

Approved WIOA Waivers by Waiver Type

As of January 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, Arkansas, California, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Maine, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Jersey, New York, North Carolina, North Dakota, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, South Dakota, Tennessee, Washington, Wisconsin (30 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, Arkansas, California, Florida, Illinois, Minnesota, Missouri, Montana, Nevada, North Dakota, Northern Mariana Islands, Ohio, Rhode Island, South Dakota, Tennessee, Texas, Utah, Wisconsin (19 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, Illinois, Maryland, Missouri, Nevada, Puerto Rico, Rhode Island, Wisconsin (9 waivers)

Waiver to allow the State Board to act as the Local Board

Citation: WIOA Section 107(b)

Approved for: Alaska, Hawaii, Idaho, Montana, Rhode Island (5 waivers)

Waiver to adjust the six-month employment requirement for incumbent worker training

Citation: 20 CFR 680.780

Approved for: Colorado, Illinois, Michigan, Wisconsin (4 waivers)

Waiver to allow local areas to reserve more than 20 percent of Adult and Dislocated Worker funds for incumbent worker training

Citations: WIOA Section 134(d)(4) and 20 CFR 680.800(a)

Approved for: Colorado, Michigan, Missouri (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 of the state Workforce Development Board membership requirements

Citations: WIOA Section 101(b)(1) and (c) 20 CFR 679.110(b)-(c)

Approved for: Indiana, Michigan (2 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, Puerto Rico (2 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: Florida, Texas (2 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, Ohio (2 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 (1 waiver)

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: Illinois (1 waiver)

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 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: Montana (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 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 (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 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 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)

****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)**