

**Attachment 1**  
**State of Colorado Waiver Updates for PY15**

<b>WIA Waivers</b>	<b>Provisions</b>	<b>Status</b>
A. Common Measures	Allows use of the 9 common measures for WIA performance in lieu of the 17 WIA performance measures.	Remains in place for PY15.
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.	Applies only to activities funded with PY14 WIA carry-in funds obligated by June 30, 2015.
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	Applies only to activities funded with PY14/FY15 WIA carry-in funds obligated by June 30, 2015. WIOA allows more than 50% transfer.
D. Set Aside of Local Formula Funds for Incumbent Worker Training (IWT)	Allows local regions to set aside up to 20% of their local formula allocations for incumbent worker training related to layoff aversion <ul style="list-style-type: none"> <li>• Up to 20% of DW funds</li> <li>• WIA eligibility and Common Measures apply</li> <li>• No Adult and Youth funds may be set aside</li> </ul>	Applies only to activities funded with PY14/FY15 WIA carry-in funds obligated by June 30, 2015. WIOA allows local boards to approve up to 20% of AD and DW funds for IWT.
E. Employer Match for Customized Training	Allows a sliding scale rather than a fixed 50% employer contribution, as follows: <ul style="list-style-type: none"> <li>• No less than a 10% match for employers with 50 or fewer employees</li> <li>• No less than a 25% match for employers with 51-250 employees</li> <li>• No less than a 50% match for employers with 250 or more employees</li> </ul>	Applies only to activities funded with PY14/FY15 WIA carry-in funds obligated by June 30, 2015. WIOA allows local boards to set the standard for WIOA funds.
F. Employer Reimbursement for On-the-Job Training	Allows a sliding scale rather than a fixed 50% reimbursement to employers, as follows: <ul style="list-style-type: none"> <li>• Up to 90% reimbursement to employers with 50 or fewer employees</li> <li>• Up to 75% reimbursement to employers with 51-250 employees</li> <li>• Statutory 50% reimbursement to employers with 250 or more employees</li> </ul>	Applies only to activities funded with PY14/FY15 WIA carry-in funds obligated by June 30, 2015. WIOA allows local boards to approve up to a 75% reimbursement.

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.	Waiver has expired and no longer applies to eligible training providers.
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.	Applies only to activities funded with PY14 WIA carry-in funds obligated by June 30, 2015. WIOA allows ITAs for Out-of-School Youth ages 18-24.
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.	Applies only to activities funded with PY14/FY15 WIA carry-in funds obligated by June 30, 2015.

### Statewide Funds Waivers

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. <i>Waiver has expired and cannot be renewed for PY15.</i></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. <i>Waiver has expired and cannot be renewed for PY15.</i></p>