

**Division Of Employment & Rehabilitation Services
Workforce Innovation and Opportunity Act (WIOA) Title I-B
Informational Broadcast (IB)**

25-019

**Guidance for State and Local Workforce Development Systems
on TEGL 03-25**

Effective Immediately

This informational broadcast provides guidance to all Department of Economic Security (DES) staff, Local Workforce Development Boards, their staff, service providers, partner programs, their staff, and interested parties that on August 26, 2025, the U.S. Department of Labor issued [Training and Employment Guidance Letter \(TEGL\) 03-25](#) to encourage the state and local workforce development systems to use Workforce Innovation and Opportunity Act (WIOA) funding to help youth and adults develop artificial intelligence (AI) skills.

Key Highlights from TEGL 03-25

- **AI Literacy Matters:** AI is shaping industries and the future of work. Building awareness and skills in this area will help participants remain competitive.
- **Flexibility in WIOA:** Digital literacy and occupational skills training under WIOA can include AI-related content, allowing local areas to design services that meet emerging needs.
- **Partnerships are Encouraged:** Collaboration with educational institutions, employers, training providers, and community organizations can expand access to AI training opportunities.
- **AI-Related Learning Opportunities:** Local areas should consider ways to ensure all eligible participants can take part in AI-related learning. This guidance:
 - Emphasizes that AI skills are important for preparing job seekers for the evolving labor market and that WIOA funding may be used to support activities that help participants build AI literacy and skills.
 - Encourages state and local workforce development boards to:
 - Integrate and use the existing youth program elements towards “activities that help prepare them for and transition to postsecondary education and training” among several ones.
 - Integrate AI related pathways as part of individual services strategies.

Examples of Possible Activities

- Adding AI awareness or literacy modules to existing digital skills training.

- Partnering with training providers to introduce short-term AI skill courses.
- Hosting informational sessions at ARIZONA@WORK Job Centers to raise awareness of AI in the workplace.

Action Requested: State and Local Workforce Development Boards, service providers and interested parties are encouraged to review TEGL 03-25 and consider opportunities to support AI Skills Development within WIOA Title I programs.

- The Title I policy team has reviewed state policies and have determined that policies are aligned with this TEGL and are not a barrier for implementation. LWDB staff are encouraged to review local policies to do the same.

TEGL 03-25 provides flexibility for local areas to consider how **AI literacy and skills development** can be incorporated into WIOA-funded activities. LWDBs are encouraged to review the guidance and identify opportunities that align with local workforce needs and priorities.

All requests for clarification regarding implementation should be sent to the Title [I Policy team](mailto:TitleIPolicy@azdes.gov) at TitleIPolicy@azdes.gov.

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