



NOV 10 2009

The Honorable Bill Ritter
Governor of Colorado
State Capitol
Denver, Colorado 80203-1792

Dear Governor Ritter:

As part of Colorado's modification to the State Plan for Title I of the Workforce Investment Act (WIA) and the Wagner-Peyser Act, the State submitted waiver plans to request that the State's waivers of statutory and regulatory requirements under WIA be approved for the remainder of Program Year (PY) 2009 (copy enclosed). These requests are written in the format identified in WIA section 189(i)(4)(B) and 20 CFR 661.420(c) and appear to meet the standard for approval at 20 CFR 661.420(e). The following is the disposition of the State's submission. This action is taken under the Secretary's authority to waive certain requirements of WIA Title I, Subtitles B and E, and sections 8-10 of the Wagner-Peyser Act.

In a letter dated June 30, 2009, ETA granted Colorado approval of the following waivers through June 30, 2010:

- Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth;
- Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures; and
- Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

The approvals for these waivers remain in effect. The letter dated June 30, 2009 granted temporary extensions of the remainder of Colorado's waiver requests. The previous approval of the extensions is hereby terminated and replaced by decisions set forth in this letter. Unless otherwise indicated, all waiver approvals that follow apply to both WIA formula funds and funds made available under the American Recovery and Reinvestment Act of 2009 (ARRA).

Requested Waivers

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

The State 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 State is granted this waiver through June 30, 2010. 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 State must use the appropriate program funds for the appropriate WIA-eligible population. The State may provide on-the-job training to low-income adults with WIA Adult funds, and 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.

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

The State 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 State is granted this waiver through June 30, 2010. 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 State must use the appropriate program funds for the appropriate WIA-eligible population. The State may provide customized training to low-income adults with WIA Adult funds, and may provide customized training to dislocated workers with WIA Dislocated Worker funds. Customized training provided with statewide funds must serve WIA eligible individuals.

Requested Waiver: Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training and other statewide activities.

The State is requesting a waiver to permit local area formula funding to be used for statewide activities, including incumbent worker training and other activities. The State is partially granted this waiver through June 30, 2010. Under this waiver, the State will be permitted to use up to 20 percent of local Dislocated Worker funds for incumbent worker training only as part of a layoff aversion strategy. 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 State is required to report performance outcomes for any individual served under this waiver in the Workforce Investment Act Standardized Record Data system (WIASRD).

The State also requested the use of local funds for other statewide activities for the purpose of innovative training and service delivery approaches. ETA is not approving the portion of the waiver request to fund other statewide activities. ETA believes maximizing the use of formula funding at the local level for WIA services is the best use of those funds in the current economic climate. The approval for the waiver for use of local funds for statewide activities, other than incumbent worker training, expires on the date of this letter. No new obligations are permitted effective the date of this letter; obligations made while this waiver was in effect may be fulfilled.

Requested Waiver: 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 State 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 State is granted this waiver through June 30, 2010. 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. As stated in ETA Training and Employment Guidance Letter (TEGL) No. 14-08, Section 19, issued on March 18, 2009, this waiver does not apply to funds made available through ARRA. However, the State is permitted to transfer up to 30 percent of ARRA funds between programs under WIA and under the Department of Labor Appropriations Act of 2009. This authority is discussed in TEGL No. 14-08, change 1.

Requested Waiver: Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

The State is requesting a waiver of the requirement for competitive procurement of service providers for three of the ten youth program elements: supportive services, follow-up services, and work experience. The State is granted this waiver through June 30, 2010. Under this waiver, the State is permitted to allow its One-Stop Career Centers or partner agencies to directly provide youth program elements. In utilizing this waiver, the State and local areas must still meet Office of Management and Budget requirements (codified in 29 CFR 95.40-95.48 and 97.36) and all state and local procurement laws and policies.

Requested Waiver: Waiver of the reallocation provisions at WIA Sections 128(c)(2) and 133(c)(2), and 20 CFR 667.160.

