

ARIZONA@WORK...

Building the WIOA Partnership

- ✓ Seek a shared partner understanding of **WIOA vision, partnership requirements, and opportunities**
- ✓ Define the “**One-Stop System**” and show how to design **the system** to increase value for customers and programs
- ✓ Identify “**applicable career services**” shared by partners with ideas for partnering in delivery
- ✓ Discuss the **required MOU elements**
- ✓ Identify **best bets** to make your partnership even better

WIOA Partnership: Expectations, Opportunities, and Outcomes

- Three Types of WIOA Partners:
Strategic; Core Program; and, One-Stop
- Core Program Partners: “We are all WIOA!”
- Unique and Common:
Separate Programs Within an Integrated System
- Partners Bring Customers, Services, Resources, Competencies
- Who “Owns” What? System, Centers, and Programs
- Who Are the One-Stop Partners? (Core...Plus More)
- Roles and Responsibilities of Core and One-Stop Partners

Three Types of WIOA Partners:

- ✓ **Strategic Partners** (Econ Develop, Sectors, Education)
- ✓ **Six Core Program Partners** (The Program Titles in WIOA)
- ✓ **One-Stop Partners** (Core Plus More)

Meet WIOA's Six "Core Program" Partners

1. WIOA Title I.B: Adult
2. WIOA Title I.B: Dislocated Workers
3. WIOA Title I.B: Youth
4. WIOA Title II: Adult Education and Literacy
5. WIOA Title III: Wagner-Peyser
6. WIOA Title IV: Vocational Rehabilitation

We Are All WIOA!

WIOA: Who “Owns” What?

The System Is “Owned” by All Core Partner Programs:

Title I, Subtitle A: System Alignment (Boards, Plans, Performance)

Title I, Subtitle B: Chapter 1---One-Stop Delivery System and Centers

Each Program Is “Owned” by the Core Partner Program:

Title I, B, Chapters 2/3: Youth, Adult/DW Program Partners

Title II: Adult Education and Literacy Partner

Title III: Wagner-Peyser Partner

Title IV: Vocational Rehabilitation Partner

Separate Programs Within One Workforce System...	
<i>The Unique: What Each Program Owns</i>	<i>The Common: What We Own Together</i>
Program Rules	Partnership Agreements
Program-Specific Services	Applicable Career Services
Program Customers	Co-Enrolled Customers
Program Performance	System Performance
Sharing Customers, Services, and Performance	

Each Partner Program Adds Value to the Partnership:

- ✓ **Customers**
- ✓ **Services**
- ✓ **Resources**
- ✓ **Competencies**

Partnership Functions of the Local Board:

- ✓ Engaging Employers to Create a Demand-Driven System
- ✓ Convening, Brokering, and Leveraging System Stakeholders
- ✓ Designing and Building the Local Workforce and One-Stop System
- ✓ Negotiating the MOU and Selecting the One-Stop Operator
- ✓ Selecting Title IB Program Providers

Multiple Roles: Strategic, System, Partner, and Program

Developing the Local Plan:

Working Together to Develop the Partnership Plan Components

Local Boards Convene Partners to Design and Build a Demand-Driven, Customer-Centered, One-Stop System

⚡ **Required WIOA One-Stop Partners** ⚡

“Participating in the Operation of a One-Stop Delivery System”

- ✓ WIOA T-I Adult, DW, Youth
- ✓ Wagner-Peyser
- ✓ Adult Education and Literacy
- ✓ Vocational Rehabilitation
- ✓ Career, Technical Education
- ✓ Title V Older Americans Act
- ✓ Job Corps
- ✓ Native American Programs

- ✓ Migrant Seasonal Farmworkers
- ✓ Jobs for Veterans
- ✓ YouthBuild
- ✓ Trade Adjustment Assistance
- ✓ Community Action (E/T Progs)
- ✓ Housing Authority (E/T Progs)
- ✓ Unemployment Compensation
- ✓ Second Chance

- ✓ *Arizona: TANF Not a Required Partner; Local TANF May Opt to Do So*
 - ✓ *Others (If Chief Elected Officials and Governor, Says, “Yes”)*

