

U.S. Department of Labor

Assistant Secretary for
Employment and Training
Washington, D.C. 20210



May 29, 2026

The Honorable Laura Kelly
Governor of Kansas
Kansas Statehouse
300 SW 10th Avenue, Ste. 241S
Topeka, KS 66612

Dear Governor Kelly:

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 request was received on March 2, 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 Kansas will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Kansas 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: 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 Governor's reserve youth funds and local formula youth funds on out-of-school youth (OSY).

ETA Response: ETA approves for Program Years (PY) 2026 and 2027, which includes the entire time period for which states are authorized to spend each of those PY fund allotments, the State's request to waive the requirement that the State expend 75 percent of Governor's reserve youth funds on OSY. ETA reviewed the State's waiver request and plan and has determined that the requirements requested to be waived impede the ability of Kansas to implement its plan to improve the workforce development system. The State may lower the expenditure requirement of Governor's reserve funds to 50 percent for OSY.

In addition, ETA approves for PYs 2026 and 2027, which includes the entire time period for which states are authorized to spend each of those PY fund allotments, the State's request to waive the requirement that local areas expend 75 percent of local youth formula funds on OSY. The State may lower the local youth funds expenditure requirement to 50 percent for OSY. As a result of this waiver, ETA expects that the number of in-school youth (ISY) served will increase, and performance accountability outcomes for overall WIOA Youth (including both ISY and OSY) will remain steady or increase for the majority of the WIOA Youth performance indicators.

Requested Waiver: Waiver of the requirements at WIOA Section 129(a)(1)(B)(III) and (VIII) and at 20 CFR 681.210(c)(3) and (c)(9) that OSY who are either basic skills deficient, English language learners, or require additional assistance to enter an educational program or employment be exempt from the low-income requirement.

ETA Response: ETA does not approve the State's request to waive 20 CFR 681.210(c)(3) and (c)(9). The waiver request pertains to participant eligibility, which is outside the Department's waiver authority. The State requested that out-of-school youth who are basic skills deficient, English language learners, or require additional assistance to enter an educational program or employment to not also have to be low-income. ETA notes that out-of-school youth, when they also do not have a secondary school diploma or its recognized equivalent and otherwise meet WIOA Youth eligibility criteria, do not need to be low-income. ETA also notes that WIOA allows a low-income exception where five percent of WIOA youth may be participants who ordinarily would be required to be low income.

Requested Waiver: Waiver of WIOA Section 121(e) and 20 CFR 678.300(c), which require each local workforce development area to establish and maintain at least one comprehensive American Job Center (AJC).

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the requirement that each local area maintain a comprehensive AJC. 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. Before implementing this waiver, the State must provide ETA with the following information:

- Specify which local areas will not maintain a comprehensive AJC; and
- Explain the reasoning and anticipated benefits behind using alternative models, such as hub-and-spoke, affiliate sites, mobile units, or remote service technology, to enhance access in comparison to the current approach.

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

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the requirement limiting ITAs to only 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 the one-stop operator selection requirements found at 20 CFR 678.605 and 20 CFR 678.610, 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.

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the competitive one-stop operator selection requirements in the newly created WorkforceONE local area. 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. In this local area, the local workforce development board may act as the one-stop operator without a competitive procurement.

Requested Waiver: Waiver of WIOA Section 134(d)(2)(a), 20 CFR 680.910 (a)(1), and 20 CFR 680.910 (b), which state supportive services may only be provided to individuals who are participating in career or training services and are necessary to enable individuals to participate in career service or training activities.

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the requirement that prohibits the use of Adult and Dislocated Worker funds for provision of supportive services during the 12-months following participant exit and entry into employment. With this waiver, the State can provide targeted supportive services to participants who have exited from the program and entered employment, including recipients of public assistance, to ease temporary barriers that may impede job retention.

Requested Waiver: Waiver of the requirement that local youth programs make available each of the 14 youth programs elements required under WIOA Section 129(c)(2).

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the requirement that local youth programs make available each of the 14 youth program elements listed in WIOA Section 129(c)(2) and 20 CFR 681.460. Under this approval, local areas are not required to make available all 14 program elements. ETA reviewed the State's request and plan and determined that the requirements requested to be waived impede the State's ability to implement its plan to improve youth workforce development service delivery.

