

Using the Section 1115 Waiver to Support Employment Programs

Tribal child support programs can request additional federal funds through Section 1115 waivers to support employment programs for noncustodial parents ([IM-19-04](#)). Section 1115 of the Social Security Act lets the Department of Health and Human Services and the Office of Child Support Services (OCSS) fund activities to improve child support program performance that would otherwise not be allowable ([IM-24-03](#)).

Employment programs for noncustodial parents can enhance the financial well-being of children by increasing employment and helping noncustodial parents pay child support. 1115 waivers can support tribal employment programs by supplementing existing tribal child support funds and permitting tribes to use child support funds to support employment programming.

Eligible applicants

Tribes or tribal organizations with a current comprehensive tribal child support award.

Application process

The 1115 waiver application must include:

- Goals and objectives
- Waived IV-D requirements or funding restrictions
- Covered geographic location
- Served population
- Plans for:
 - Implementation
 - Staffing
 - Evaluation
 - Budget

Budget

- Tribes may request up to \$2 million for the duration of the project.
- Proposed expenses can include things like new staff, training, transportation, program fees, contracts, administrative costs, and more.
- Federal funds will cover waiver projects starting after October 1, 2024, and not require the tribe to provide a non-federal share.

Required reporting

Tribes will include program expenditures and activities for the employment program as part of regular financial and programmatic reporting for the child support award. OCSS will hold regular check-in calls to discuss program implementation. An evaluation report on the effects of the employment program on child support outcomes is required at the end of the project.

OCSS is available for help developing a proposal or to review a draft before submission. Additional resources for developing this application are available in the [Waiver Application Guidance](#) document.

Interested tribes should contact their [Regional Program Specialist](#) to get started.

Example activities

- In-house job services
- Subsidized employment
- Transportation
- Short-term job training
- Reducing legal barriers
- Behavioral health

Timeline and deadlines

Projects typically begin several months after the initial application date and can be funded for 2-5 years.