U.S. Department of Labor

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

May 18, 2026

The Honorable Albert Bryan Jr.
Governor of the U.S. Virgin Islands
5047 (21-22) Kongens Gade
St. Thomas, VI 00802

Dear Governor Bryan:

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 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 U.S. Virgin Islands will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by U.S. Virgin Islands 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).

<u>Requested Waiver</u>: The Territory is requesting a waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) in order to increase on-the-job training (OJT) employer reimbursement up to 95 percent for businesses with 50 or fewer employees and up to 80 percent for large employers.

<u>ETA Response</u>: ETA approves the Territory's waiver request through June 30, 2028, for the WIOA Title I Adult, Dislocated Worker, and Youth formula funds. ETA reviewed the Territory's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the Territory to implement its plan to improve the workforce development system. Existing statutory authority permits the Territory to increase the reimbursement rate for OJT contracts up to 75 percent. The Territory may also reimburse up to 95 percent for OJT for businesses with 50 or fewer employees and 80 percent for larger employers. ETA expects the utilization of OJT to increase in the Territory as a result of this waiver.

The Territory 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 Territory 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

Henry Mack, Ed.D.
Assistant Secretary

Enclosures

cc: Sonia Boyce, Executive Director of Virgin Islands State Workforce Development Board Danielle Worthen-Ramos, Regional Administrator, ETA
Phoebe Reeves, Federal Project Officer, ETA

WAIVER REQUEST

OJT Employer Reimbursement Expansion

State/Territory:

United States Virgin Islands

Statutory and/or Regulatory Provision to be Waived:

WIOA Section 134(c)(3)(H)(ii) and related regulations limiting On-the-Job Training (OJT) employer reimbursement rates to a maximum of 75 percent, subject to sliding scale criteria.

I. Goals of the Waiver

The United States Virgin Islands requests authority to increase OJT employer reimbursement up to 95 percent of wage costs for small and mid-sized employers and up to 80 percent for larger employers, with defined criteria.

This waiver will:

- Increase employer participation.
- Accelerate hiring of eligible participants.
- Reduce barriers to apprenticeship entry.
- Strengthen employer-driven training models.
- Support small business engagement.

II. Rationale

The Territory's small and mid-sized employers often lack capacity to absorb training costs associated with new hires.

Enhanced reimbursement:

- Offsets onboarding risk.
- Encourages employer participation.
- Expands apprenticeship placement.
- Speeds reemployment for dislocated workers.

The island economy's scale justifies flexibility to stimulate employer demand.

III. Safeguards

The Territory will:

- Apply sliding scale reimbursement based on employer size.
- Limit enhanced reimbursement to priority sectors.
- Require formal training plans.
- Monitor retention at 6 and 12 months.
- Conduct quarterly fiscal review.

Enhanced reimbursement will not exceed statutory wage reasonableness requirements.

IV. Expected Outcomes

The waiver will:

- Increase OJT contracts executed annually.
- Increase employer participation.
- Improve placement speed.
- Improve retention outcomes.
- Strengthen youth-to-apprenticeship transitions.

V. Individuals Impacted

- Adult and Dislocated Worker participants.
- Youth transitioning to employment pathways.
- Employers seeking to hire locally trained talent. Priority of service remains intact.

VI. Monitoring

The Territory will:

- Track participant retention.
- Track wage progression.
- Evaluate employer satisfaction.
- Conduct quarterly compliance reviews.

VII. **Public Comment**

A 30-day public comment period will be conducted.

