

## Workforce Investment Act Waiver Request Template

**Date: November 5, 2013**

**State: Mississippi**

**Agency: Mississippi Department of Employment Security**

### **Workforce Investment Act Waiver Request: Requesting Authority to Waive 50% Contribution Requirement of Employers Implementing Customized Training and Instituting Contribution Requirement Based on a Sliding Scale.**

The Mississippi Department of Employment Security (MDES) Office of Grant Management (OGM), designated by the Governor of Mississippi as the administrative agency for Mississippi's Workforce Investment Act (WIA) activities, requests that it be granted the authority to waive the required 50% minimum employer contribution for the costs of customized training identified in WIA Section 101(8)(C) and 20 CFR 663.715(c). MDES proposes to offer to local Workforce Investment Boards (WIBs) the option of a sliding scale to determine contribution. The sliding scale will be based on employer size, as follows:

1-50 employees - 10% contribution  
51-250 employees - 25% contribution  
More than 250 employees - 50% contribution

If granted, this waiver would be in effect for all Program Year 2013 WIA activities, and all WIA activities going forward.

In keeping with the guidelines set forth at WIA Section 189(i)(4)(B) and 20 CFR Part 661.420, MDES asks that you please grant this waiver request.

### **Statutory and/or regulatory requirements to be waived**

WIA Section 101(8)(C) and 20 CFR 663.715(c) require of employers who utilize customized training a minimum contribution of 50% of the cost of the training.

### **Actions undertaken to remove state or local barriers**

There are no state or local statutory or regulatory barriers to implementing the proposed waiver.

### **Goals and expected programmatic outcomes of waiver**

The statutory minimum required payment has been determined to be a great obstacle for employers considering customized training as a means to develop workforce skills necessary for growth in their respective industries.

If this waiver is granted, a sliding scale will be implemented which allows employers to contribute at a rate that more appropriately represents their share of the training cost, creating more incentive for employers to participate in customized training.

Granting of this waiver will encourage job creation and offset the cost of training new employees, while providing greater flexibility for responding to the needs of local labor markets and the specific needs of businesses.

#### Individuals impacted by the waiver

Granting this waiver will benefit individuals and employers. Employers will benefit due to reduced contribution requirements and an increased pool of trained workers exiting the training. Individuals with barriers to employment, low English proficiency, and low basic skills will benefit greatly from customized training that can be designed to meet unique worker and business needs. Customized training provided to individuals will also make them more valuable to current and future employers. Trade-impacted workers will benefit by increased opportunities to gain relevant, transferrable, and In-demand skills that allow transition into other industries or occupations.

#### Process for monitoring progress in implementation

OGM will continuously monitor each subrecipient's use of Federal awards through reporting, site visits, regular contact, and other means to provide reasonable assurance that the subrecipient administers Federal awards in compliance with all applicable laws, regulations, and provisions of the State plan, including approved waivers, and that the performance goals are achieved.

Notice to affected local boards to be sent later

Public Comment to be included later