The State is requesting a waiver of the reallocation provisions at WIA Sections 128(c)(2) and 133(c)(2), and 20 CFR 667.160. This waiver is not approved. ETA believes that

maintaining the statutory provisions of the law ensures that local areas have sufficient time to obligate and expend funds in a manner that best supports the needs of the customers in that area.

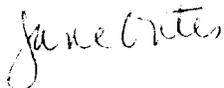
Requested Waiver: Waiver at WIA Section 195(10) and 20 CFR 667.264(a)(2) on the prohibition on the use of WIA funds for public service employment.

The State has requested a waiver of the provisions that prohibit the use of WIA funds for public service employment. This waiver is not approved. While ETA has at times provided this waiver in the case of severe natural disasters to aid in recovery efforts, ETA does not feel that it is an appropriate use of waiver authority to allow WIA funds to be used for public service employment outside of a disaster situation. Public service employment would constitute a dramatic shift from Congressional intention for the use of WIA funds.

The approved waivers are incorporated by reference into the State'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 State's WIA Grant Agreement and the approved State Plan. In addition, as required by TEGL No. 14-00, Change 3, the State should address the impact of these waivers on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to continuing our partnership with you and achieving better workforce outcomes. If you have any questions related to the issues discussed above, please contact Joseph Juarez, the Regional Administrator for Region IV, at 972-850-4600 or Juarez.Joseph@dol.gov.

Sincerely,



Jane Oates
Assistant Secretary

Enclosure

cc: Bill Martin, Federal Project Officer for Colorado, ETA Dallas Regional Office
Joseph Juarez, Regional Administrator, ETA Dallas Regional Office

BILL RITTER, JR.
Governor

DONALD J. MARES
Executive Director



DEPARTMENT OF LABOR AND EMPLOYMENT
OFFICE OF THE EXECUTIVE DIRECTOR

633 17th Street, Suite 1200
Denver, Colorado 80202-3660

February 23, 2009

Jan Sten
Chief of the Division of Workforce System Support
Office of Workforce Investment
Employment and Training Administration
U.S. Department of Labor
200 Constitution Ave., NW, Room S-4231
Washington, DC 20210

Dear Ms. Sten,

On behalf of the Colorado Department of Labor and Employment, the state operational entity for the Workforce Investment Act (WIA), I am respectfully requesting approval of the enclosed WIA Waiver Plan (Plan) for the State of Colorado. The plan, which consists of five new waiver requests, and five waiver extensions, was developed in accordance with WIA, Section 189(i)(4); 20 CFR 661.400 – 661.420; and Training and Employment Guidance Letter 8-08 referencing the development and submission guidelines for waiver requests.

The Plan contains requests for new waivers of the following WIA provisions through June 30, 2010, or through the period of performance for the economic stimulus funding, whichever is greater in length:

- Employer match for customized training
- Employer reimbursement for on-the-job training
- Eligible Training Provider reporting requirements
- Limitations on the use of the Eligible Training Provider system for older and out-of-school youth; and
- Prohibition on the use of Public Service Employment

The Plan also contains requests to extend the following waivers for a period of two years, beginning July 1, 2009, through June 30, 2011, through the period of performance for the economic stimulus funding:

- Replacement of WIA Performance Measures with the Common Measures
- Reallocation provisions for WIA formula funds
- Adult and Dislocated Worker Funds Transfer – 100%
- Use of Local Funds for Statewide Activities (including expansion of the youth program segment of this waiver to 50%)
- Youth Element Procurement

As required we have included a description of the process by which notice and opportunity to comment on the Plan was provided to the Local Workforce Investment Boards and other interested parties. All comments received regarding this plan will be forwarded to USDOL after the 30 day comment period has been completed.

We appreciate the opportunity to submit Colorado's Plan, and look forward to receiving the Secretary's approval. We believe that this Plan will provide increased flexibility at a time when the economy is weakened and the need for responsiveness on the part of the workforce system is critical. We also anticipate the added flexibility will decrease administrative requirements, thus enabling more resources to be applied to the training and skills upgrades needed to support the pipeline of skilled workers required to keep our employers competitive in the global economy.