From: Fox, Sean - ETA <Fox.Sean@dol.gov>
Sent: Wednesday, March 11, 2026 11:27 AM
To: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>; Reeves, Phoebe - ETA
<Reeves.Phoebe@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>; Worthen Ramos, Danielle - ETA <WorthenRamosDanielle@dol.gov>; Fleck, Heather - ETA <fleck.heather@dol.gov> **Cc:** Antiri, Crystal - ETA <Antiri.Crystal@dol.gov>
Subject: RE: Virgin Islands 2026-2027 WIOA State Plan Modification Waiver

Good morning,
My reactions to VI's OJT waiver:

- Note that this is precedent setting in that it potentially increases employer reimbursement to 95%. I believe the highest ETA has approved was Michigan at 90%. Crystal, can you confirm?
- Need to confirm public comment (dates and location posted).
- There are also no specific projected targets outlined in the waiver request, nor is there any explanation provided for why the current cap of 75 percent is considered inadequate. Furthermore, the goals and rationale behind the request are not well defined, which makes it challenging to assess the overall objectives and justifications for this waiver.

Best, Sean

From: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>
Sent: Friday, March 6, 2026 12:53 PM
To: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>; Worthen Ramos, Danielle - ETA <WorthenRamosDanielle@dol.gov>; Fleck, Heather - ETA <fleck.heather@dol.gov>
Cc: Fox, Sean - ETA <Fox.Sean@dol.gov>; Antiri, Crystal - ETA <Antiri.Crystal@dol.gov>
Subject: Virgin Islands 2026-2027 WIOA State Plan Modification Waiver

Good afternoon,
The Governance team received the following waiver embedded in the Virgin Islands 2026-2027 WIOA State Plan Modification.

OJT Employer Reimbursement Expansion
Statutory and/or Regulatory Provision to be Waived:
WIOA Section 134(c)(3)(H)(ii) and related regulations limiting On-the-Job Training (OJT) employer reimbursement rates to a maximum of 75 percent, subject to sliding scale criteria.

As you conduct your review, check for the following key points:

- *Confirm public comment.*
- *Confirm that the request does not propose waiving statutory provisions that cannot be waived and that worker protections, nondiscrimination requirements, and other non-waivable areas remain intact.*

- *Confirm the waiver's alignment with the strategic priorities outlined in TEGL 05 25, particularly in areas such as industry-driven strategies, accountability, innovation, and system integration.*
- *Assess whether the request includes clear, quantitative performance outcomes. For waivers that lend themselves to measurement, reviewers should look for baseline data, numeric targets, and realistic timeframes.*
- *Evaluate whether the state has clearly articulated the connection between the waiver and the expected outcomes. The logic between the barrier being waived and the projected improvement should be explicit.*
- *Ensure the request outlines how progress will be tracked and reported, including benchmarks, timelines, and a plan for oversight or performance monitoring.*
- *Identify any gaps, unclear elements, or areas where additional information from the state would be helpful, such as missing metrics, incomplete justifications, or insufficient reporting plans.*

My initial take is that VI 's OJT reimbursement waiver could include more robust quantitative performance metrics, baseline data is missing. A similar waiver was granted on June 7, 2022 . It is also inconclusive that the comment period has either commenced or ended. VI could provide us more information on the status of the comment period. Please provide any comments or feedback on or before EOB – **Friday, March 13, 2026**.

Attached are the following documents for your review and comment.

- Copy of the Waiver Request
- Waiver Guide

We can meet to discuss and deliberate the waiver requests received. Let me know if you have any additional questions.

Best,
-Sonoi

Robert Sonoi Omwenga Employment and Training Administration Office of Workforce Investment (OWI)
Division of Adult Services and Governance (DASG) United States Department of Labor
Phone: (202) 693-4378

From: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>
Sent: Friday, March 6, 2026 4:30 PM
To: Fleck, Heather - ETA <fleck.heather@dol.gov>; Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>; Worthen Ramos, Danielle - ETA <WorthenRamosDanielle@dol.gov>
Cc: Fox, Sean - ETA <Fox.Sean@dol.gov>; Antiri, Crystal - ETA <Antiri.Crystal@dol.gov>
Subject: RE: Virgin Islands 2026-2027 WIOA State Plan Modification Waiver

Am in agreement with all this team's shared comments and observations about this waiver request from VI:

1. *Confirm public comment.* – The VI states that a 30 day public comment period will be conducted, but does not confirm that it has taken place or when it has taken place.
2. *Confirm that the request does not propose waiving statutory provisions that cannot be waived and that worker protections, nondiscrimination requirements, and other non-waivable areas remain intact.* – The request does not propose waiving statutory provisions that cannot be waived and worker protections, nondiscrimination requirements, and other non-waivable areas remain intact.

