# Approved WIOA Waivers by Waiver Type

**As of October 1, 2026**

Unless otherwise noted, the waivers on this list expire June 30, 2028

**Waiver of the requirement that states and local areas expend 75 percent of all Governor's reserve and/or local formula youth funds on out-of-school youth ****
Citations: WIOA Section 129(a)(4)(A) and 20 CFR 681.410
Approved for: Arizona, Connecticut, Florida, Georgia, Hawaii, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Mexico New Jersey, New York, North Carolina, North Dakota, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, South Dakota, Tennessee, Texas, Virginia, Washington (30 waivers)

**Waiver of the requirement that states and local areas expend 75 percent of local formula youth funds on out-of-school youth ****
Citations: WIOA Section 129(a)(4)(A) and 20 CFR 681.410
Approved for: California, Ohio, Wisconsin (3 waivers)

**Waiver to allow calculation of the out-of-school youth 75 percent expenditure target at the state-level rather than for each local area ****
Citations: WIOA Section 129(a)(4) and 20 CFR 681.410
Approved for: Illinois, Ohio (2 waivers)

**Waiver to allow local areas to provide in-school youth with individual training accounts (ITAs) ****
Citation: 20 CFR 681.550
Approved for: Alabama, Arizona, Connecticut, Florida, Hawaii, Illinois, Kansas, Louisiana, Minnesota, Mississippi, Missouri, Montana, Nevada, New Mexico, North Dakota, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin (25 waivers)

**Waiver to allow the use of supportive services for participants within 12 months of exit for employment retention**
Citation: WIOA Section 134(d)(2) and 20 CFR 680.910
Approved for: Alabama, Florida, Idaho, Illinois, Kansas, Louisiana, Nevada, New Mexico, Puerto Rico, Rhode Island, South Dakota, Tennessee, Texas (13 waivers)

**Waiver to increase on-the-job training (OJT) employer reimbursement up to 90 percent for business with 50 or fewer employees ****
Citations: WIOA 134(c)(3)(H)(i) and 20 CFR 680.720(b)
Approved for: California, Colorado, Hawaii, Illinois, Maryland, Missouri, Nevada, New Mexico, Puerto Rico, Rhode Island, Virgin Islands, Virginia, Wisconsin (13 waivers)

**Waiver to increase on-the-job training (OJT) employer reimbursement up to 90 percent for business of any size and up to 100 percent for all businesses located in or that employ current residents within designated Opportunity Zones ****
Citations: WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b)
Approved for: Florida (1 waiver)

**Waiver to increase on-the-job (OJT) training employer reimbursement up to 90 percent for businesses of any size**
Citations: WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b)
Approved for: Missouri (1 waiver)

**Waiver of the requirement to establish and maintain a comprehensive American Job Center (AJC) in each of the State's local workforce development areas**
Citations: WIOA Section 121(e)(1) and 20 CFR 678.300(c)
Approved for: Arkansas, Florida, Georgia, Idaho, Kansas, Louisiana, Montana, Mississippi, North Carolina, Tennessee, Wisconsin (10 waivers)

**Waiver of the requirement that local youth programs make available each of the 14 youth programs elements required under**
Citation: WIOA Section 129(c)(2)
Approved for: Arkansas, Colorado, Florida, Georgia, Kansas, Mississippi, Nevada, Ohio, Puerto Rico, Texas (10 waivers)

**Waiver to allow the State Board to act as the Local Board**
Citation: WIOA Section 107(b)
Approved for: Alaska, Arkansas, Hawaii, Idaho, Louisiana, Montana, Rhode Island (7 waivers)

**Waiver to allow local areas to reserve more than 20 percent of Adult and Dislocated Worker funds for incumbent worker training (IWT)**
Citations: WIOA Section 134(d)(4) and 20 CFR 680.800(a)
Approved for: Connecticut, Michigan, Missouri, New Mexico, Puerto Rico (5 waivers)

**Waiver to adjust the six-month employment requirement for incumbent worker training (IWT)**
Citation: 20 CFR 680.780
Approved for: Illinois, Michigan, Wisconsin (3 waivers)

**Waiver of the requirement to establish a sliding scale based upon employer size for the minimum required non-federal share contribution that an employer must make for Incumbent Worker Training (IWT)**
Citation: WIOA Section 134(d)(4)(D)(ii) and 20 CFR 680.820
Approved for: Michigan (1 waiver)

**Waiver of the state Workforce Development Board membership requirements**
Citations: WIOA Section 101(b)(1) and (c) 20 CFR 679.110(b)-(c)
Approved for: Arkansas, Indiana, Michigan, Mississippi, New Hampshire (5 waivers)

**Waiver of the reallocation provisions at to allow the State to develop different criteria than required by statute for the reallocation of recaptured funds among local workforce areas**
Citations: WIOA Sections 128(c)(3) and 133(c)(3)
Approved for: Alabama, Arkansas, Florida, Tennessee, Texas (5 waivers)

**Waiver to allow for all training services to be provided through training contracts**
Citations: WIOA Section 134(c)(3)(F)(i) and (G) and 20 CFR 680.320(a) and 680.340(a)
Approved for: Florida, Nevada, Oklahoma, Tennessee, Wisconsin (5 waivers)

**Waiver of the requirements to allow flexibility to use up to 50 percent of funds reserved by the Governor to provide statewide rapid response activities to also provide statewide employment and training activities in the first year of funding availability**
Citations: WIOA Sections 133(a)(2) and 134(a)(2(A)
Approved for: New York, Louisiana, Mississippi, Nevada (4 waivers)

