




**Department of  
Job and Family Services**

**Ted Strickland**, Governor  
**Douglas E. Lumpkin**, Director

To: Workforce Investment Boards  
WIA Administrative Entities  
WIA Fiscal Agents  
One Stop Operators

From: Susan Crotty, Deputy Director, Office of Workforce Development 

Subject: Additional Clarification on Incumbent Worker Training Waiver

Date: July 17, 2009

As you know, Ohio currently has approval for the WIA waivers through September 30, 2009 and is in the process of submitting the WIA waiver plan to the Department of Labor (DOL) for the continued approval of waivers through June 30, 2010.

There have been many questions regarding the Incumbent Worker Training (IWT) waiver for which Ohio currently has approval. We have spoken to the DOL and have some additional clarification regarding this waiver to share at this time.

Regardless of the WIA funding source, we have verified that after September 30, 2009 any waiver that is approved for IWT must be related to layoff aversion. The Department of Labor will not be defining "layoff aversion," but the State of Ohio will be issuing policy that defines layoff aversion once we have written approval of the PY 2009 waiver plan.

IWT for innovative training, skill upgrade training, customized training, on-the-job training, and occupational skill training, referenced in WIA Transmittal Letter 22C, as well as training for layoff aversion, may continue after September 30, 2009 as long as the IWT agreement was signed prior to September 30, 2009. If a local area is currently operating an IWT program under the current approved waiver, they must follow the policy the state currently has in place (WIA Transmittal Letter 22-C). It is likely that we will re-issue policy with regard to some of our waivers, including IWT, based on the approval of our waiver plan for Program Year (PY) 2009.

As we learn more about the IWT waiver and the approval status of our other waivers we will keep you updated.

30 East Broad Street  
Columbus, Ohio 43215  
jfs.ohio.gov

An Equal Opportunity Employer and Service Provider