



JUN 11 2013

The Honorable John P. de Jongh, Jr.
Governor of the U.S. Virgin Islands
21-22 Kongens Gade
Charlotte Amalie
St. Thomas, Virgin Islands 00802

Dear Governor de Jongh:

This letter provides approval of Virgin Island's State Plan for Title I of the Workforce Investment Act (WIA) and the Wagner-Peyser Act (W-P). The Employment and Training Administration (ETA) received the State Plan on April 15, 2013. This letter also responds to Virgin Island's WIA waiver requests.

Training and Employment Guidance Letter (TEGL) Number 21-11, issued on March 27, 2012, provides guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the Territory's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Virgin Island State Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), and TEGL No. 21-11. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I and W-P portions of Virgin Island's State Plan for the period July 1, 2013 through June 30, 2017, PY 2013-PY 2016. The Territory is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2013 through June 30, 2017.

Performance Levels

Each year, the Regional Administrator negotiates the forthcoming Program Year's performance goals with each state. Negotiations are completed by June 30th each year. Once the final goals are established, the Regional Administrator's letter advising the Virgin Islands of the PY 2013 WIA and W-P final performance goals constitutes a modification to the State Plan. ETA will incorporate Virgin Island's final performance goals for PY 2013 into the Regional and National Office copies of the State Plan. Please include these final PY 2013 goals in the Territory's official copy of the State Plan.

Waivers

As part of Virgin Island's State Plan, the Territory submitted waiver requests for waivers of statutory and regulatory requirements under WIA (copy enclosed). The Virgin Island's requests for waivers are written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the Territory's waiver requests is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.

The Territory is requesting a waiver to permit an increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams. The Territory is granted this waiver through June 30, 2017. Under the waiver, transfer authority is limited to 50 percent. This limitation provides states flexibility while ensuring consistency with Congressional intent regarding the level of funding appropriated for the WIA Adult and Dislocated Worker programs.

Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C).

The Territory is requesting a waiver of the required 50 percent employer contribution for customized training to permit the use of a sliding scale for the employer contribution based on the size of the business. The Territory is granted this waiver through June 30, 2017. Under the waiver, the following sliding scale is permitted: 1) no less than 10 percent match for employers with 50 or fewer employees, and 2) no less than 25 percent match for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent contribution) continue to apply. When determining the funding source for customized training, the Territory must use the appropriate program funds for the appropriate WIA-eligible population. The Territory may provide customized training to individuals age 18 and older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the Territory may provide customized training to dislocated workers with WIA Dislocated Worker funds. Customized training provided with statewide funds must serve WIA eligible individuals.

Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job training.

The Territory is requesting a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. The Territory is granted this waiver through June 30, 2017. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with 51-250 employees. For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) will continue to apply. When determining the funding source for on-the-job training, the Territory must use the appropriate program funds for the appropriate WIA-eligible population. The Territory and local area may

provide on-the-job training to individuals age 18 and older with WIA Adult funds and must provide priority to low-income individuals when funds are limited; the Territory may provide on-the-job training to dislocated workers with WIA Dislocated Worker funds. On-the-job training provided with statewide funds must serve WIA eligible individuals.

Waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.

The Territory is requesting a waiver to permit use of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3), specifically incumbent worker training. The Territory is granted this waiver through June 30, 2017. Under this waiver, the Territory is permitted to use up to 20 percent of rapid response funds for incumbent worker training only as part of a layoff aversion strategy. ETA believes limiting incumbent worker training to layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. The Territory is required to report performance outcomes for any incumbent workers served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD), field 309. TEGE No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGE No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.

The Territory is requesting a waiver to conduct allowable statewide activities as defined under WIA Section 134(a)(3) with local WIA formula funding, specifically incumbent worker training. The State is granted this waiver through June 30, 2017. Under this waiver, the State is permitted to allow local areas to use up to 10 percent of local Dislocated Worker funds and up to 10 percent of local Adult funds for incumbent worker training only as part of a layoff aversion strategy. Use of Adult funds must be restricted to serving lower income adults under this waiver. ETA believes limiting incumbent worker training to the specified level and requiring it to be a part of layoff aversion is the best use of funds in the current economic climate where serving unemployed workers is a paramount responsibility of the workforce system. All training delivered under this waiver is restricted to skill attainment activities. Local areas must continue to conduct the required local employment and training activities at WIA Section 134(d), and the Territory is required to report performance outcomes for any individual served under this waiver in the WIASRD, field 309. TEGE No. 26-09, Section 7A, "Workforce Investment Act (WIA) Waiver Policy and Waiver Decisions for PY 2009 and 2010" and TEGE No. 30-09, "Layoff Aversion Definition and the Appropriate Use of Incumbent Worker Training for Layoff Aversion Using a Waiver" provide policy guidance related to implementation of this waiver.

Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers.

The Territory is requesting a waiver of the requirements to reduce the data collection burden for employers participating in WIA-funded incumbent worker training programs. The waiver permits the Territory to discontinue the collection of the following WIASRD elements: single parent (117), unemployment compensation eligible status at participation (118), low income (119), TANF (120), other public assistance (121), homeless individual and/or runaway (125), and offender (126). The State is granted this waiver through June 30, 2017.

Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The State is requesting a waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The State is granted this waiver through June 30, 2017. Under this waiver, the State can use ITAs for older youth and out-of-school youth program participants. The State must continue to make the 10 youth program elements available as described at WIA Section 129(c)(2). The State should ensure that funds used for ITAs are tracked and that the ITAs are reflected in the individual service strategies for these youth.

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

The State is requesting a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted this waiver through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. WIASRD item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the state from the requirement to conduct evaluations.

The State is requesting a waiver of the requirement to conduct evaluations of workforce investment activities for adults, dislocated workers, and youth in order to establish and promote continuous improvement of the statewide workforce investment system. The State is granted this waiver through June 30, 2014.

The approved waivers are incorporated by reference into the Territory's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and this constitutes a modification of the State Plan. A copy of this letter should be filed with the Territory's WIA Grant Agreement and the approved State Plan. In addition, as described in TEGL No. 29-11, the Territory should address the impact these waivers have had on the Territory's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2013 and beyond. If you have any questions related to the issues discussed above, please contact Tricia Reynolds the Federal Project Officer for Virgin Islands at (617) 788-0130 or Reynolds.Tricia@dol.gov.

Sincerely,



Gerri Fiala
Acting Assistant Secretary

Enclosure

cc: Holly O'Brien, Regional Administrator, ETA Boston Regional Office
Tricia Reynolds, Federal Project Officer for Virgin Islands

'WIA WAIVER PLAN FOR PY'12 EXTENSION OF CURRENT WAIVERS

The Virgin Islands Workforce Investment Area requests the extension of nine (9) waivers including the Statewide waiver recently granted on a temporary basis. All waivers were posted for review and comment on the VIWIB website. To date no comments have been received.

WAIVER TO INCREASE THE ALLOWABLE TRANSFER AMOUNT BETWEEN ADULT AND DISLOCATED WORKER FUNDING STREAMS

Statutory or Regulatory Requirements to be Waived

Waiver of WIA Section 133 (b)(4) providing that not more than 20% of the funds allocated to the local area for a fiscal year be transferred between the adult and dislocated worker funding streams.

The Virgin Islands requests an extension of the waiver allowing transfer authority between the adult and dislocated worker funding streams to be increased from the statutory 20% to not more than 50%.

Citation

WIA Section 133(b)(4); 20 CFR 667.140 A local board may transfer, if such a transfer is approved by the Governor, not more than 20 percent of the funds allocated to the local area . . . for a fiscal year between – adults employment and training activities [and] dislocated workers employment and training activities.

Intended Goals and Outcomes

The fluctuating economic realities faced by the workforce system require additional flexibility to accommodate the changing needs of customers. While the VI has traditionally served more adults than dislocated workers this is rapidly changing as more people face dislocation and require longer periods of time to be reemployed.

Individuals/Groups Affected

The territory's unemployment rate is increasing on a monthly basis. More workers are finding that they need to enhance and/or change their skill sets in order to find new employment. As the WIB continues to work with industries in high-demand, high-growth sectors, more opportunities will be opened up to individuals now in a transitory state. The ability to immediately address the focus group by transference of funds to that stream is necessary to provide immediate relief to customers.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

The entered employment and retention rates are impacted by this waiver as it allows more time and funds directed at retooling the skills of the dislocated and advancing the skills of those new to employment. Both groups are given the skills necessary to operate in an ever changing workplace.