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,

A handwritten signature in blue ink that reads "Henry Mack". The signature is written in a cursive, flowing style.

Henry Mack, Ed.D.
Assistant Secretary

Enclosure

cc: Wade Wiebe, Director, Kansas Office of Workforce Innovation
Pam Gerassimides, Regional Administrator, ETA
Christopher Mendoza, Federal Project Officer, ETA

Kansas 2026 State Plan Waiver Requests

Received 3/2/26

Kansas requests the continuation of the current Youth Waiver:

Workforce Innovation and Opportunity Act Waiver Request

Original Date: August 18, 2023

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a continuation of the waiver of the requirement that the State expend 75 percent of Governor's reserve youth funds on OSY and the requirement that local areas expend 75 percent of local youth formula funds on OSY. Kansas requests to continue to lower the local youth funds expenditure requirement to 50 percent for OSY.

The Workforce Innovation and Opportunity Act (WIOA) Section 129(a)(4)(A) and the corresponding regulations at 20 CFR 681.410 requires that at least 75 percent of WIOA youth funds be spent on "out-of-school youth" is what Kansas would like a continuous waiver from.

Actions the state has undertaken to remove state or local barriers

Kansas had previously asked for this waiver, and it was approved by the Department of Labor for PY 2024 and PY 2025. Currently no other State or local statutory or regulatory barriers exist that would prevent the implementation of this waiver.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver would help with the goal of improving service delivery to disadvantaged youth. Many of those disadvantaged youth are in-school and Kansas would be able to serve more in-school youth with this waiver.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

As a result of this waiver, Kansas served 626 Youth during PY 2024 – an increase over the 581 Youth that Kansas served in PY 2023.

Likewise, Kansas served 108 in-school youth during PY 2024 – also an increase over the 100 in-school youth Kansas served in PY 2023.

Performance accountability outcomes for overall WIOA Youth have remained steady or had a slight decline for WIOA Youth performance indicators:

Kansas Youth Performance Comparison

Performance Indicator	PY 2023	PY 2024	
Youth Employment Q2	77.50%	73.90%	Decline
Youth Employment Q4	73.60%	73.80%	Steady
Median Earnings	\$5,306	\$4,265	Decline
Credential Rate	59.40%	53.60%	Decline
Measurable Skill Gains	61.20%	63.20%	Steady

The two performance measures that have seen a decline are the two measures that have the largest lag time in reporting. The reporting cohorts for both Youth Employment Q4 and Credential Attainment are looking at youth participants served from 1/1/2022 through 12/31/2022. Since our initial waiver request was approved on September 28, 2023, we would not expect this waiver to have an impact on Youth Employment Q4 and Credential Attainment as of yet.

Final PY 2025 Youth performance indicators are not yet available.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

The 14–18-year-olds that are in-school and in need of workforce services would benefit most from this waiver. By introducing more 14–18-year-olds to a quality work experience,

this age group will be on a career pathway which will also benefit Kansas businesses, and help retain Kansas workers within the State, which is an economic development priority.

Concurrently, Kansas is requesting a waiver to provide in-school youth (ISY) with individual training accounts (ITA). Kansas has been working to clarify youth apprenticeship laws for hazardous occupations as well as develop policy around quality pre-apprenticeship programs. With the ability to spend WIOA Youth dollars on ITAs for in-school youth, Kansas would be better positioned to launch, promote and support new Registered Apprenticeship programs starting at 16 years of age as well as quality pre-apprenticeship programs, both in high wage and high demand occupations.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas will continue to monitor youth enrollments every quarter expecting to see increases from each local area. Likewise, Kansas will also monitor youth ages 14-18 who are being served and the number of work experiences that are provided each quarter, also expecting to see increases from each local area. Kansas will also monitor the other WIOA Youth program outcomes to ensure they are remaining steady or improving slightly.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026, through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Kansas requests eight new Waivers as described below. These Waiver Requests are presented in DRAFT form and will change as Kansas receives additional Technical Assistance.

Workforce Innovation and Opportunity Act Waiver Requests

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of the requirements in WIOA Sec. 129 (a)(1)(B)(III) and (VIII) and at 20 CFR 681.210 (c)(3) and (c)(9). Kansas would like for Out-of-School Youth (OSY) who are either basic skills deficient, English language learners, or require additional assistance – not to have to also be low-income.