Roles and Responsibilities of the One-Stop Partners

- ✓ Provide **access through the one-stop delivery system** to such program or activities carried out by the entity, including making the **career services...that are applicable** to the program or activities available **at the one-stop centers**
- ✓ Use a **portion of the funds available** for the program and activities to **maintain the one-stop delivery system**, including payment of the **infrastructure costs of one-stop centers**
- ✓ Enter into a **local memorandum of understanding** with the local board, relating to the operation of the one-stop system
- ✓ **Participate in the operation of the one-stop system** consistent with the terms of the **memorandum of understanding**, the requirements of this title, and the requirements of the Federal laws authorizing the program or activities

The One-Stop Partners' Memorandum of Understanding

✓ Sharing Vision

System Design with Customer-Centric Outcomes

✓ Sharing Customers

Access, Direct Connection, Co-Enrollment

✓ Sharing Services

Career Services and Program Services

✓ Sharing Costs

System, Services, Infrastructure

***Can't Share Costs Without Knowing
How Customers and Services Will Be Shared!***

Partnering with a Purpose: Five Major Shared WIOA Expectations

- ⚡ **Partnership and Program Alignment** ⚡
One-Stop System and Centers; Services and Customers
- ⚡ **System, Program, and Service Access** ⚡
Bricks, Clicks, and Connect
- ⚡ **Skills and Credentials and Employment** ⚡
Outcomes Across Core Programs
- ⚡ **Career Pathways to Pump Talent Pipelines** ⚡
Dual Customers with Mutual Benefit and Value Add
- ⚡ **Employer Engagement and Business Services** ⚡
Design Advice, Pipeline Mapping, Work-Based Learning

⚡ *Partnership and Program Alignment* ⚡

Federal Strategies to Align Core Program Partners

- ✓ Cross-Title Requirements
- ✓ Integrated US Depts of Labor and Education Guidance
- ✓ State and Local Board Leadership and Participation
- ✓ State Plan with Shared Vision and Cross-Partner Alignment
- ✓ Required One-Stop Partners
- ✓ Memoranda of Understanding
- ✓ Standardized Reporting and Performance

The State Plan is an Umbrella for All Partner Programs

**Vision for the
ARIZONA@WORK
Job Centers Service Delivery System**

The **Workforce Arizona Council (WAC)** envisions a **job-driven** public workforce development **system** in Arizona that focuses equally on the **employment needs of job seekers and employers' needs for skilled labor with industry-recognized credentials** to meet their current and future demand for labor.

***All Partner Programs Work Together to
Achieve Alignment in Program Operations and Policy
to Enhance the Defined System Characteristics***

Characteristics of the ARIZONA@WORK System

- Extensive Knowledge of Local Economy
 - Business Engagement
 - Sector Partnerships
 - Work-Based Learning
- Job Seekers Trained for In-Demand Jobs
 - Industry-Recognized Credentials
 - Career Pathways
 - Access to Services

- Actively Engage Veterans, Other Priority Populations
 - Board Capacity and Engagement
- **Highly Integrated Service Delivery System**
- Continuous Evaluation and Improvement of Services
- Continuous Evaluation and Improvement of Services
- Use Evidence-based, Best and Promising Practices

⚡ ***System, Program, and Service Access*** ⚡
Every Door is the Right Door!

Bricks!

All Centers and Program Partner Locations...
Serving Job Seekers, Employers, and Program Partners

Clicks!

Direct Links Through Technology...Service Delivery...
More Than Just a Promotional Web Page

Connect!