WAIVER OF THE REQUIRED 50 PERCENT EMPLOYER CONTRIBUTION FOR CUSTOMIZED TRAINING**Statutory or Regulatory Requirements to be Waived**

Waiver of the required 50% employer match for customized training at WIA Section 101(8)(C) to permit a match based on a sliding scale

The Virgin Islands requests an extension of the waiver allowing customized training programs to be negotiated on a sliding scale determined by the resources of the employer. The scale would allow for 1) no less than 10% match for employers with 50 or fewer employees and 2) no less than 25% match for employers with 51-250 employees. For employers with more than 250 employees the 50% employer match is still applicable.

Citation

WIA Section 101 (8)(C) – Customized training means training. . . for which the employer pays for not less than 50% of the cost of training.

Intended Goals and Outcomes

The case currently exists whereby small businesses which constitute the majority of employers doing business with the workforce system find a 50% match burdensome for the type of training it attempts to provide. This waiver will allow small businesses to participate in targeted in-house training opportunities.

Individuals/Groups Affected

The Governor's vision calls for a continuum of education and training opportunities that support a skilled workforce; strategies to accomplish this include the development of policy to support a continuum of education and training in the Territory. In addition, the workforce system is built on providing universal access to employers and they should be afforded the opportunity to utilize resources that help maintain and grow their workforce. This waiver allows even the smallest business assistance to help build the skills of their employees. The lingering recession has caused many small businesses to lay off considerable numbers of their employees however; those that are retained now have to take on a greater workload some advanced skills. This has proved a cost effective way for employers to remain productive in challenging times.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

The measures affected include Entered Employment and Retention. Employers are able to train individuals for specific tasks and retain them once employed by continuous planned upgrades specifically as it relates to the business.

WAIVER TO INCREASE TO EMPLOYER REIMBURSEMENT FOR ON THE JOB TRAINING**Statutory or Regulatory Requirements to be Waived**

Waiver of WIA Section 101(31) (B) to permit states to reimburse the employer on a graduated scale based on the size of the business

The Virgin Islands request an extension of the waiver allowing OJT's to be reimbursed on a sliding scale determined by the resources of the employer. The scale permits 1) up to 90% for employers with 50 or fewer employees, and 2) up to 75% for employers with 51 – 250 employees. For employers with more than 250 employees the statutory requirements still apply.

Citation

WIA Section 101(31) (B) – On The Job training means training by an employer that is provided to a paid participant while engaged in productive work in a job that . . . provides reimbursement to the employer of up to 50% of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the training.

Intended Goals and Outcomes

On the job training has proven to be a valuable workforce building tool for employers. Even when the economy begins to rebound, employers must remain one step ahead and ensure that they have a trained and ready pool of workers at hand. Job seekers need a job even as they need training. The opportunity to tie the two together prepares individuals for a chance at training for a credentialed position while earning a living. A sliding scale will allow for more participation by small business employers. This waiver allows for more diversity in the type of OJT's available.

Individual/Groups Affected

The Territory's workforce priorities seek to increase opportunities for the long-term unemployed, the newly dislocated and out-of-school youth. One of the strategies used to offer more immediate entry to the workforce while still learning is the On-the-Job training experience. This waiver allows for small employers who cannot meet the 50% match to participate thus increasing the options for training individuals most in need.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

The measures affected include Adults - Entered Employment and Retention; Youth - Entered Employment, Retention and Attainment of Degree or Certificate. Overall, more work based opportunities will lead to better employability for customer's entry into workforce, retention because skills are up to par and credentials based on the skills obtained.

WAIVER TO PERMIT A PORTION OF FUNDS RESERVED FOR RAPID RESPONSE ACTIVITIES TO BE USED FOR INCUMBENT WORKER TRAINING**Statutory or Regulatory Requirements to be Waived**

Waiver of the language limiting the authority to provide the activities at WIA 134 (a)(1)(B) statewide reserve funds, to permit the use of a portion of the funds reserved for rapid response activities to WIA Section 133 (a)(2) to provide incumbent worker training.

The Virgin Islands request an extension of the waiver that allows funds reserved for rapid response activities be waived to allow up to 20% to be used for incumbent worker training.

Citation

WIA 133(a)(2) Statewide rapid response activities – The Governor of a State shall reserve not more than 25% of the total amount allotted to the State under section 132 (b)(2)(B) for a fiscal year for statewide rapid response activities described in section 134 (a)(2)(A)

Intended Goals and Outcomes

High-growth employment sectors in the community are driven to keep their workforce current on new techniques, changes in procedures and the ever changing technology. To do this effectively it is imperative that employers have the opportunity to provide continuous training to their incumbent workforce. An even greater benefit is realized as current workers move upward allowing new opportunities for entry-level workers.