If you have any questions or require additional information, please contact Nina Holland at 303-318-8806, or by email at nina.holland@state.co.us

Sincerely,

A handwritten signature in black ink, appearing to read 'DM', with a long horizontal flourish extending to the right.

Donald J. Mares
Executive Director

Enclosure

Cc: Peggy Herbertson, Gary Estenson, Elise Lowe-Vaughn, Nina Holland

**STATE OF COLORADO
WAIVER PLAN FOR THE WORKFORCE INVESTMENT ACT
SUBMITTED FEBRUARY 2009**

The Colorado Department of Labor and Employment (CDLE), the state administrative entity for the Workforce Investment Act (WIA), is requesting new, expanded, and extensions of waivers of legal requirements under the Workforce Investment Act to address the “emergency” nature of 2009 Economic Stimulus Funding; to maximize the flexibility needed to ensure speedy implementation of stimulus programs designed to impact local economic vitality; and to assist with the transformation of the current workforce system to a demand-driven, sector based, and regionally driven talent development pipeline. Should the waivers be granted, CDLE will be able to ensure the timely implementation and expenditure of grant funds in support of individuals and business in this downturned economy. All waiver requests are intended for implementation throughout the period of performance for the economic stimulus funds, which is scheduled to end June 30, 2011.

This waiver request follows the format identified in WIA Section 189(i)(4)(B) (29 USCA Section 2939(i)(4)(B)) and WIA Final Regulations at 20 CFR Section 661.420(c).

NEW WAIVERS – STATUTORY PROVISIONS TO BE WAIVED

1. Statutory Provisions to be Waived: WIA Section 101(8) (29 USCA Section 2801(8)) defines customized training and requires employers to pay not less than 50% of the cost of training.

Employer Match for Customized Training Waiver

Colorado is proposing a sliding scale for employer match that will range from 0 to 50 percent, based on criteria developed by the State and local workforce regions and an assessment of a particular business’ need for assistance with economic competitiveness in the current economic downturn. Allowing businesses and industry to apply a sliding scale to their match dollars will increase employer participation in WIA customized training and address the primary reason for their limited participation in customized training during this economic downturn. CDLE will issue policy guidance, with input from the local workforce investment regions, regarding implementation of the sliding scale, which will adhere to the principles of training workers in high-demand, higher skill, and higher wage occupations.

2. Statutory Provisions to be Waived: WIA Section 101(31)(B) provides reimbursement to the employer for On-the-Job Training (OJT) of up to 50 percent of the wage rate of the participant, and for the extraordinary costs of providing for the training and additional supervision related to the training.

Employer Reimbursement for On-the-Job Training (OJT) Waiver

Colorado is proposing a sliding scale of reimbursement to the employer of up to 100% of the wage rate and extraordinary costs defined by the law, based on criteria developed by the State and local workforce regions and an assessment of a particular business’ need for assistance with economic competitiveness in the current economic downturn. Allowing businesses and industry to be reimbursed on a sliding scale will increase employer participation in WIA On-the Job Training and address the primary reason for their limited

participation in OJT during this economic downturn. CDLE will issue policy guidance, with input from the local workforce investment regions, regarding implementation of the sliding scale, which will adhere to the principles of training workers in high-demand, higher skill, and higher wage occupations.

3. Statutory Provisions to be Waived:

a. WIA Section 122 [except 122(4)(A) & (B)] dealing with the Identification of Eligible Providers of Training Services

b. WIA Section 122(c)(5) and Title 20 CFR 663.530 dealing with the time limit for initial eligibility that is part of the Eligible Training Provider List requirements

3.a. Identification of Eligible Providers of Training Services Waiver

Colorado is proposing to waive the current requirements of the law that apply to the approval and reporting processes for the Eligible Training Provider List, while continuing to maintain a database of training providers that is accessible to all customers and promotes customer choice. This would allow Colorado the opportunity to develop more flexible policies and procedures regarding the ETPL that will facilitate usage of the system by training providers that are developing “just-in-time” programs to support sector strategies and economic stimulus efforts. In addition, this waiver would encourage usage of the system by providers (across state lines) that are offering and developing e-learning packages, the fastest growing segment of coursework available to WIA customers.