Actions the state has undertaken to remove state or local barriers

Kansas has not taken any actions to remove barriers and has only followed the WIOA law and corresponding regulations.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver would be in direct alignment with goal #1 listed above. If approved, this waiver would make it easier to serve disadvantaged youth who may or may not be low income but do have barriers to school or employment and would benefit from WIOA services.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

As a result of this waiver, Kansas would expect to see more OSY enrolled each year. Kansas will compare OSY enrollments before and after waiver implementation to see the impact. Kansas will also look at how many OSY were low-income in the years before and after waiver implementation as another projected impact on youth who are being served because of this waiver.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

The individuals directly benefiting from this waiver would be OSY. Specifically, those OSY who have barriers to school or employment and may or may not be necessarily low-income.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas will monitor OSY enrollments each year and expect to see yearly increases. Kansas will compare OSY enrollments before and after waiver implementation to fully see the impact.

Kansas will also monitor how many OSY were low-income in years before the waiver and compare that to after waiver implementation. While low-income participants may decrease, overall OSY enrollments should increase and will be monitored each year.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026, through March 2, 2026. Notices were also sent out to all three local areas in Kansas, and to Interested Parties. There were no public comments received during this timeframe regarding this waiver request.

Kansas requests eight new Waivers as described below. These Waiver Requests are presented in DRAFT form and will change as Kansas receives addition Technical Assistance.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of WIOA Section 121(e)(1) and the corresponding regulations at 20 CFR 678.300 (c) that requires each local area to maintain a comprehensive center (AJC).

Actions the state has undertaken to remove state or local barriers

Over the past 18 months, Kansas has consolidated down from 5 local areas in the state to 3 local areas. The State of Kansas has one comprehensive American Job Center (AJC) located in each local area along with 26 affiliate sites and 2 mobile workforce centers. As a large geographic state, Kansas has remote and rural workforce development areas. Having 2 mobile workforce centers allows for rural communities to be served that would otherwise have very limited access to needed workforce services and has been one strategy to offer more services in rural areas.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of- engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver would allow Kansas to expand on goal #3 listed above and increase the business and community awareness of the workforce system – especially in the remote and rural areas of the state.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

With this waiver, Kansas could have an estimated cost savings of \$150,000. That would be more training funds for participants without splitting minimal WIOA funding that Kansas receives. If the average training program costs \$4000, then the cost savings from this waiver alone could produce an extra 37 training slots for WIOA participants across the state.

Kansas would also like the flexibility to explore new AJC models, such as virtual AJCs and co-locating at locations like public libraries, community colleges, community centers, and chamber of commerce offices. Many of these locations could be free or very low cost in the rural communities of the state.

Partnerships and access to services would not be limited with this waiver. With any AJC model, Kansas would use technology to ensure that job seekers and businesses have the same access to services as in a traditional comprehensive or affiliate locations.

Program outcomes would be:

An increase in WIOA participants served

An increase in WIOA participants trained

A cost savings in each local area

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

All job seekers would benefit from this waiver – this would include WIOA Adult, Dislocated Worker and Youth, Wagner Peyser, Veterans and primarily job seekers located in rural areas of the state.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas would use the following metrics for monitoring the implementation of this waiver:

An increase in WIOA participants served

An increase in WIOA participants trained

A cost savings in each local area

Kansas will look for increases in both WIOA participants and WIOA training participants. Kansas will also compare cost savings measures in each local area by looking at expenditures on facilities - comparing years after the approval of the waiver to the years before the waiver was in place.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver from WIOA Sec. 106 (a)(1) and (2) and 20 CFR 279.210. Kansas now only has three (3) local areas in the State, and it would make more sense to not have multiple planning regions. The State would have one stand-alone planning region comprised of all three local areas.

