



GEORGIA DEPARTMENT OF LABOR

148 ANDREW YOUNG INTERNATIONAL BLVD., NE • ATLANTA, GEORGIA 30303-1751

MARK BUTLER
COMMISSIONER

April 15, 2011

Dr. Helen N. Parker
Regional Administrator
Employment and Training Administration
United States Department of Labor
Room 6M12
61 Forsyth Street, SW
Atlanta, Georgia 30303

Dear Dr. Parker:

Given Georgia's new state leadership, there has not been sufficient time for all parties involved to fully develop new goals, approaches and strategies for the workforce system. Accordingly, we request to extend the current Program Year 2010 WIA Unified Plan for Program Year 2011 (PY11).

Georgia is requesting to renew its current waivers and to request two new waivers for PY11. The information that details these requests is attached for your consideration. We are especially interested in your review and approval of the waiver allowing the state and local areas to transition to Common Measures effective July 1. The proposed PY11 performance levels for Wagner-Peyser and WIA on the Common Measures are also attached.

If you have any questions, please contact Assistant Commissioner Andrea Harper. We look forward to our continued federal-state partnership as we move into the next program year.

Sincerely,

Mark Butler

N. Waiver and Work-Flex Requests

Georgia requests the opportunity to renew all existing waivers and is also requesting consideration of two additional waivers. The following table lists the current waivers Georgia wishes to renew, followed by full waiver plans for the new waivers Georgia is requesting.

It should be noted that Georgia is requesting to renew the current On-the-Job Training Credential waiver pending approval of the new waiver request to transition to Common Measures.

Georgia WIA Waivers Currently in Effect

Type of Waiver	Waiver Status
Waiver to modify the requirements that limit employer reimbursement for costs associated with OJT to 50% of the participant's wage rate	Approved June 2010
Waiver to exclude OJT in the adult and dislocated worker employment and credential rate measure	Approved June 2010
Waiver to allow for up to 20% of local WIA dislocated worker formula funds for Incumbent Worker Training	Approved November 2009
Waiver to increase the allowable transfer of funds between WIA adult and dislocated worker funding streams allocated to local areas	Approved November 2009
Waiver to permit the use of Individual Training Accounts for older and out-of-school youth participants	Approved January 2003

State of Georgia
WIA Waiver Request
Request to Modify Employer Contribution Requirement for
Small and Medium Sized Employers

The Georgia Department of Labor (GDOL), as the Governor's designated administrator for Georgia's Workforce Investment Act (WIA) activities, is requesting a waiver to modify the requirements found in WIA Section 101(8)(C) and 20 CFR 663.715(c) which requires employers to pay not less than 50% of the costs of customized training. GDOL proposes to offer local Workforce Investment Boards (WIBs) the option to adjust the 50% contribution requirement, on a sliding scale based on employer size, as indicated below:

- 1-50 employees – 10% contribution
- 51-250 employees – 25% contribution
- 251 and more employees – standard 50% contribution

This waiver will apply to Program Year 2011 and subsequent years. Local WIBs may choose to apply this waiver to adult and dislocated formula funds.

In compliance with WIA Section 189(i)(4)(B) and 29 CFR 661.420(c), please accept the following request for a waiver.

A. Statutory or Regulatory Requirements to be Waived:

Section 101(8)(C) and 20 CFR 663.715(c) requires employers who utilize customized training to contribute at least 50% of the cost of the training.

B. State or Local Statutory or Regulatory Barriers:

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

C. Goals of the Waiver and Expected Programmatic Outcomes if Waiver is Granted:

The proposed waiver for a sliding scale will provide Georgia's local WIBs greater flexibility for responding to local labor markets and will ensure that WIA funds are being utilized in a manner that will maximize the response to the needs of small and medium size businesses.

Georgia has a history of developing creative initiatives to assist with job creation. Through this waiver, Georgia's workforce system will be able to add to its established strategy of work-based training. This will offer an additional option to encourage job creation among small and medium sized employers, using WIA funds to offset the high cost of training new employees. The proposed sliding scale allows local WIBs to reimburse small employers at a level more appropriate for their size and will result in an increase of customized training opportunities by small and medium sized businesses. The result will be an increase in the number of trainees receiving work based training, as encouraged by the U.S. Department of

D. Description of Individuals Impacted by the Waivers:

This waiver will create additional training opportunities for individuals eligible for WIA adult and dislocated worker training assistance.

State data indicates that almost 95% of Georgia establishments employ less than 50 workers, and 99% employ less than 250 workers. Therefore, this waiver will also encourage job creation with almost all of employers in the state.

