



May 18, 2026

The Honorable Ned Lamont
Governor of Connecticut
State Capitol
210 Capitol Avenue
Hartford, CT 06106

Dear Governor Lamont:

Thank you for your waiver request submission to the U.S. Department of Labor (Department) regarding certain statutory and regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying plan to improve the statewide workforce development system (enclosed). The waiver requests were received on March 3, 2026, as part of your recent WIOA State Plan modification submission. This letter provides the Employment and Training Administration's (ETA) official response to your request and memorializes that Connecticut will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Connecticut and ETA. This action is taken under the Secretary of Labor's authority to waive certain requirements of WIOA Title I, Subtitles A, B, and E, and Sections 8–10 of the Wagner-Peyser Act in WIOA Section 189(i).

Requested Waiver: The State is requesting a waiver of WIOA 134(d)(4) and 20 CFR 680.800(a) to allow local areas to reserve more than 20 percent of Adult and Dislocated Worker funds for incumbent worker training.

ETA Response: The State requested this waiver on December 11, 2025. ETA approved this waiver and the waiver remains in effect until June 30, 2028.

Requested Waiver: Waiver of 20 CFR 681.550 to allow WIOA individual training accounts (ITAs) for in-school youth (ISY).

ETA Response: ETA approves, for Program Year (PY) 2026 and PY 2027, the State's request to waive the requirement limiting ITAs to only out-of-school youth (OSY), ages 16–24. In addition to these OSY, the State may use ITAs for ISY, ages 16–21. ETA reviewed the State's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system.

Requested Waiver: Waiver of WIOA 116(c) to allow greater flexibility to contract alternative or supplemental performance measures with local workforce development boards.

ETA Response: After a review of the request and subsequent conversations with the State, ETA understands that Connecticut does not seek to waive performance accountability requirements under Section 116, but rather to introduce additional measures to improve local area performance management. Therefore, as indicated in a letter ETA sent to Connecticut on March 9, 2026, a waiver is not necessary to achieve the goals outlined in the State's request related to eligibility coordination, supplemental performance accountability measures, and contract oversight.

Requested Waiver: Waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 that the State and local areas expend 75 percent of local formula youth funds on out-of-school youth (OSY).

ETA Response: ETA granted approval for this waiver on May 30, 2024, and it is applicable to PY 2024 and PY 2025, covering the full three-year fund period. This approval will remain in effect throughout its duration. ETA received correspondence on March 24, 2026, clarifying that the State did not seek to renew this waiver request for PY 2026.

The State is reminded that WIOA Title I waivers may not be used for any discriminatory purposes. All activities and waiver plan provisions must comply with Section 188 of WIOA, the implementing regulations at 29 CFR Part 38, and all applicable federal nondiscrimination laws.

The State must report its waiver outcomes and implementation of the approved waivers in the WIOA Annual Report. ETA will use this information to assess continued waiver approval and to identify promising practices that may be adopted more widely. ETA is available to provide technical assistance to you in support of your goals. If you have questions, feel free to contact my office at (202) 693-2772.

Sincerely,



Henry Mack, Ed.D.
Assistant Secretary

Enclosures

cc: Stephen Dombrowski, Director, CTDOL
Erica Tew, Director, WIOA Administration, CTDOL
Danielle Worthen-Ramos, Acting Regional Administrator, ETA
Phoebe Reeves, Federal Project Officer, ETA