

WIOA Title I Waivers Guide for Local Areas

Waivers allow States and local workforce development areas to forgo or waive specific provisions of WIOA or its regulations to reduce barriers to implementation and support innovative programming options. Waivers are meant to facilitate or improve job seeker and employer outcomes.

References: [Training and Employment Guidance Letter 8-18](#)
[WIOA Waiver Information - DOL ETA web page](#)
[Training and Employment Notice 25-24](#)

State Waivers That Have Been Approved (Not Exhaustive)	Items or Requirements that Cannot be Waived
<ul style="list-style-type: none"> ● Allow Individual Training Accounts for in-school youth (waiver in place for Arizona) ● Lower the 75% out-of-school youth expenditure requirement for State set-aside and local formula youth funds (waiver in place for Arizona) ● Increase the on-the-job training (OJT) employer reimbursement up to 90% for businesses with 50 or fewer employees ● Allow more than 10% of WIOA Title I Adult and Dislocated Worker local formula funds to be used for transitional jobs ● Adjust the six-month employment requirement for Incumbent Worker Training ● Allow local areas to reserve more than 20% of WIOA Title I Adult and Dislocated Worker local formula funds to be used for Incumbent Worker Training 	<ul style="list-style-type: none"> ● Wage and labor standards ● Allocation of funds to local areas ● Non-displacement protections ● Eligibility of providers or participants ● Worker rights ● Establishment and functions of local areas and local WDBs ● Participation and protection of workers and participants ● Procedures to review and approval of State and local plans ● Grievance procedures and judicial review ● Funding of infrastructure costs for one-stop centers ● Nondiscrimination ● Other requirements related to the basic purposes of WIOA Title I, including the established levels of performance accountability indicators.

Waiver Request Components

Local workforce development boards (LWDBs) should submit their waiver requests, describing the following:

- The statutory or regulatory requirements the local area would like to waive**
- Actions undertaken to remove local statutory or regulatory barriers, if applicable**
In some instances, a potential waiver could conflict with local laws or policies. The local area must identify the steps it has taken to remove any potential obstacles in the waiver request, as appropriate. If local policies do not present a conflict for the request, simply state that there are no local barriers to requesting the waiver.
- Local area strategic goal(s) to be achieved through the waiver**
Include how these goals relate to the Local and State Plans.
- Projected programmatic outcomes resulting from the waiver**
For example, if requesting to increase the employer reimbursement rate for OJT, provide an estimate of the number of *additional* participants or number of *additional* businesses that would use WIOA-funded OJT as a result of the waiver
- Alignment with the Department of Labor's (DOL) policy priorities**
Describe how the waiver will align with DOL's policy priorities, such as supporting employer engagement, supporting work-based learning, and improving job and career results, etc.
- Individuals, groups, or populations affected by the waiver**
Describe the potential impact of the waiver on various system stakeholders, including how the waiver will impact services for disadvantaged populations, persons with barriers to employment, or businesses.
- Local area plans for monitoring waiver implementation, including collection of waiver outcome information**

Where and When to Submit the Waiver Request

LWDBs are asked to submit their requests to wioaprogram@azdes.gov by **November 30, 2025**.

Although waiver requests may be submitted to DOL at any time, a waiver *constitutes a modification of the State Plan*. As such, the State intends to submit waiver requests to DOL as part of the State Plan Modification (PY 2026-2027), which will be made available for public review and comment.

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