.

**2. Background.** The Workforce Investment Act of 1998 (WIA), administered by the U.S. Department of Labor (Department), is the largest source of federally-funded employment and training services. The program services, provided by state and local WIA agencies, involve many statutory and regulatory requirements applied uniformly across the country. Due to state and local area differences, WIA allows states to apply for waivers of WIA regulations, providing greater flexibility in serving the specific needs of local populations. These waivers may affect how resources are allocated or the types of employment and training services available to various groups.

Between Program Years (PY) 2008 and 2010, the Department approved more than 750 state-requested waivers of statutory and regulatory requirements. To learn more about the implementation and possible effects of waiver implementation, ETA contracted with Mathematica Policy Research to conduct an evaluation of selected waivers approved in PY 2008 through 2010. This study includes two interim reports and one final report. The first interim report was published in August 2012 and is available on the ETA Research Publication Database Web site ([http://wdr.doleta.gov/research/FullText\\_Documents/ETAOP\\_2012\\_14.pdf](http://wdr.doleta.gov/research/FullText_Documents/ETAOP_2012_14.pdf)).

**3. Description.** This second interim report provides findings primarily from the second phase of data collection for this study. The report focuses on profiles of the 12 local areas visited and

provides descriptive information about waiver use in those local areas. The 12 selected local areas are listed below:

State	Workforce Development Agency	Local Area
Alaska	Alaska Department of Labor and Workforce Development	One Statewide Local Area (All of Alaska)
California	California Workforce Investment Board	Riverside
Georgia	Georgia Department of Labor	Heart of Georgia (17 counties)
Kansas	Kansas Department of Commerce	Area 4, South Central Kansas (6 counties)
Kentucky	Kentucky Office of Employment and Training	Lake Cumberland
Michigan	Michigan Workforce Development Agency	South Central Michigan Works! (3 counties)
Mississippi	Mississippi Workforce Investment Board	Central Mississippi (17 counties)
New Mexico	New Mexico Workforce Investment Board	Central Area (4 counties/Albuquerque)
Ohio	Ohio Department of Job and Family Services	Lorain County
Pennsylvania	Bureau of Workforce Development and Partnership	Philadelphia
South Carolina	South Carolina Department of Employment and Workforce	WorkLink (3 counties)
West Virginia	Workforce West Virginia	Region 2, Southwest (7 counties)

The profiles combine data collected from state officials about the waiver application and implementation process with information collected on site during discussions with local area staff, employers, and training providers. The specific waivers that were studied include: Adult-Dislocated Worker Transfer, Local Funds for Incumbent-Worker Training as a Statewide Activity, Rapid Response Funds for Incumbent-Worker Training as a Statewide Activity, Employer Contribution for Customized Training, Employer Reimbursement for On-the-Job Training, Competitive Procurement for Youth Elements, Youth Individual Training Accounts, and Work-flex. These profiles provide details about which waivers each local area chose to implement, why they implemented those waivers and not others available to them, and how those waivers work in practice. The report discusses what was successful and challenging about implementing waivers, as well as some observations about how waiver application and implementation processes may be improved. The profiles include some information collected during the telephone interviews in phase one from the state respondents.

Drawing from the two interim reports and additional analysis, the final report summarizes the findings from all phases of data collection under the study. The final report contains broad analysis of information collected by phone interviews from 20 state administrators, and supplemented by 12 local site visits. This report is a stand-alone document that encapsulates the entire study. Some of the observations in the final report include lessons learned from the waiver implementation process such as the need to streamline the waiver request process and waiver-related paperwork requirements and the need to share information and guidance on waivers and their potential uses as well as the benefits of approving waivers for longer periods of time.

**4. Inquiries.** To view abstracts of these publications as well as to download the full reports as PDFs, visit the ETA Research Publication Database Web site at: <http://wdr.doleta.gov/research/keyword.cfm>.