



A Private-Public Partnership Serving Branch, Calhoun, Kalamazoo and St. Joseph Counties
222 S. Westnedge Avenue, Kalamazoo, Michigan 49007-4628

WIA OJT Sliding Scale Waiver Request
Amended Request
November 5, 2014

The Upjohn Institute 4 County Michigan Works! Area is requesting a local level waiver to allow the use of sliding scale reimbursements for On-the-Job training for the WIA Dislocated Worker and Adult programs per WDA Draft Policy Issuance 13-04, Change 2 dated 10/9/2014. The waiver was originally approved June 3, 2014 for the counties of Kalamazoo and St. Joseph County. This request is to include the counties of Branch and Calhoun that now make up the Upjohn Institute 4 County Michigan Works!

A. Statutory or regulatory requirement to be waived.

The waiver that is being requested is as follows:

1. Waiver of WIOA Section 101 (31)(B) to increase employer reimbursement for On-the-Job training (OJT). This waiver permits reimbursement on a sliding scale based on either of the following:
 - a. The size of the employer. The following reimbursement amounts will be permitted:
 - i. Up to 90 percent for employers with 50 or fewer employees and,
 - ii. Up to 75 percent of employers with 51-250 employees.
 - iii. The current statutory requirement (50 percent reimbursement) continues to apply for employers with more than 250 employees.
 - b. The length of the individual's unemployment. The following reimbursement amounts will be permitted:
 - i. Up to 90 percent for individuals who have been unemployed for 52 weeks or more, and
 - ii. Up to 75 percent for individuals who have been unemployed for a period of 16-51 weeks.
 - iii. The current statutory requirement (50 percent reimbursement) continues to apply for individuals who have been unemployed for a period of less than 16 weeks.

B. The outcome(s) to be achieved by obtaining the waiver.

The outcomes expected to be achieved by obtaining the waiver are:

- Increase the opportunities for employment for the long term unemployed.
- Increase the opportunity for smaller employers to be able to invest in an On-the-Job training.
- Increase employers who have not previously utilized On-the-Job training.

C. Process to ensure Accountability for Federal funds

The Upjohn Institute 4 County Michigan Works! Area follows local procurement procedures to ensure compliance with federal, state, and local procurement policies. Local MWA administrative staff conduct program and fiscal monitoring during the contract period.

The Workforce Development Board and the Administrative Board review fiscal and participant summary reports at their regular meetings. These reports reflect the total Michigan Works! Agency. The Administrative Board also reviews the annual audit of the Agency.

D. Public Comment

Upjohn Institute 4 County Michigan Works! will invite public review and comment of the waiver request for a period of no less than three weeks. The waiver request will be available to the general public via the Upjohn Institute 4 County Michigan Works! web site, <http://michiganworkskalamazoo.org/plans.html>.