3. *Confirm the waiver's alignment with the strategic priorities outlined in TEGL 05 25, particularly in areas such as industry-driven strategies, accountability, innovation, and system integration.* – This waiver request does not include specifics or details around strategic goals and projected programmatic outcomes directly aligned to the administration's five pillars.
4. *Assess whether the request includes clear, quantitative performance outcomes. For waivers that lend themselves to measurement, reviewers should look for baseline data, numeric targets, and realistic timeframes.* – The request does not include clear, quantitative performance outcomes or baseline data, numeric targets, or realistic timelines from when the VIDOL had been previously granted this waiver.

5. *Evaluate whether the state has clearly articulated the connection between the waiver and the expected outcomes. The logic between the barrier being waived and the projected improvement should be explicit.* – Though the request states the following aims including
   - To increase employer participation,
   - To accelerate hiring of eligible participants,
   - To reduce barriers to apprenticeship entry,
   - To strengthen employer-driven training models,
   - To support small business engagement,

   it offers no specific data or logic to demonstrate that the barrier being waived will lead to the projected improvement. The projected improvement lacks detail on strategies—the "how".

6. *Ensure the request outlines how progress will be tracked and reported, including benchmarks, timelines, and a plan for oversight or performance monitoring.* – The waiver request lacks specifics with regards to the tracking and reporting of progress, including no benchmarks, only vague timelines, and no plan for oversight and monitoring other than to say a fiscal monitoring will take place quarterly and that 6 and 12 month retention will be monitored.
7. *Identify any gaps, unclear elements, or areas where additional information from the state would be helpful, such as missing metrics, incomplete justifications, or insufficient reporting plans.* – The request needs historical metrics and performance outcomes from the previous waiver, as well as projected metrics/performance outcomes for this waiver request. Additional questions include but aren't limited to How many businesses/employers will be impacted? How many adult, DW, and/or youth customers will be impacted? How will wage progression and participant retention be tracked and by whom? How will employer satisfaction be evaluated? How will apprenticeship placement be expanded? What is the "defined criteria" mentioned in the waiver request?

Thank you all, Phoebe
Phoebe Reeves
Workforce Development Specialist
U.S. Department of Labor – ETA JFK Federal Bldg., Room E-350 Boston, MA 02203
617-788-0127

From: Fleck, Heather - ETA <fleck.heather@dol.gov>
Sent: Friday, March 6, 2026 2:38 PM
To: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>; Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>; Worthen Ramos, Danielle - ETA <WorthenRamosDanielle@dol.gov>
Cc: Fox, Sean - ETA <Fox.Sean@dol.gov>; Antiri, Crystal - ETA <Antiri.Crystal@dol.gov>
Subject: RE: Virgin Islands 2026-2027 WIOA State Plan Modification Waiver

I have reviewed the request. My comments:

- VI asked for up to 80 percent for larger employers, with defined criteria. What are the criteria?
- I concur with Sonoi that they have not articulated quantifiable goals or outcomes they intend to achieve with this waiver.
- Since they previously had this waiver, can they share anything about their experience with it and if they observed better outcomes and engagement with employers as a result

From: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>
Sent: Monday, March 30, 2026 2:21 PM
To: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>; Fleck, Heather - ETA <fleck.heather@dol.gov>
Cc: Banimenia, Kate - ETA <Banimenia.Kathleen@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>
Subject: RE: Version 3 of the VI Waiver for increasing OJT Reimbursement to 95% for Participating Employers

In addition, as part of the 2026-2027 Modification process, I'd like to highlight that Virgin Islands is scheduled to conduct a 30-day public comment period from May 1, 2026, through May 30, 2026. This step is crucial for ensuring transparency and gathering feedback from stakeholders.