Actions the state has undertaken to remove state or local barriers

Over the past 18 months, the State of Kansas has consolidated down from five (5) local areas to three (3) local areas. There are many challenges during the consolidation of any local areas such as a combined Chief Elected Officials Board, combined Local Area Board members, revised MOUs, and new program reporting designations just to name a few. The State has tried to remove as many challenges as possible and streamline the process, but having only one planning region would help even further.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

A waiver from the requirements of planning regions would help Kansas to be able to focus on the efficiencies in each of the local areas and make improvements on each of the first 3 state goals, along with a renewed focus on training activities for state-wide high-demand occupations.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

Kansas hopes that without planning regions, there would be less overhead, less administration tasks and the state as a whole can focus efforts on training activities with WIOA funds. Our projected programmatic outcome would be to have each of the three local areas spend a minimum of 40% of their WIOA funds on training.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

All participants in WIOA Adult, Dislocated Worker and Youth programs will benefit from this renewed focus on training activities. Individuals in all three programs will have more training opportunities that align with state-wide high-demand targeted occupations. Participants will then be able to obtain quality jobs and improve their overall quality of life.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

To monitor the outcome of this waiver, Kansas will track and evaluate the amount each of the three local areas are spending on training activities with their WIOA dollars. These evaluations will be done quarterly and discussed routinely at State Workforce Board meetings.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of the restriction in 20 CFR 681.550 to allow local areas to provide in-school youth (ISY) with individual training accounts (ITAs).

Actions the state has undertaken to remove state or local barriers

Kansas has requested a waiver from the requirement that states spend 75% of WIOA Youth funds on out-of-school youth. DOL has approved for Kansas to spend up to 50% of WIOA Youth funds on in-school youth. While this waiver helps, Kansas would be able to provide more training services to in-school youth should this waiver be approved.

In addition, Kansas has been working to clarify youth apprenticeship laws for hazardous occupations as well as develop policy around quality pre-apprenticeship programs. With the ability to spend WIOA Youth dollars on ITAs for in-school youth, Kansas would be better positioned to launch, promote and support new Registered Apprenticeship programs starting at 16 years of age as well as quality pre-apprenticeship programs, both in high wage and high demand occupations.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver directly aligns with goal #1 - improved services to disadvantaged youth.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

This waiver would see several outcomes including an increase in WIOA funds being spent on training activities, an increase in WIOA Youth ITAs, an increase in WIOA Youth credentials, an increase in WIOA Youth Measurable Skill Gains, and an increase in pre-apprenticeship program enrollments.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

WIOA in-school youth would be the population directly benefiting from this waiver.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas will monitor the WIOA funds being spent on training activities, the increase in WIOA Youth ITAs, the increase in WIOA Youth credentials, the increase in WIOA Youth Measurable Skill Gains, and the increase in pre-apprenticeship program enrollments. Kansas will compare these outcomes both before and after implementation of the approved waiver.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of the One Stop Operator selection requirements found at 20 CFR 678.605 and 20 CFR 678.610 which require a competitive selection process every 4 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.

Actions the state has undertaken to remove state or local barriers

Over the past 18 months, Kansas has consolidated down from 5 local areas in the state to only having 3 local areas in the state. In 2 of those local areas, the Local WDB already serves as the One Stop Operator with approval from the Governor. Our largest local area, known as Kansas WorkforceONE, now has 96 counties within the state. Kansas WorkforceONE has had previous difficulty finding qualified entities to bid on an RFP for One Stop Operations, and now after consolidation, the likelihood of finding a qualified bidder is even more challenging.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

With this waiver in place, all local areas in Kansas could have their Local WDB serve as the One Stop Operator. This would result in a cost savings and allow more WIOA funds to be spent on participants and on training activities for WIOA participants.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

Participants in the WIOA Adult, Dislocated Worker and Youth programs would see as benefit from this waiver as more WIOA funds would be available for training and supportive services without the additional cost of a One Stop Operator.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

The state will monitor this waiver by reviewing the training dollars that each local area is spending each quarter. The state will also compare training percentages for each local area, before and after the approved waiver went into effect.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of WIOA Section 134(d)(2) and 20 CFR 680.910 to allow the use of supportive services for Adult and Dislocated Worker participants within 12 months of exit for employment retention. Supportive services during this time could include, but not limited to, transportation, temporary living costs, or childcare expenses.