**Waiver to allow flexibility in the use of funds reserved by the Governor to provide statewide rapid response activities to instead provide statewide employment and training activities, including disaster relief employment to affected areas**
Citations: WIOA 134(a)(2)(A) and (B) and 134(a)(3)
Approved for: Illinois, Mississippi, Puerto Rico (3 waivers)

**Waiver to allow local workforce development areas to count both WIOA local youth formula funds and Temporary Assistance for Needy Families (TANF) funds toward the minimum 20 percent expenditure requirement for paid or unpaid work experience ****
Citations: WIOA Section 129(c)(4) and 20 CFR 681.590(b)
Approved for: Colorado, Florida, Ohio, South Dakota (4 waivers)

**Waiver to allow more than 10 percent of WIOA Title I Adult and Dislocated Worker local formula funds to be used for the provision of transitional jobs**
Citations: WIOA Section 134(d)(5) and 20 CFR 680.195
Approved for: California, New Mexico (2 waivers)

**Waiver to allow the state to assign a single local workforce development area to multiple planning regions**
Citations: WIOA 106(a)(2) and 20 CFR 679.210
Approved for: Colorado, Illinois (2 waivers)

**Workforce Flexibility (Workflex) Plan**
Citations: WIOA Section 190 and 20 CFR 679.630
Approved for: Mississippi, Ohio (2 waivers)

**Waiver of the performance requirements to allow the State to modify the performance measures used to negotiate local workforce development board performance**
Citation: WIOA Section 116(c)
Approved for: Texas (1 waiver)

**Waiver of the requirement that a dislocated worker who has ceased to qualify for unemployment compensation to be eligible to receive needs-related payments only if such worker is enrolled in training services**
Citations: WIOA Section 134(d)(3)(B) and 20 CFR 680.950(a)(2)
Approved for: Wisconsin (1 waiver)

**Waiver of the limitation of the use of funds for capitalization of business, to allow Governor's reserve, Adult, and Dislocated Worker funds to be used to capitalize small and medium-sized businesses up to $10,000 per affected business**
Citations: WIOA 181(e)
Approved for: Tennessee (1 waiver)

**Waiver of the requirement that the one-stop operator be located in the local area**
Citation: WIOA 121(d)(2)(B)
Approved for: New York (1 waiver)

**Waiver to allow local workforce development boards discretion in demonstrating the availability of other resources and the sufficiency of those resources to meet a participant's needs before using WIOA funds for training and supportive services for WIOA-eligible Adults and Dislocated Workers, and to permit participants to self-attest when no additional grant assistance is accessible or sufficient**
Citation: 20 CFR 680.210(c), 680.230, and 680.910
Approved for: Arkansas (1 waiver)

**Waiver of the requirement to select a one-stop operator (OSO) through a competitive process every four years**
Citations: WIOA Section 121(d)(2)(A) and 20 CFR Part 678.605
Approved for: Colorado (1 waiver)

**Waiver of the one-stop operator selection requirements, which require a competitive selection process every four years and only allows the Local WDB to be selected as one-stop operator with the agreement of the chief elected officials and the Governor**
Citations: 20 CFR 678.605 and 20 CFR 678.610
Approved for: Kansas (1 waiver)

**Waiver of the requirement that alternate entities may carry out the functions of a local workforce development board if they were in existence the day before the enactment of the Workforce Investment Act of 1998 (WIA)**
Citation: WIOA Section 107(i)(1)(B)
Approved for: Tennessee (1 waiver)

**Waiver to allow local workforce development boards to document training activities under WIOA program codes and to use WIOA Adult and Dislocated Worker funds to provide supportive services for WIOA eligible individuals who are enrolled in training activities fully funded by sources other than a WIOA core program**
Citations: WIOA Section 134(c)(2) and section 134(d)
Approved for: Texas (1 waiver)

**Waiver to allow local workforce development boards to exercise discretion in using WIOA Adult and Dislocated Worker funds to pay for training and associated costs for WIOA participants prior to Pell grants**
Citation: 20 CFR 680.210(c)
Approved for: Texas (1 waiver)

**Waiver to allow local workforce development boards to expand the use of youth incentives to recognize and reward a broader range of behaviors and milestone achievements that are critical for long-term success but may not be directly tied to specific work experience or training components**
Citation: 20 CFR 681.640
Approved for: Texas (1 waiver)

**Waiver to permit Texas to streamline WIOA youth participation by removing the requirement that an objective assessment and Individual Service Strategy (ISS) be completed before youth receive services**
Citations: 20 CFR 681.320(b)(2) and (3)
Approved for: Texas (1 waiver)

**Waiver to permit local workforce development boards to utilize WIOA funds for training and supportive services as a primary funding source without first documenting the unavailability of other federal, state, or local resources**
Citations: 20 CFR 680.210(c), 680.230, and 680.910
Approved for: Texas (1 waiver)

**Waiver of that requirement that a dislocated worker who has ceased to qualify for unemployment compensation to be eligible to receive needs-related payments only if such worker is enrolled in training services**
Citations: WIOA Section 134(d)(3)(B) and 20 CFR 680.950(a)(2)
Approved for: Wisconsin (1 waiver)

****This waiver is available for use by States and local areas for the entire time period that they are authorized to spend funds (up to three years for states, two years for local areas)**