E. Process used to:

a. Monitor the progress of the waiver:

GDOL and the local areas will develop policies regarding the implementation of this waiver, which will include:

- Waiver to be approved by the local WIB
- The local WIB will publicly announce the waiver to small and medium sized businesses within the local workforce area
- Performance of customized training participants served through this waiver will be tracked separately from customized training participants served without the waiver

b. Provide notice to any Local Board affected by the waiver:

All LWIBs will be provided a copy of this waiver request for review and comment.

c. Provide any Local Board the opportunity to comment:

This waiver has been submitted in response to specific requests from local workforce areas. All LWIBs will be provided a copy of this waiver request for review.

d. Ensure meaningful public comment, including comment by business and organized labor.

The announcement of the waiver request will be posted on the GDOL website to invite comment from the public.

State of Georgia
WIA Waiver Request
Request to Replace Statutory Performance Measures with Common Measures

The Georgia Department of Labor (GDOL), as the Governor's designated administrator for Georgia's Workforce Investment Act (WIA) activities, is requesting a waiver to replace the State performance measures required under WIA Section 136(b) and 20 CFR 666.100 and local performance measures required under WIA Section 136(c) and 20 CFR 666.300 with the Common Measures encouraged by the U.S. Department of Labor, Employment and Training Administration (ETA) in Training and Employment Guidance Letter 17-05.

This waiver will apply to Program Year 2011 and subsequent years.

In compliance with WIA Section 189(i)(4)(B) and 29 CFR 661.420(c), please accept the following request for a waiver.

A. Statutory or Regulatory Requirements to be Waived:

States are required to report on the seventeen performance accountability measures found in Section 136(b) and 20 CFR 666.100. Local must are also required, per Section 136(c) and 20 CFR 666.300, to report these measures.

B. State or Local Statutory or Regulatory Barriers:

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

C. Goals of the Waiver and Expected Programmatic Outcomes if Waiver is Granted:

In addition to the seventeen (17) performance accountability measures from Section 136(b), GDOL, as directed by ETA, has also been reporting three (3) measures which are specific to Common Measures. By reducing the number of performance measures from twenty (20) to nine (9), the proposed waiver will:

- Allow the state to be measured comparably with other states (including all states in Region 3), as most are now using the Common Measures to report performance;
- Simplify reporting required by the state and local workforce areas, thus,
 - Allowing state and local staff to focus on improving services to workforce customers (employers and participants) by reducing time spent on more administrative tasks;
 - Improving tracking of employment outcomes with fewer measures to track;
 - Assist state and local staff with reporting to the WIBs by focusing on the measures that more meaningfully describe the outcomes desired by the workforce system.

- Provide an opportunity to redirect funds currently used for customer satisfaction surveys.

D. Description of Individuals Impacted by the Waivers:

The following individuals will be impacted by this transition:

- Customers (employer and participants) of the workforce investment system will benefit from increased opportunities that are available due to less time spent by local staff and WIB members on administrative requirements;
- Local WIB and state staff will benefit by reducing time spent on reporting, thus allowing these staff to increase time spent on improving service design;
- State WIB members, local WIB members and local Chief Elected Officials will benefit by making decisions based on reports that are easier to understand, thus improving decision making.

E. Process used to:

a. Monitor the progress of the waiver:

GDOL has been tracking the nine (9) performance accountability measures defined as Common Measures by ETA since 2006 for all twenty (20) workforce areas on a quarterly basis and will continue to do so if the waiver request is approved.

b. Provide notice to any Local Board affected by the waiver:

All LWIBs will be provided a copy of this waiver request for review and comment.

c. Provide any Local Board the opportunity to comment:

This waiver has been submitted in response to specific requests from local workforce areas. All LWIBs will be provided a copy of this waiver request for review.

d. Ensure meaningful public comment, including comment by business and organized labor:

The announcement of the waiver request will be posted on the GDOL website to invite comment from the public.

State of Georgia
Wagner-Peyser and WIA Performance Levels
PY 10 and Proposed PY 11

	PY10 Negotiated	PY11 Proposed
Wagner-Peyser Measures		
Entered Employment Rate	43.0%	43.0%
Employment Retention Rate	70.0%	70.0%
Average Earnings	\$13,000	\$11,000

WIA Common Measures		
Adult Entered Employment Rate	70.5%	70.5%
Adult Employment Retention Rate	80.0%	80.0%
Adult Average Earnings	\$11,000	\$11,000
Dislocated Worker Entered Employment Rate	73.0%	73.0%
Dislocated Worker Employment Retention Rate	87.0%	87.0%
Dislocated Worker Average Earnings	\$13,800	\$13,800
Youth Placement in Employment & Education	New under Common Measures	59.0%
Youth Attainment of Degree or Credential	New under Common Measures	63.0%
Youth Literacy/Numeracy Gains	New under Common Measures	28.0%