Looking ahead, it is important for VI to provide an opportunity for public comment and input during the development of the Unified State Plan and the waiver therein **before** its official submission. This requirement aligns with 34 CFR 361.130(d), and incorporating public perspectives.

Much gratitude for all your hard work!
-Sonoi

Robert Sonoi Omwenga
National Office Waiver POC REGION 1
Employment and Training Administration Office of Workforce Investment (OWI)
Division of Adult Services and Governance (DASG) United States Department of Labor
Phone: (202) 693-4378

From: Omwenga, Robert (Sonoi) - ETA
Sent: Monday, March 30, 2026 1:36 PM
To: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>; Fleck, Heather - ETA <fleck.heather@dol.gov>
Cc: Banimenia, Kate - ETA <Banimenia.Kathleen@dol.gov>; Poirier, Amanda - ETA <poirier.amanda@dol.gov>
Subject: RE: Version 3 of the VI Waiver for increasing OJT Reimbursement to 95% for Participating Employers

Thank you, Phoebe. This updated version is much improved and more substantive.

For TA purposes, one area of opportunity is the lack of details regarding the waiver approved on June 7, 2022 in the PY 2023 WIOA Annual Statewide Performance Narrative Report. Virgin Islands can strengthen its renewal request by providing evidence of progress made toward the projected outcomes specified in the prior approved waiver.
This approach would demonstrate ongoing evaluation and accountability, supporting the case for continued approval.
We look forward to receiving a general summary of VI's financial audit later this week.

-Sonoi

Robert Sonoi Omwenga
National Office Waiver POC – REGION 1 Employment and Training Administration
Office of Workforce Investment (OWI)
Division of Adult Services and Governance (DASG)

United States Department of Labor Phone: (202) 693-4378

From: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>
Sent: Monday, March 30, 2026 12:56 PM
To: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>; Fleck, Heather - ETA
<fleck.heather@dol.gov>
Cc: Banimenia, Kate - ETA <Banimenia.Kathleen@dol.gov>; Poirier, Amanda - ETA
<poirier.amanda@dol.gov>
Subject: Version 3 of the VI Waiver for increasing OJT Reimbursement to 95% for Participating Employers

Hi, Sonoi and Heather,

I just received this latest version of the VI's requested waiver for increasing employer reimbursement for OJT to 95%.

Definitely more specificity in this latest version.

Thank you so much,

Phoebe

From: Omwenga, Robert (Sonoi) - ETA
Sent: Wednesday, April 1, 2026 8:55 AM
To: Poirier, Amanda - ETA <poirier.amanda@dol.gov>; Fleck, Heather - ETA
<fleck.heather@dol.gov>
Cc: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>; Fox, Sean - ETA
<Fox.Sean@dol.gov>
Subject: RE: VI 95 percent OJT Waiver

Good morning,

Thank you for reaching out and for sharing your thoughts about the VI's waiver request. At this stage, we are still in the process of consensus building and are continuing to offer VI the opportunity to strengthen the merits of the current waiver request and offer TA for any future requests. It's important to note that all decisions regarding whether to approve or deny the waiver ultimately reside with ETA's front office and leadership.

Regarding your question about the connection between outstanding CCR audit findings and the waiver process, Heather suggested that the audit findings could provide valuable context to leadership. I'll defer to Heather to provide more detailed explanation on how these findings might be relevant moving forward.

I appreciate your engagement and look forward to continuing the conversation.

Best,

Sonoi

Robert Sonoi Omwenga
National Office Waiver POC- Region 1 Employment and Training Administration Office of Workforce Investment (OWI)
Division of Adult Services and Governance (DASG) United States Department of Labor
Phone: (202) 693-4378

From: Poirier, Amanda - ETA <poirier.amanda@dol.gov>
Sent: Wednesday, April 1, 2026 7:44 AM
To: Fleck, Heather - ETA <fleck.heather@dol.gov>; Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>

Cc: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>
Subject: VI 95 percent OJT Waiver

Hi Heather and Sonoi,

I hope you both are doing well!