Individuals/Groups Affected

The Governor's vision speaks to providing incumbent workers with continuing education, training and certification programs that further career development. Incumbent workers must be given the means to continually advance in skill and position. This waiver will allow the workforce system to assist the effort in high demand occupations.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

The measures affected by this waiver include Employment Retention and Average Earnings.

USE OF A PORTION OF LOCAL FUNDS FOR INCUMBENT WORKER TRAINING**Statutory or Regulatory Requirements to be Waived**

Waiver of Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training

The Virgin Islands request an extension of the waiver that allows funds reserved for adult and dislocated workers to be waived to allow for incumbent worker training up to 10% of local adult funds and up to 10% of dislocated worker funds only as part of a layoff aversion strategy.

Citation

WIA 134 (a), WIA 133(b)(5)(B)(i) and (ii) Adults and Dislocated Workers – Funds allocated under paragraph (2)(A) or (3) and (2)(B) shall be used by a local area . . .to pay for employment and training activities provided to dislocated workers in the local area, consistent with section 134.

Intended Goals and Outcomes

Employment sectors vital to the viability of the US Virgin Islands' economy are driven to keep their workforce current on new applications, changes in procedures and the ever changing technology. Failure to remain competitive is likely to result in mass layoff or plant closure. It is imperative that employers have options to avert layoffs or plant closures. One option is that of retraining the current workforce to meet the growing needs of business. This may require new skills or advanced skills enabling an employee to multi task within an organization. For the employee, simply to remain employable may require the attainment of new skills and/or credentials.

Individuals/Groups Affected

In its discussion of workforce priorities the Workforce Board speaks to the refocusing of formula funds to address the needs of incumbent workers with continuing education, training and certification programs that advance career development. Incumbent workers must be given the means to continually advance in skill and position. These waivers will allow the workforce system to assist the effort in high demand occupations.

Inhibiting State and Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

The measures affected by these waivers include Employment Retention and Average Earnings. The workforce system has seen marked requests for incumbent worker

training in the past two years as employers strive to keep the businesses operational and efficient. As employees attain skills that give them a competitive edge in their occupation, they become more valuable to employers. Advancement in skills and responsibility also lead to increased earnings and transferability of skills should the need arise.

DATA COLLECTION RELIEF FOR INCUMBENT WORKERS

Statutory or Regulatory Requirements to be Waived

Waiver of the reporting requirements at 20 CFR 667.300(a) to provide relief in the collection of certain participant data elements for incumbent workers trained with local area WIA formula funds.

The Virgin Islands request the extension of the waiver that allows the following data elements of the Workforce Investment Act Standardized Record Data (WIASRD) be waived: single parent (117); unemployment compensation eligible status at participation (118); low income (119); TANF (120); other public assistance (121); homeless individual and/or runaway (125); and offender (126).

Citation

20 CFR 667.300(a) -- All States and other direct grant recipients must report financial, participant and performance data in accordance with instructions issued by DOL.

Intended Goals and Outcomes

Presently individuals who are low income, receiving public assistance and have other significant barriers to employment are given priority for training opportunities. This leaves many employers in a quandary when seeking workforce assistance since many of their employees cease to be eligible once they are employed. This waiver allows employers an additional source of funding for in-house training which will ultimately serve the workforce as a whole and help meet the Governor's vision of establishing a well trained workforce.

Individuals/Groups Affected

This waiver specifically address the needs of individuals currently in the workforce who hope to attain advanced education and training in order to be more competitive at their jobs.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

Measures affected by this waiver include Entered Employment – individuals will be more likely to enter an occupation that provides growth opportunities; Retention – advancement opportunities encourage employee loyalty; Average Earnings – as an employee's skills increase so should their earnings potential.

**WAIVER OF THE PROHIBITION ON THE USE OF INDIVIDUAL TRAINING
ACCOUNTS FOR OLDER AND OUT OF SCHOOL YOUTH**

Statutory or Regulatory Requirements to be Waived

The Virgin Islands request an extension of the waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth

Citation

20 CFR 664.510 – Individuals age 18 and above, who are eligible for training services under the adult and dislocated worker programs, may receive Individual Training Accounts through those programs.

Intended Goals and Outcomes

The intended goal is to increase the training options for out-of-school and older youth in as many ways as possible. Youth continue to have access to all ten program elements as described in WIA section 129 (c) (2) as well as have access to additional training opportunities available through the Eligible Provider List.