Meaningful Referrals...With Potential Co-Enrollment...
No Matter Where You Enter the System

⚡ Universal System Access...Leaving No One Behind ⚡

WIOA Definition: Individual with Barrier to Employment

- (A) Displaced homemakers
- (B) Low-income individuals
- (C) Indians, Alaska Natives, and Native Hawaiians
- (D) Individuals with disabilities, including youth who are individuals with disabilities
- (E) Older individuals
- (F) Ex-offenders
- (G) Homeless individuals or homeless children and youths
- (H) Youth who are in or have aged out of the foster care system
- (I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- (J) Eligible migrant/seasonal farmworkers
- (K) Individuals within 2 years of exhausting lifetime eligibility (for TANF)
- (L) Single parents (including single pregnant women)
- (M) Long-term unemployed individuals
- (N) Such other groups as the Governor involved determines to have barriers to employment

USDOL TEGL 04-15: Vision for the One-Stop Delivery System

✓ **Ensure meaningful access to all customers.**

One-stop centers must be **physically and programmatically accessible to all customers**, including individuals with disabilities.

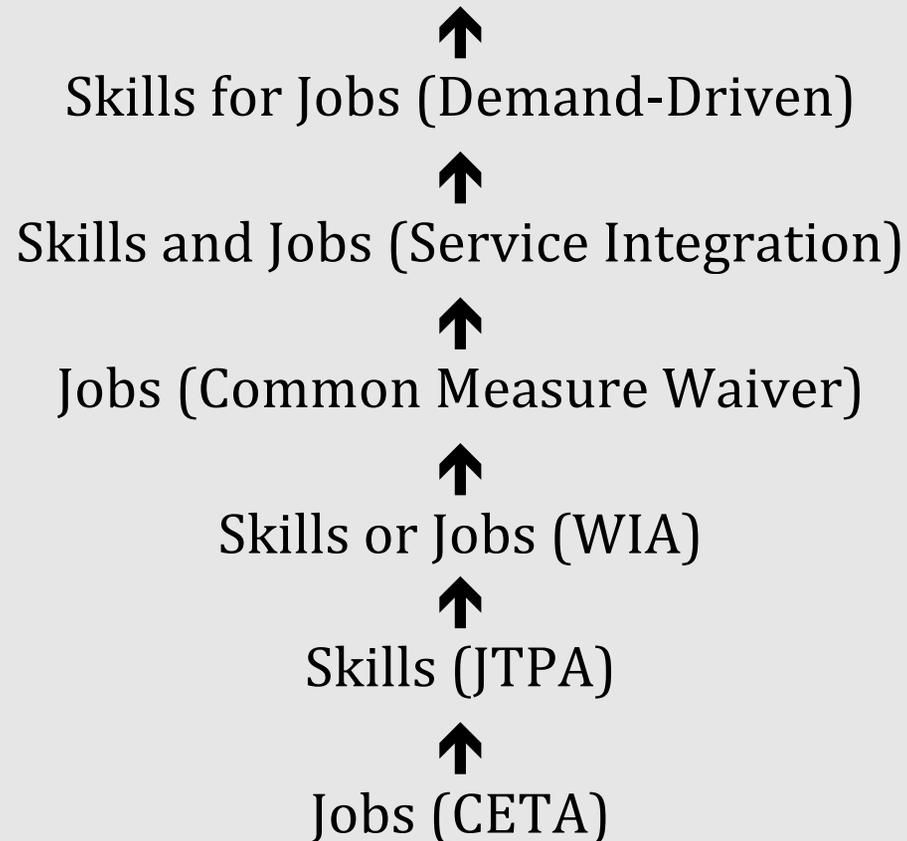
In so doing, one-stop centers use principles of universal design and human-centered design, such as flexibility in space usage; the use of pictorial, written, verbal and tactile modes to present information for customers with disabilities or limited English; providing clear lines of sight to information for seated or standing users; providing necessary accommodations; and providing adequate space for the use of assistive devices or personal assistants.

One-stop centers use assistive technology and flexible business hours to meet the range of customer needs.

⚡ Skills and Credentials and Employment ⚡

An Evolution of Purpose and Vision

Credentials for Career Pathway Jobs (WIOA)



⚡ Skills and Credentials and Employment ⚡

Why?