Phoebe and me were chatting today about the VI waiver request. It sounds like based on what I understand that we're potentially going to deny the waiver request because it's not in compliance with 20 CFR 679.620 due to the grantee not submitting performance outcomes for the approved waiver in the past. Is that accurate? If so, let me know.

Also, I understand that you all might be interested in some other information related to VI like their outstanding CCR findings. This feels like it's on a different track for me (i.e., that the monitoring findings are out of scope of the waiver process), but there may be pieces that I'm not fully understanding.

I'm happy to discuss!

Amanda Poirier
Regional Director

Boston Regional Office
JFK Federal Building, RM E-350 Boston, MA 02203
(617) 788-0124

From: Reeves, Phoebe - ETA <Reeves.Phoebe@dol.gov>
Sent: Thursday, April 16, 2026 5:04 PM
To: Omwenga, Robert (Sonoi) - ETA <Omwenga.Robert.S@dol.gov>; Fleck, Heather - ETA
<fleck.heather@dol.gov>
Cc: Banimenia, Kate - ETA <Banimenia.Kathleen@dol.gov>; Poirier, Amanda - ETA
<poirier.amanda@dol.gov>
Subject: RE: Version 3 of the VI Waiver for increasing OJT Reimbursement to 95% for Participating Employers

Hi Sonoi and Heather,

I just now heard back from VI who shared that the waiver and press release were distributed, and the public comment period will remain open through May 31, 2026. Thank you so much,
Phoebe

Phoebe Reeves
Workforce Development Specialist
U.S. Department of Labor – ETA JFK Federal Bldg., Room E-350 Boston, MA 02203
617-788-0127

VERSION 3 RESPONSES FROM USVI

<u>WAIVER REQUEST</u>
OJT Employer Reimbursement Expansion
State/Territory:
United States Virgin Islands
Statutory and/or Regulatory Provision to be Waived:
WIOA Section 134(c)(3)(H)(ii) and related regulations limiting On-the-Job Training (OJT) employer reimbursement rates.

I. REQUEST AND GOALS

The United States Virgin Islands requests approval to increase OJT employer reimbursement rates to:

- Up to 95% for small and mid-sized employers
- Up to 80% for larger employers

This request reflects the Territory's unique economic conditions, including small business dominance, geographic isolation, and high operating costs.

Goals of the Waiver

The United States Virgin Islands requests authority to increase OJT employer reimbursement up to 95 percent of wage costs for small and mid-sized employers and up to 80 percent for larger employers, with defined criteria.

This waiver will:

- Increase employer participation in OJT programs.
- Accelerate employment placement for WIOA participants.
- Expand access to apprenticeship and work-based learning.
- Strengthen employer-driven workforce development.
- Support small and mid-sized business sustainability.

Quantifiable Targets (First 12-24 Months):

- Increase OJT contracts from 85-100 to 120-150 annually
- Expand employer participation from 60 to 85 plus employers
- Achieve:
  - 75% placement within 30 days of completion
  - 70-80% retention at 6 months
  - 65-75% retention at 12 months
- Enroll 40-60 participants annually into apprenticeship pathways
- Increase placements in priority sectors by 35% or more

II. ECONOMIC RATIONALE

The Territory's economy is characterized by:

- A small, service-based island economy
- Heavy reliance on tourism and hospitality
- High cost of doing business due to import dependency and logistics constraints
- A limited labor pool with persistent skills gaps

Small and mid-sized businesses represent the majority of employers and often lack the financial capacity to absorb training costs.

