

**WORKFORCE INVESTMENT ACT WAIVER REQUEST:
TO ALLOW THE STATE OF RHODE ISLAND TO WAIVE
CREDENTIAL/CERTIFICATE ATTAINMENT FOR PARTICIPANTS IN
THE ON THE JOB TRAINING PROGRAM**

The Rhode Island Department of Labor and Training, the state's Workforce Investment Act (WIA) administrative entity, requests a waiver to exempt the state from including credential/certificate attainment outcomes for participants enrolled in the WIA On-the-Job Training (OJT) program.

This waiver request applies to WIA formula and Recovery Act funds for the balance of Program Year 2010 and subsequent years, as appropriate.

This waiver request is written in the format identified in WIA Section 189(i)(4)(B) and in WIA Regulations 20 CFR 661.420 (c) of the Regulations. In addition, this waiver is identified in Training and Employment Guidance Letter (TEGL) # 26-09 as one that the Employment and Training Administration approved as a Program Year 2009 policy decision.

A. Statutory Regulations to be Waived:

Rhode Island requests the waiver of WIA Regulations 20 CFR 666.100 (a) (1) (iv) for Adults and 20 CFR 666.100 (a) (2) (iv) that requires attainment of a recognized credential/certificate for performance. This waiver is being requested to exclude individuals who are participating in OJT program services from inclusion in the WIA credential/certificate attainment standards. They will continue to be included in all other applicable performance standards.

B. Goals to be Achieved by the Waiver and Relationship to Strategic Plan:

Because of the waiver, the State expects that the OJT program services will expand to reach more employers and trainees alike. This goal directly aligns with the current WIA State Plan's target of providing access to training for an increased number of adults and dislocated workers. In addition, The Strategic Workforce Plan for Rhode Island 2009-2014 puts a high emphasis on the value of employer involvement in training.

C. State or Local Statutory or Regulatory Barriers

There is no existing state or local barrier to implementing the requested waiver.

D. Description of Waiver Goals and Programmatic Outcomes

The goal of the waiver is to give the local workforce investment areas greater flexibility and access to use of the OJT program without negatively impacting upon credential/certificate related performance standards. It allows the training program design to be more responsive to employer and employee needs as it can be specifically created for that industry, business or worksite. Eliminating the credential/certificate reporting requirement for those participating in the OJT program will encourage its use and have a positive effect on retention and average earnings performance outcomes.

The following goals and outcomes are expected:

1. Increase employment opportunities for harder to serve individuals such as the long term unemployed, older workers and those with limited or sporadic job histories
2. Increase percentage of employers using OJT as a means of hiring and retaining a skilled workforce
3. Increase number and percentages of workers trained and hired through OJT programs
4. Raise skill proficiencies for workers that will result in increased worker viability

E. Description of the Individuals Impacted by the Waiver

Adults and Dislocated Workers as well as participating employers will all be impacted by the waiver in that the OJT program will be more responsive to their needs.

F. Description of the Monitoring Process

DLT, as the state administrative entity of WIA, is responsible for the monitoring of all WIA funded activities and will incorporate the implementation of this waiver into existing procedures. Local Workforce Boards will also continue monitoring of the activity.

G. Providing Notice to any Local Board affected by the Waiver

Both local boards have been notified that the waiver request and have participated in its development.

H. Opportunity for Local Boards to Comment on the Waiver Request

The local boards will have the opportunity to comment on the waiver request during the public comment period.

I. Public Comment on the Waiver Request

Rhode Island intends to place this waiver request on its web site, accept comments from the public either verbally at a public hearing or in writing, and discuss it at open meetings of the state and local workforce boards to ensure transparency and to allow for meaningful public comment and input from all interested parties, including, but not limited to, business and organized labor.