- Jobs are Perishable and All Jobs Are Ultimately “Temporary”
- Shift from Job Security to Skill and Credential Security
- You Can Take a Job Away...but Not Skills or Credentials
- All Job Seekers Need To Improve Skills to Be More Competitive
- Just Having Job Search Skills May Not Make You Competitive
- Workforce Improvement: Both a Job Seeker and Business Service
- The Value-Add: Helping for Today and Tomorrow
- All WIOA Partners Contribute to All Three Outcomes

⚡ Skills and Credentials and Employment ⚡

Core Partner Programs: Six Indicators of Performance

1. **Employment** in Second Quarter
2. Employment in Fourth Quarter
3. Median Earnings in Second Quarter
4. Postsecondary **Credentials**
(or Secondary School Diplomas Plus Job or Postsecondary)
5. Achieving Measurable **Skill Gains**
(During Program Participation)
6. Effectiveness in **Serving Employers**

Six Primary Indicators of Performance

Which Performance Indicators for Which Core Partner Program?

<i>Indicator</i>	Adult	DW	Youth	AEL	WP	VR
Employment in Second Quarter	✓	✓	<i>Modified</i>	✓	✓	✓
Employment in Fourth Quarter	✓	✓	<i>Modified</i>	✓	✓	✓
Median Earnings Second Quarter	✓	✓	<i>Modified</i>	✓	✓	✓
Post-Secondary Credentials	✓	✓	✓	✓	<i>No</i>	✓
Measurable Skills Gains	✓	✓	✓	✓	<i>No</i>	✓
Effective Serving Employers	✓	✓	✓	✓	✓	✓

Same Performance Indicator Definitions
Some Differences in When in Denominator
Different Performance Targets: Some Baseline

⚡ *Career Pathways to Pump Talent Pipelines* ⚡

WIOA Section 108...

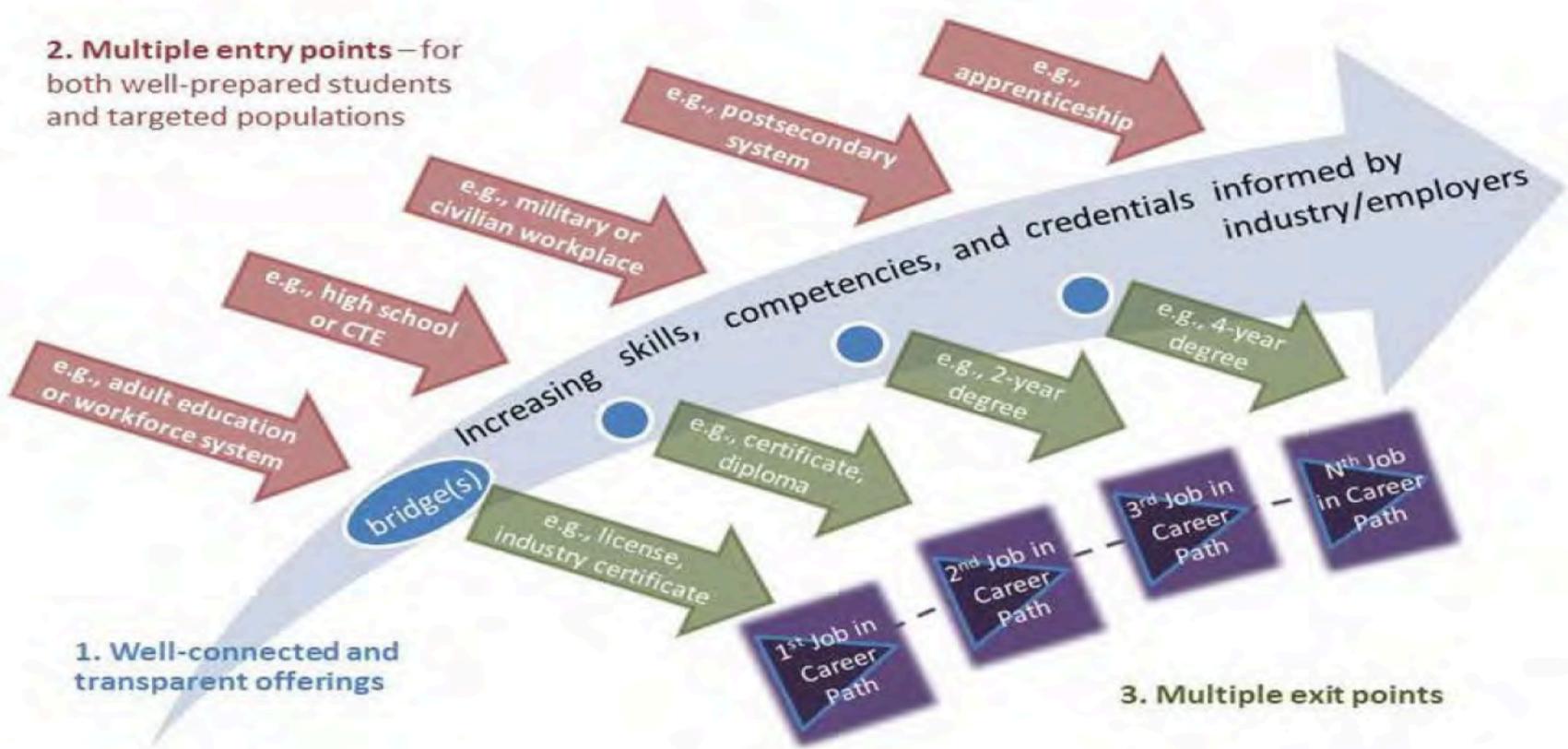
WIOA Core Program Partner Pathway Development *Alignment, Access, Co-Enrollment*