Enhanced reimbursement will:

- Reduce employer risk in hiring and training
- Increase participation in high-demand sectors
- Support local workforce development over imported labor
- Strengthen economic resilience and diversification

Demand Criteria for Larger Employers (80% cap):

- Employer size (number of employees and revenue capacity)
- Demonstrated ability to absorb partial training costs
- Participation in priority sectors and high-demand occupations
- Commitment to retention and long-term employment outcomes

Baseline (Current state):

- Standard reimbursement capped at 75% under WIOA regulations
- Limited employer participation due to cost burden

Quantifiable Targets (First 12-24 Months):

- Increase OJT contracts from 85-100 to 120-150 annually
- Expand employer participation from 60 to 85 plus employers
- Achieve:
    - 75% placement within 30 days of completion
    - 70-80% retention at 6 months
    - 65-75% retention at 12 months
- Enroll 40-60 participants annually into apprenticeship pathways
- Increase placements in priority sectors by 35% or more

III. EMPLOYER SIZE DEFINITIONS

- Small Employers: 1-50 employees
- Mid-Sized Employers: 51-250 employees
- Large Employers: 251 plus employees

These thresholds reflect the scale and composition of the United States Virgin Islands economy.

IV. ELIGIBILITY AND CRITERIA

Small and Mid-Sized Employers (Up to 95%)

- Limited financial capacity
- High exposure to economic volatility
- Critical role in local job creation

Large Employers (Up to 80%)

Must meet the following:

- Demonstrate ability to absorb partial training costs
- Operate within priority economic sectors
- Align OJT positions with high-demand occupations
- Commit to retention benchmarks:
    - 65% at 6 months
    - 60% at 12 months

V. PRIORITY SECTORS

OJT investments will focus on:

- Tourism and Hospitality
- Healthcare and Allied Health
- Construction and Infrastructure
- Transportation and Logistics
- Renewable Energy and Maritime

- Agribusiness

These sectors align with the Territory's economic drivers and workforce needs.

VI. EXPECTED OUTCOMES

Historical Performance (Prior Flexibility)

- OJT contracts increased by 20-25%
- Employer participation expanded
- Retention rates:
  - 68% at 6 months
  - 62% at 12 months

Projected Outcomes

- 120-150 OJT contracts annually
- 30-40% increase in employer participation
- Improved retention:
  - 70-80% (6 months)
  - 65-75% (12 months)
- Increased placement in high-demand sectors
- Strengthened apprenticeship pipeline

VII. SAFEGUARDS

The Territory will:

- Apply a sliding scale reimbursement structure
- Limit enhanced reimbursement to priority sectors
- Require formal training plans
- Conduct quarterly fiscal and compliance reviews
- Track performance outcomes through VIeWS

All reimbursements will comply with reasonable wage standards.

VIII. MONITORING AND REPORTING

The Territory will track:

- **Data Tracking:**
  - OJT enrollments and completions
  - Employer participation rates
  - Retention at 6-12 months
  - Wage progression

- **Systems:**
  Data will be tracked through VIeWS and analyzed by VIDOL's MIS Division
- **Reporting will include:**
  - Quarterly performance reviews
  - Annual WIOA reporting
  - Ongoing evaluation of waiver effectiveness
- **Oversight:**
  - Quarterly fiscal and compliance reviews
  - Monitoring of employer eligibility and training plans
  - Review of outcomes against established benchmarks

IX. Public Comment

The Virgin Islands Workforce Development Board (VIWDB), in collaboration with the Virgin Islands Department of Labor (VIDOL), will conduct a 30-day public comment period in accordance with WIOA waiver requirements. The 30-day public comment period will be conducted from May 1, 2026 to May 30, 2026.
The waiver will be posted on

- VIWDB website
- VIDOL website

Notice will be distributed through:

- Employer networks
- Workforce partners
- Community organizations

The public comment period will run for 30 consecutive days, with documentation of posting dates, locations, and any comments received maintained and submitted upon completion.

X. INDIVIDUALS IMPACTED

- Adult and Dislocated Worker participants
- Youth entering workforce pathways
- Employers across priority sectors

Priority of service requirements will remain in effect.

2