a.1. Application of Waiver to All Training Programs: With emphasis on rapid deployment of stimulus funding training strategies, it is imperative that the ETPL system be streamlined and responsive to training provider requests (especially those from our community college partners) for relief from burdensome and in some cases unrealistic requirements relative to the ETPL system. In addition, this waiver would reflect the legislative intent of recently attempted WIA reauthorization bills to delegate the establishment of ETPL requirements to the states.

a.2. Application of Waiver to E-Learning Programs: E-Learning providers exist across the country and can provide access to learning opportunities not available from training entities within the State. In particular, Colorado’s e-learning grant involves a partnership with the Western Interstate Commission for Higher Education (WICHE) that has a 15-state, online consortium for two- and four-year institutions. The WICHE Internet Course Exchange (WICHE ICE) member institutions share course offerings through the ICE catalog and database. Workforce regions using WIA formula funds for training match to the e-learning grant need ready access to these e-learning programs.

3.b. ETPL Initial Eligibility Time Limit Waiver

Colorado is proposing to extend the period of initial ETPL eligibility for all training programs currently in their initial eligibility period and those approved for initial eligibility by June 30, 2010. WIA regulations allow an initial eligibility period that does not exceed 18 months, and can be extended up to six additional months in the limited circumstance of subsequent performance data not being available.

b.1. Application of Waiver to All Training Programs: Reporting of subsequent eligibility on all students has continued to be problematic for community colleges and many of the private vocational training providers. In some instances providers have elected not to participate in the ETPL because the data cannot be provided, thus limiting customer choice, particularly in rural areas. Expanding training options is a critical part of implementing the stimulus package and requires flexibility not allowed under the current law and regulations.

b.2. Application of Waiver to E-Learning Programs: In the case of e-learning, a new and growing segment of post secondary education, schools are experiencing even greater difficulty in meeting the ETPL subsequent eligibility reporting requirements. To assist with the implementation of Colorado's USDOL e-learning grant, and to increase the number of e-learning opportunities for all WIA customers, CDLE is requesting up to a 24-month period of initial eligibility for all e-learning programs, given that WIA formula funds may be utilized in addition to discretionary grant funds for the costs of e-learning ITAs.

4. Statutory Provisions to be Waived: WIA 20CFR 664.510 prohibiting use of Individual Training Accounts (ITAs) for older and out-of-school youth.

Limitations on Use of Eligible Training Provider System for Older and Out-of-School Youth Waiver

Colorado is proposing that local workforce regions have the option to use the same training awards process for older and out-of-school youth as is currently in place for adults and dislocated workers. This will:

- Improve youth services through increased customer choice to access training opportunities in demand occupations
- Eliminate duplicate training award processes at the local level and insure equitability of training services for adults and youth 18 and over
- Provide local boards more flexibility in securing training service providers
- Promote better utilization of training service providers in rural areas

5. Statutory Provisions to be Waived: WIA section 195 (10) prohibiting use of WIA funds for Public Service Employment.

Prohibition on the Use of Public Service Employment Waiver

Colorado is proposing to utilize subsidized employment in the public and private sectors to provide transitional employment opportunities for adults and dislocated workers who are unable to find a job during the economic downturn, but have skills that could benefit employers. This differs from adult work experience, which is only intended to offer work exposure and build work readiness skills. These transitional work opportunities would be limited to the period of performance for the economic stimulus funds, and would be governed by policies that are developed by the State and local workforce regions. Potential employers would be expected to attest that transitional work opportunities would in no way displace current workers.

EXPANSION AND EXTENSION OF CURRENT WAIVER
STATUTORY PROVISIONS TO BE WAIVED

1. Statutory Provisions to be Waived: WIA, Title I, Subtitle B, Chapter 4, §129(c) regarding use of funds for Youth activities and WIA, Title I, Subtitle B, Chapter 45, §134(d) regarding use of funds for employment and training activities, as well as implementing regulations found at 20 CFR §663.145.