“Description of how...the entities carrying out **core programs**, will **expand access...for eligible individuals**, particularly eligible individuals with barriers to employment, including...

facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and

improve access to **activities leading to a recognized post-secondary credential** (including a credential that is an industry-recognized certificate or certification, portable, and stackable)”

Career Pathways



Developed by the Center for Postsecondary and Economic Success at The Center for Law and Social Policy (CLASP)

⚡ *Career Pathways and Talent Pipelines* ⚡

You Can't Plan Pathways Without Knowing Pipelines!

← *Talent to Jobs* ←

Talent Pipelines

Pathways for Pipelines

Career Pathways

→ *Jobs to Talent* →

Sector Workforce Supply Chains

Demand and Supply

- Recruit Talent
- Retain Talent
- Develop Talent

Today and Tomorrow

Current Talent
↑
Near-Term Talent
↑
Future Talent

Strategy: How Will Each System Partner Contribute?

⚡ ***Employer Engagement and Business Services*** ⚡

What Is Employer Engagement?

- ✓ Seeking Advice from Employers and Industries on
How to Design and Deliver Job Seeker Services
To Better Meet Talent Needs

- ✓ **Defining and Validating the Skills and Credentials**
Needed for Individual Career Pathways
to Fill Talent Pipelines

- ✓ Providing **Work-Based Training and Learning Opportunities**

Making the Demand-Driven Connection!

⚡ Employer Engagement and Business Services ⚡

Work-Based Training and Learning Opportunities

- ✓ Internships and Work Experience
 - ✓ On-the-Job Training
 - ✓ Apprenticeship
- ✓ Supported Work/Transitional Jobs
 - ✓ Summer Jobs

***Education Gets You an Interview...
Work Experience Gets You a Job!***

Designing the System: Adding Value for Customers and Partners

- One-Stop What? One-Stop is an Adjective and Not a Noun!
- What is the “One-Stop System”? (Seamless Service Delivery)
- Mapping the System: Center, Affiliates, and Partner Locations
- Increasing Access: Making Every Door the Right Door
- The Comprehensive Center: The “Center” *of the* “System”
- “Bricks, Clicks, and Connect”: System Access for Direct Linkage
- Increasing System Value for All Partner Programs
- Common System Identifier to Build Partner Affiliation
- Procurement One-Stop *System* Operator: Implementing the MOU

NPRM Regulations § 678.300:

What is the one-stop delivery system?

“The one-stop delivery system brings together workforce development, educational, and other human resource services in a seamless customer-focused service delivery network that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving assistance. One-stop partners administer separately funded programs as a set of integrated streamlined services to customers.”