Individuals/Groups Affected

This waiver specifically address the needs of older and out-of-school youth who hope to attain advanced education and training in order to be more competitive and attain employment in line with their career goals.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

Measures affected by this waiver include Entered Employment and Education; and Attainment of Degree/Certificate.

WAIVER TO PERMIT THE USE OF COMMON MEASURES

Statutory or Regulatory Requirements to be Waived

The Virgin Islands request an extension of the waiver to replace the seventeen performance measures at WIA Section 136(b) with the common measures.

Citation

WIA Section 136(b)(1)(A)(i) – the core indicators of performance described in paragraph (2)(A) and the customer satisfaction indicator of performance described in paragraph (2)(B)

Intended Goals and Outcomes

This waiver allows the Territory to focus on the measures that gauge employment attainment, retention and wages for adults and dislocated workers and to focus on the measures that gauge employment or education attainment, attainment of degree/certificate and literacy levels for youth. Focus on these primary areas contribute to a better overall service strategy in line with the employment demands of the local community.

Individuals/Groups Affected

All customers of the Workforce System are affected.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Measures Affected

All measures are affected

WAIVER OF THE REQUIREMENT OF CONDUCT EVALUATIONS

Statutory or Regulatory Requirements to be Waived

The Virgin Islands Department of Labor requests 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.

The cost of conducting an evaluation of the specificity required under WIA Section 172 is prohibitive without the availability of Statewide funds. The Virgin Islands is not in a position to utilize money from any other local funding streams due to the economic crisis that has forced the local government to impose very stringent austerity measures.

Therefore, a waiver is sought from the requirement to conduct evaluations, under section 136 (e), of activities authorized [in WIA Section 134], in coordination with the activities carried out under section 172.

Intended Goals and Outcomes

The reduction of the fifteen percent to five percent in the WIA allotment for PY 2011 Governor's Reserve funds restricts the Territory's ability to effectively fund and carry out all the required statewide workforce investment activities. Specifically, it is insufficient to cover the cost of evaluations. The reduced funding is currently being used to cover the following required activities:

- Operating fiscal and management accountability information systems (WIA Section 134 (a)(2)(B)(vi));
- Submitting required reports (WIA Section 136 (f)); and
- Disseminating the list of eligible training providers for adults, dislocated workers and youth (WIA Section 134 (a)(2)(B)(i) and Section 129 (b)(2)(A)).

The Territory will continue to collect data and produce evaluation reports on a smaller scale that focuses on at least one area workforce operations. The goal is to stay abreast of the challenges confronted by the system and seek ways of implementing continuous improvement measures in a cost effective manner.

Individuals/Groups Affected

This waiver will ease the financial burden placed on the entire Virgin Islands Workforce System to meet an unfunded mandate and provide more flexibility in directing Governor Reserve funds to those activities that best preserve the basic functions of the statewide workforce investment system.

Cost Estimate

The cost of conducting an evaluation of Adult, Youth and Dislocated Worker programs for a program or calendar year is \$10,000, based on previous evaluation conducted. This cost cannot be easily absorbed by the VIWIB whose operating budget comes solely from the available 5% Statewide funding stream.

Inhibiting State or Local Statutes/Regulations

There are no state or local statutory or regulatory barriers to implementing this request.

Process for Monitoring Progress in Implementation

The Virgin Islands Workforce Investment Board will oversee the collection of data and select the "challenge areas" to be monitored for improvement.

From: Rhona Martinez
Date: Monday, April 15, 2013 4:43:38 PM
Posted At: WIA.PLAN
Conversation: 2013 VI WIA State Plan
Subject: 2013 VI WIA State Plan
Attachments: [VI 2012 Plan.pdf](#)
[Attachment V - VIDOL Fiscal Policies.pdf](#)
[VI 2012 Plan attachments.pdf](#)
[image001.jpg](#)

Good Day Ms. Fleck,

Please find attached the 2012 VI WIA State Plan.

If you have any questions or concerns regarding the plan, kindly contact Ms. Adele Soto at acsoto@viaccess.net.

Thank you.

Rhona I. Martinez
Chief of Staff

US Virgin Islands Department of Labor
4401 Sion Farm
C'sted, St. Croix, VI 00820-4245
P: 340-773-1994 ext 2105
F: 340-773-0094
rimartinez@vidol.gov
(altn) rimartinez57@yahoo.com

Our Mission is "to administer a system of effective programs and services designed to develop, protect and maintain a viable workforce."