Expansion and Extension of Use of Local Funds for Statewide Activities Waiver

This waiver allows local workforce development boards (Boards) in Colorado to use funds allocated to them under WIA §§ 127, 128, 132 and 133 in the same manner and fashion as Statewide Activity funds under WIA §§ 129 and 134 and implementing regulations found at 20 CFR §667.130. These funds, when set aside under the current waiver, are known as Local Activity Funds. Under the current waiver, local regions may set aside up to 50% of formula allocated Adult or Dislocated Worker funds, and/or up to 25% of formula allocated Youth funds. CDLE is seeking an expansion of this waiver that allows local Boards, upon request, to set aside up to 50% of allocated youth funds for statewide activity purposes. In addition, CDLE is seeking an extension of the current waiver (or the expanded waiver, if granted) through June 30, 2011, the period of performance for the economic stimulus funding.

EXTENSION OF CURRENT WAIVERS
STATUTORY PROVISIONS TO BE WAIVED

1. Statutory Provisions to be Waived: Section 136(b), which defines the current WIA Title I performance measures.

Replacement of WIA Performance Measures with the Common Measures Waiver

This waiver allows the State to replace the existing 17 measures (15 core and 2 customer satisfaction) with the Common Measures delineated in TEGE 17-05. Beginning with Program Year 2006, the State of Colorado has operated under the nine (9) common measures: Adult Entered Employment, Adult Retention, Adult Average Earnings, Dislocated Worker Entered Employment, Dislocated Worker Retention, Dislocated Worker Average Earnings, Youth Placement in Employment or Education, Youth Attainment of a Degree or Certificate, and Youth Literacy and Numeracy Gains. The State is seeking to extend this waiver through June 30, 2011, the period of performance for the economic stimulus funding.

2. Statutory Provisions to be Waived: WIA Sections 128(c)(2) and 133(c)(2), and 20 CFR 667.160 covering the reallocation provisions for local area funds

Reallocation Provisions for WIA Formula Funds Waiver

This waiver permits the following:

- Mid-year deobligation and reallocation of local area funds
- Recapture of funds from local areas that have not expended at least 80% of their local funds in the first year
- Use of recaptured funds for stateside activities or reallocation to other eligible local areas
- Use of additional factors in determining local area eligibility for a reallocation or recaptured funds, including demonstrated need and ability to use additional funds.

Colorado seeks to extend this waiver through June 30, 2011, the period of performance for the economic stimulus funding, to insure that all sources of funding are expended in a timely manner to address the increased and critical demand for services during the economic downturn.

3. Statutory Provisions to be Waived: WIA Section 133(b)(4) (29 USCA Section 2963(b)(4)) and WIA Final Regulations at 20 CFR Section 667.140, providing that with the approval of the governor, Local Workforce Investment Boards (LWIBs) may transfer up to 20% of a program year allocation for adult employment and training activities, and up to 20% of a program year allocation for dislocated worker employment and training activities between the two programs.

Adult and Dislocated Worker Funds 100% Transfer Waiver

Colorado's original waiver request, to increase the 20% transfer limit to 40%, was further expanded to allow a 100% transfer of funds between the Adult and Dislocated Worker programs, provided the State continued to meet or exceed performance standards for both programs. The increased flexibility and control to transfer funds between the Adult and Dislocated Worker programs has allowed local regions to further customize service delivery, maximize use of limited funds, and redirect resources where demand for services is greatest. In the current economic downturn, such flexibility is critical to the rapid deployment of strategies to address worker and employer needs. As a result, the State is seeking to extend the 100% transfer waiver through June 30, 2011, the period of performance for the economic stimulus funding.