One-Stop System Features:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Seamless | <input checked="" type="checkbox"/> Employment Outcomes |
| <input checked="" type="checkbox"/> Customer-Focused | <input checked="" type="checkbox"/> Separate Programs |
| <input checked="" type="checkbox"/> Enhanced Access | <input checked="" type="checkbox"/> Integrated Streamlined Services |

Separate Programs Within One System of Service Delivery

“One-Stop” What?

“One-Stop” is an Adjective and Not a Noun!

One-Stop System

One-Stop Partners

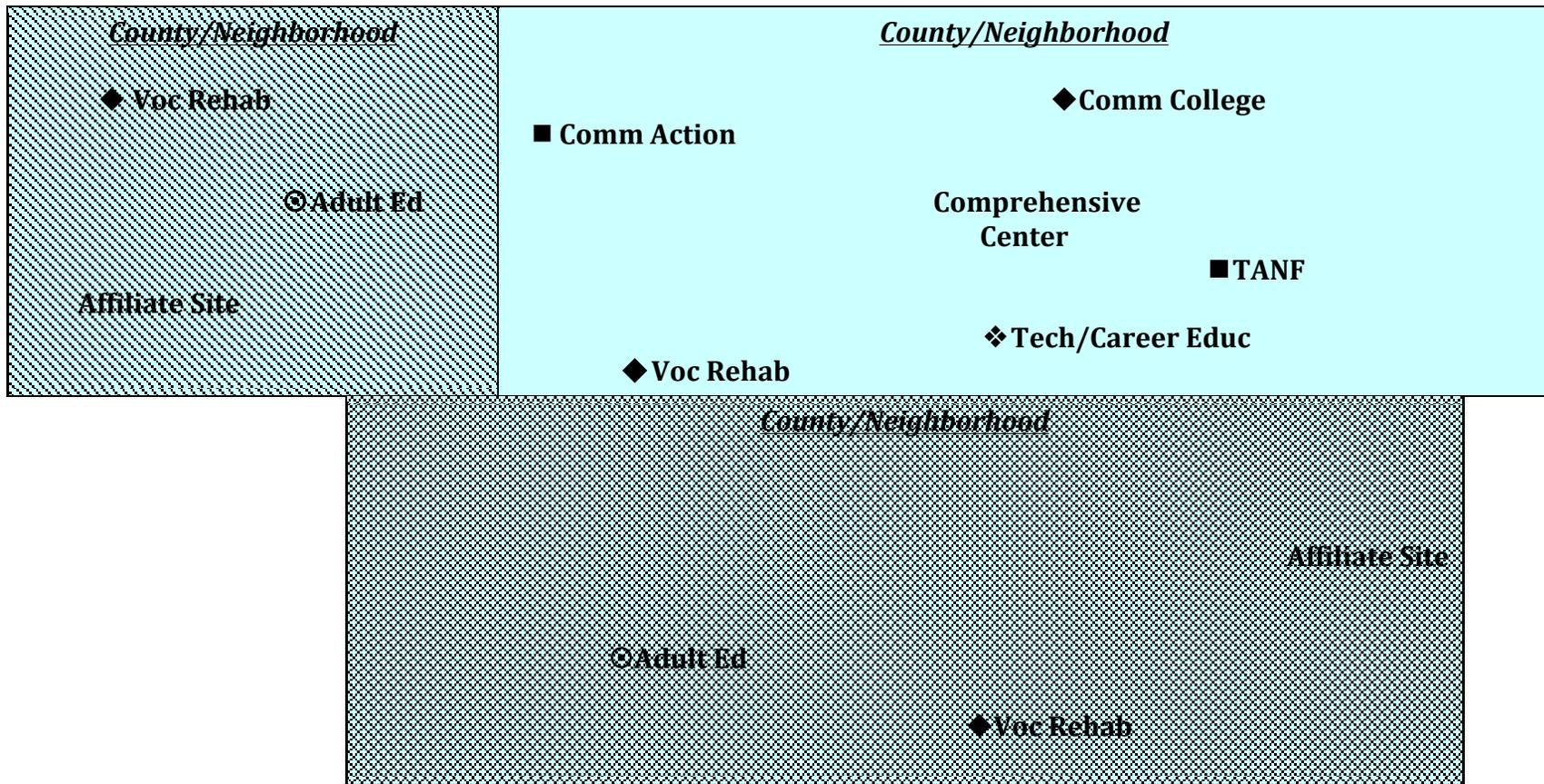
One-Stop Programs

One-Stop Centers

One-Stop Services

Build a One-Stop System, Not Just a One-Stop Center

Mapping the Bricks: Increasing Access to the Workforce System



*Every Door is the Right Door:
Every Customer at Every Location Is a System Customer*

