



Employ Milwaukee Administrative Memo		
Issue Date	09/03/26	# 24-04, Change 1
Sponsoring Executive	☒ President and CEO	☐ CFO
Dissemination	☒ Internal	☒ External

TO: Employ Milwaukee Staff and WIOA Workforce Partners

FROM: Julie Cayo, President and CEO *JC*

RE: Program Years 2024 through 2027 Approved WIOA Waivers

- I. BACKGROUND:** On May 30, 2024, and July 20, 2026, the U.S. Department of Labor (DOL) approved Waiver requests submitted by the Wisconsin Department of Workforce Development (DWD) as part of its Workforce Innovation and Opportunity Act (WIOA) State Plan.
- II. DEFINITIONS:** None.
- III. PURPOSE:** To document the waivers and acknowledge the DOL approved changes as local policy for the time periods listed below.
- IV. POLICY:** The following Waiver requests have been approved by DOL and will be implemented by Employ Milwaukee following the time limits listed below:
- Wisconsin may lower the local youth funds expenditure requirement to 50% for OSY – this has been extended for PY 2024 – 2027.
 - Wisconsin may allow WIOA Individual Training Accounts (ITAs) for In School Youth (ISY) ages 16 or older – this has been extended for PY 2024 -2027.
 - Wisconsin may allow contracts for services to be used in lieu of Individual Training Accounts (ITAs) on a case-by-case basis in consultation with the Local Plan Liaison. Employ Milwaukee, Inc. will consider contracts for services only with training providers that offer training aligned with high-growth, high-demand occupations and have established employer partnerships in place.
 - Wisconsin can adjust the six-month employment requirement for Incumbent Worker Training (IWT) to three-months. **Waiver is through 6/30/28.**
 - Wisconsin can increase On-the-Job Training (OJT) employer reimbursement up to 90 percent for businesses with 50 or fewer employees. **Waiver is through 6/30/28.**
- V. PROCEDURE: WIOA** Service Providers must work with designated EMI staff to execute service delivery. Wisconsin DWD and EMI will provide more information and training as it is received.
- VI. ACTION REQUIRED:**
Posting of this Policy to the Employ Milwaukee website for open access to all personnel.

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REFERENCES:

WIOA Titles I-A and I-B Policy & Procedure Manual

- Chapter 4: Fiscal Management
 - [4.17.1: Expenditure Requirement for Out-of-School Youth](#)
 - [4.17.3: Reporting Requirements](#)
- Chapter 7: individual Training Accounts and Eligible Training Programs
 - [7.1.3: Use in the Youth Program](#)
- Chapter 8: Adult and Dislocated Worker Programs
 - [8.5.4: Training Type 2: On-the-Job Training](#)
 - [8.5.5: Training Type 3: Incumbent Worker Training](#)
- Chapter 10: Youth Program
 - [10.4.2: Enrolling 18 to 24 Year Olds](#)
 - [10.5.3: Descriptions of the 14 Youth Program Elements](#)

VII. RECISSIONS: 24-04 WIOA Waivers Approved by DOL

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