4. Statutory Provisions to be Waived: WIA section 123 requirements to competitively select providers of youth program elements which applies to section 129(c)(2)(D),(G), and (I); and 20 CFR 664.410(a)(4), (7), and (9)

Youth Element Procurement Waiver

This waiver allows applies to the competitive selection of providers for the following youth program elements:

- Paid and unpaid work experience, including internships and job shadowing
- Supportive services
- Follow-up services for not less than 12 months after the completion of participation

The greater flexibility resulting from this waiver has allowed workforce centers to improve the continuity of services to youth, implement a more cost-effective and integrated service delivery system, and develop stronger ties with work experience/internship host agencies and employers. It will also promote rapid implementation of the summer youth jobs program mandated by the American Recovery and Reinvestment Act of 2009. With this in mind, Colorado is seeking to extend the youth program element waiver through June 30, 2011, the period of performance for the economic stimulus funding.

ADDITIONAL WAIVER FORMAT REQUIREMENTS (ITEMS 2 THROUGH 6)
ALL WAIVER REQUESTS

2. State or Local Statutory Regulatory Barriers: There are no state or local statutory or regulatory barriers to implementing the proposed waivers and waiver extensions. State Workforce Development Board and CDLE policies are in compliance with current Federal guidelines. Upon notification of approval of these waiver requests, CDLE policies will be amended to comply with the terms of the waivers.

3. Goals and Programmatic Outcomes to be Achieved by These Waivers:

- Maximize the flexibility needed to ensure speedy implementation of stimulus programs designed to impact local economic vitality and redirect resources where demand for services is greatest
- Assist with the transformation of the current workforce system to a demand-driven, sector based, and regionally driven talent development pipeline
- Increase training and transitional employment opportunities for unemployed and incumbent workers, as well as hard-to-serve youth and adults
- Increase business usage of the workforce system and provide greater incentives for them to retain and retrain current employees, as well as hire new workers
- Achieve efficiencies in the delivery of youth services and continuity of services provided to youth customers
- Increase efficiencies in performance reporting and expand understanding of strategies to achieve performance outcomes

4. Individuals Impacted by the Waiver: These waivers will benefit local Boards, One-Stop Centers, employers, customers, and service providers. The following are expected to be additional impacts of the proposed waiver:

- Program participants will benefit because local Boards will have added flexibility and resources to design programs based on regional needs and priorities for addressing the current downturn in the economy
- More unemployed workers, incumbent workers, and hard-to-serve youth and adults will have access to increased training services and transitional employment opportunities
- Businesses in the struggling economy will have greater incentives to retain current workers and hire additional workers
- Local boards will have greater flexibility for timely implementation of economic stimulus funding programs and initiatives
- Regional economies will derive more immediate benefit from all sources of WIA funding

5. Process Used to Monitor Progress in Implementing the Waivers: CDLE has a Federally recognized monitoring and performance accountability system that measures and evaluates results for job seekers and employers accessing Colorado's network of One-Stop centers. On a monthly and quarterly basis, CDLE reviews and analyzes client enrollment and service levels, program expenditures, and performance outcomes. In addition, State program monitors conduct onsite quarterly technical assistance reviews designed to assure that contract requirements are being met for all WIA programs. On an annual basis, comprehensive compliance monitoring is conducted onsite utilizing outcome reports generated from CDLE's statewide databases. Should these waiver requests be granted, CDLE will ensure regular review of WIA programs and

discretionary grants to monitor the outcomes and impacts of each waiver authority. CDLE will also ensure separate monitoring, tracking, reporting of all activities initiated with economic stimulus funding allocations.

6. Process for Notice of Local Boards and Opportunity to Comment: CDLE actively sought the input of local regions during the development of the waiver request. As part of the economic stimulus planning process, CDLE met with local directors to review their program needs, and ultimately received unanimous support for the submission of these waivers. The finalized waiver document will be published for 30 days, beginning February 23rd and ending March 25, 2009, on the public web site maintained by the Colorado Department of Labor and Employment and the Colorado Workforce Development Council, allowing for public comment on its content and potential impact. In addition, a copy of the waiver will be available for public inspection at CDLE offices, and electronic copies of the waiver will be sent via e-mail to local Boards and workforce centers. Comments received will be provided shortly after March 25, 2009.