

U.S. Department of Labor

Employment and Training Administration
200 Constitution Avenue, N.W.
Washington, D.C. 20210



August 17, 2026

The Honorable Tate Reeves
Governor of Mississippi
P.O. Box 139
Jackson, MS 39205

Dear Governor Reeves:

The U.S. Department of Labor, Employment and Training Administration (ETA) has completed its review of Mississippi's Workforce Innovation and Opportunity Act (WIOA) Workforce Flexibility (Workflex) Plan submitted under WIOA Section 190 and 20 CFR 679.630 on May 22, 2026. We appreciate the State's leadership in pursuing a Workflex designation under WIOA and for developing a plan that reflects Mississippi's commitment to improved service delivery, innovation, and accountability.

After careful review of the plan and supporting documentation, ETA approves Mississippi's Workflex Plan. This agreement memorializes that the State has established a formal statewide mechanism for local waiver submissions and approvals.

As the State described in its request, Mississippi outlined a formal, statewide process, consistent with 20 CFR 679.630(b)(1), through which local workforce development boards, in concurrence with chief elected officials, may submit waiver requests for State review and approval.

The mechanism must include, at minimum:

- A standardized waiver submission template;
- Defined timelines for State review;
- Written State determinations granting, conditionally granting, or denying each local request for the waivers outlined in the plan; and
- Procedures ensuring fiscal, programmatic, and internal control integrity.

The State must also provide quarterly reporting including agreed-upon milestones consistent with the Workforce Innovation and Opportunity Act: Workforce Flexibility (Workflex) Plan Collection Form: Workflex Quarterly Report Requirements (OMB No. 1205-0432) and 20 CFR 679.640(b). Each report must include:

- Waiver (approved by State);
- Regulation/statute affected;
- Date received;
- Date granted;

- Local area(s) requesting waiver;
- Purpose and goals of each waiver, proposed outcomes, and outcomes to date; and
- State-imposed conditions of waiver use, as appropriate.

Mississippi must integrate Workflex-related activities, outcomes, and impacts into its annual WIOA narrative report, including:

- A summary of all waivers approved at the local level under Workflex authority;
- Outcome and performance data associated with the waivers; and
- Any effects on negotiated performance levels or service strategies.

This information must be reported in the first annual report following Workflex approval and in each annual report thereafter for the duration of the designation.

Duration of Approval and Next Steps

Mississippi's Workflex designation is fully effective through June 30, 2028, the remainder of the current State Plan period, consistent with 20 CFR 679.630(d). ETA Regional Office staff will follow up with the State to confirm timelines, establish milestone expectations, and support quarterly and annual reporting implementation.

With this approval of Workflex authority, the Department memorializes the expectation that all approvals of local waivers granted by the State strictly adhere to the parameters established under WIOA Section 190 and its implementing regulations. Any local waiver approval that exceeds the scope of Workflex authority, or that results in discriminatory, unlawful, or otherwise impermissible implementation fundamentally undermines the integrity of the Workflex plan. See Section 188 of WIOA, the implementing regulations at 29 CFR Part 38, and all applicable federal nondiscrimination laws. The Department will closely review such actions, and if it is determined that the State has acted outside its statutory or regulatory authority, the Department may take appropriate corrective steps, up to and including revocation of the individual local waiver or termination of the State's Workflex authority, as permitted under 20 CFR 679.640(b). If the State has any questions about whether approval of a local waiver might exceed the scope of Workflex authority, we encourage the State to reach out to its ETA Regional Office before approving the waiver. Failure to meet or maintain the above conditions may result in modification or termination of the Workflex designation pursuant to 20 CFR 679.640(b).

In your request, one of the local waivers proposed involved the income eligibility of in-school youth. The Department here notes that while Workflex authority extends to provider eligibility, it does not extend to participant eligibility.

ETA appreciates Mississippi's willingness to innovate and its commitment to improving services for workers, job seekers, and employers. We look forward to continued collaboration as the State implements its Workflex authority.

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,



Marek Laco
Acting Assistant Secretary

Enclosures

cc: Laura Ring, Chief Operations Officer, Mississippi Department of Employment Security
Robert DeYoung, Director, Office of Grant Management, Mississippi Department of
Employment Security
Renata Adjibodou, Atlanta Regional Administrator, ETA
Jeffrey Patton, Federal Project Officer, ETA