Actions the state has undertaken to remove state or local barriers

There are no state barriers, only WIOA law and Federal regulations that currently prohibit supportive services for Adults and Dislocated Workers after exit.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver would align with the State goal of increased workforce resources to serve justice-involved individuals as many justice-involved individuals will benefit from additional supportive services after program exit.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

As a result of providing Adult and Dislocated Workers with supportive services after exit, we would expect to see an improvement for Employment 4th Quarter After Exit for both Adults and Dislocated Workers.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

Adults and Dislocated Workers who have exited after receiving career and/or training services would see the benefit of this waiver. This waiver would be especially helpful to Adults who were previously receiving public benefits and would be facing a public benefits cliff after obtaining gainful employment. Supportive services would help with the transition off public benefits.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas would monitor this waiver by tracking the Employment 4th Quarter After Exit for Adults and Dislocated Workers and would compare the percentage rates before and after the waiver went into effect.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of WIOA Sec. 129(c)(2) and 20 CFR 681.460 to have each local area provide all 14 required youth elements. Kansas would like to give local areas the flexibility to provide only those elements that have proven to have the biggest impact on local area youth performance outcomes.

Actions the state has undertaken to remove state or local barriers

Kansas has not removed any state or local barriers and has only followed the WIOA law and corresponding regulations.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver, if approved, would be in direct alignment with goal #1 listed above – to improve service delivery strategies to disadvantaged youth. Local areas would be able to focus on those services that produce the best outcomes and the elements that local areas specialize in providing.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

Kansas would expect that all WIOA Youth outcomes would be improved, for both OSY and ISY. This would include:

Employment Rate 2nd Quarter After Exit

Employment Rate 4th Quarter After Exit

Median Earnings 2nd Quarter After Exit

Credential Attainment within 4 Quarters After Exit

Measurable Skill Gains

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

Both ISY and OSY would be the populations benefiting from this waiver. ISY and OSY would see better services and more targeted services that would lead to better outcomes for the WIOA Youth program.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas will monitor all WIOA Youth outcomes and will compare outcomes before waiver implementation to youth program outcomes after implementation. These include:

Employment Rate 2nd Quarter After Exit

Employment Rate 4th Quarter After Exit

Median Earnings 2nd Quarter After Exit

Credential Attainment within 4 Quarters After Exit

Measurable Skill Gains

Kansas expects all performance outcomes to increase after waiver implementation.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

This waiver request was posted to the Kansas Works State Board website during the dates of February 1, 2026 through March 2, 2026. Notices were also sent out to all three local areas in Kansas. There were no public comments received during this timeframe regarding this waiver request.

Date: March 3, 2026

State: Kansas

Agency: Department of Commerce

The statutory and/or regulatory requirements the state would like to waive

Kansas is requesting a waiver of WIOA Sec. 3(44) and corresponding regulations at 20 CFR 680.700(a) and 680.720(b). Kansas would like the ability for local areas to determine OJT reimbursement rates for employers which could include allowing larger employers the ability to receive OJT reimbursement rates higher than 50%.

Actions the state has undertaken to remove state or local barriers

Kansas has developed State Policy #5-26-00 which outlines the requirements for OJT and specifies when local areas can increase an OJT reimbursement rate from 50% to 75% for employers.

A description of the state's strategic goal(s)

There are 4 main goals for the State's 2024-2026 strategic plan:

Enhanced and improved workforce service delivery to disadvantaged youth

Increased workforce system and reentry partner capacity to serve justice-involved individuals and other reentry community stakeholders

Increased business and community awareness of, engagement with, and utilization of the workforce system

Increased and sustained State Board member engagement and workforce system leadership

This waiver would directly align with goal #3 listed above – increased business and community awareness. We would anticipate that allowing for higher OJT reimbursement rates will make businesses more inclined to develop OJTs and thus more aware of the workforce system in Kansas.

Quantifiable projected programmatic outcomes resulting from implementation of the waiver

Kansas expects the number of OJTs that are developed after implementation of the waiver to increase. Kansas would expect to see an increase year over year on OJT usage and expect to see an increase in training dollars expended for Adults and Dislocated Workers.

Individuals, groups, or populations benefiting, or otherwise impacted by the waiver from the waiver

Participants in both the WIOA Adult and Dislocated Worker programs would be the job seekers who would benefit. Businesses across the state would also benefit as more OJTs would be developed and awareness of the workforce system would be increased.

How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information

Kansas will monitor the number of OJTs that are developed after implementation of the waiver and see how it compares to before the waiver was in place. Kansas would expect to see an increase year over year in OJT usage after the implementation of the waiver statewide.

Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to affected local workforce development boards

These waiver requests were posted to the Kansas Works State Board website during the dates of February 1, 2026, through March 2, 2026. Notices were also sent out to all three local areas in Kansas, and to Interested Parties. There were no public comments received during this timeframe regarding these waiver requests.