

Attachment 3
State of Colorado WIA Waiver Summary for PY12 – PY16

Current Waivers	Provisions	Status
A. Common Measures	Allows use of the 9 common measures for WIA performance in lieu of the 17 WIA performance measures.	Extended through June 30, 2017
B. Youth Element Procurement	Allows regions to avoid competitive procurement of three of the ten required WIA Youth program elements: work experience, supportive services, and follow-up.	Extended through June 30, 2017
C. Transfer of Funds between the WIA Adult and Dislocated Worker Programs	Allows local regions the ability to transfer up to 50% of allocated funds between the Adult and Dislocated Worker programs (up to 30% for ARRA Adult and DW)	Extended through June 30, 2017
D. Set Aside of Local Formula Funds for Incumbent Worker Training	<p>Allows local regions to set aside up to 20% of their local formula allocations for incumbent worker training related to layoff aversion</p> <ul style="list-style-type: none"> • Up to 20% of DW funds • WIA eligibility and Common Measures apply • No Adult and Youth funds may be set aside 	Extended through June 30, 2017
E. Employer Match for Customized Training	<p>Allows a sliding scale rather than a fixed 50% employer contribution, as follows:</p> <ul style="list-style-type: none"> • No less than a 10% match for employers with 50 or fewer employees • No less than a 25% match for employers with 51-250 employees • No less than a 50% match for employers with 250 or more employees 	Extended through June 30, 2017
F. Employer Reimbursement for On-the-Job Training	<p>Allows a sliding scale rather than a fixed 50% reimbursement to employers, as follows:</p> <ul style="list-style-type: none"> • Up to 90% reimbursement to employers with 50 or fewer employees • Up to 75% reimbursement to employers with 51-250 employees • Statutory 50% reimbursement to employers with 250 or more employees 	Extended through June 30, 2017

G. Eligible Training Provider Reporting Requirements	Increases the deadline for reporting of subsequent eligibility performance data from 12 to 24 months after the date of the training provider's initial eligibility for inclusion on the state's Eligible Training Provider List.	Extended through June 30, 2017
H. Limitations on the ETPL for Older and Out-of-School Youth	Allows regions to apply their local Individual Training Account (ITA) policy to older and out-of-school youth, 18-21 years of age, who are enrolled in the WIA youth program. Youth could choose the training provider from the Eligible Training Provider List, like adults and dislocated workers, and must otherwise meet the requirements of the local ITA policy.	Extended through June 30, 2017
I. Use of DW 25% Funds for Incumbent Worker Training as Part of a Layoff Aversion Strategy	Allows the state (or local regions receiving 25% funds) to set aside up to 20% of the funds for incumbent worker training as part of a layoff aversion strategy. WIA performance measures apply.	Granted through June 30, 2017

**State of Colorado WIA Waiver Summary for PY12 Only
(extension may be pursued)**

Provisions
<p>A. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) requiring the conduct of evaluations of workforce investment activities for adults, dislocated workers, and youth.</p> <p>B. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) requiring provision of incentive grants to local areas.</p> <p>C. Waiver of 20 CFR 665.200(b)(3) requiring dissemination of training provider performance and cost information.</p>
<p>Note: The State pursued these waivers as a result of losing the WIA 10% statewide funds, which were the source of funding to conduct these required statewide activities. Implementation of the waivers does not preclude the identification of non-WIA funds by the State to carry out similar statewide activities.</p>