Bricks:
Customers Enter a System of Services Though All Locations

Customers



Access By Bricks



Comprehensive Center, Affiliate, and Partner Locations

System Partner Services



Access Through Clicks and Connect



Services of All System Partners

Comprehensive Career and Training Services

The Local One-Stop Delivery System:

*“The design of the local area's one-stop delivery system must be described in the **Memorandum of Understanding (MOU)**”*

Must include at least one comprehensive physical center:

*“A comprehensive one-stop center is a **physical location** where jobseeker and employer customers can **access the programs, services, and activities of all required one-stop partners.**”*

May have additional arrangements:

- (1) An **affiliated site or a network of affiliated sites**, where one or more partners make programs, services, and activities available
- (2) A **network of eligible one-stop partners**...through which each partner provides one or more programs, services, and activities
- (3) **Specialized centers**

NPRM § 678.310:

What is an affiliated site and what must be provided there?

“An affiliated site, or affiliate one-stop center, is a site that **makes available to jobseeker and employer customers one or more of the one-stop partners’ programs, services, and activities.**

An affiliated site does not need to provide access to every required one-stop partner program.

The frequency of program staff’s physical presence in the affiliated site will be determined at the local level.

Wagner-Peyser employment services cannot be a stand-alone affiliated site.”

NPRM Regulations § 678.305:

What is a comprehensive one-stop center and what must be provided there?

“A comprehensive one-stop center is a **physical location** where jobseeker and employer customers can **access the programs, services, and activities of all required one-stop partners.**”

The comprehensive one-stop center must provide:

- ✓ Career services (basic and individualized)
- ✓ Workforce and labor market information.
 - ✓ Access to training services

✓ **Access to programs...carried out by one-stop partners**

Options for Center “Access” to Partner Programs and Services:

Moving In...

1. Program staff **physically present at the Center**

Cross-Training...

2. **Partner program staff** physically present at the one-stop **appropriately trained** to provide information to customers about the programs, services, and activities available through partner programs

Real-Time Technology...

3. Providing **direct linkage through technology** to program staff that can provide meaningful information or services.

⚡ System Connection ⚡

Connecting Customers Through “Referrals”...Not Just Information

“Direct Linkage” Defined:

“Providing direct connection at the one-stop, within a reasonable time, by phone or through a real-time Web-based communication to a program staff member who can provide program information or services to the customer.”

Real-Time Connection!

*“A “direct linkage” **does not include** providing a phone number or computer Web site that can be used at an individual’s home; providing information, pamphlets, or materials; or making arrangements for the customer to receive services at a later time or on a different day.”*

Referring Customers: Connection, Not Just Information

Goal: Value-Added and Seamless with Conversion to Service Use

Potential MOU Elements:

- ✓ Staff Training on Partner Services and Eligibility
 - ✓ Criteria and Methods for Co-Enrollment
- ✓ Referrals at Program Entry, Concurrent, or Completion
 - ✓ Referral Standards and Protocols
- ✓ Pre-Screened, Appropriate, Vetted, Likely to Convert
- ✓ Partner Referral Liaisons (A Person, Not a Program)
 - ✓ Follow-Through Expectations and Reporting Back
- ✓ Recording (and Tracking) Referrals Made in Data System

One-Stop System: Clicks!

NPRM: “Required one-stop partner programs must provide access to programs, services, and activities through electronic means if applicable and practicable.

This is in addition to providing access to services through the mandatory comprehensive physical one-stop center and any affiliated sites or specialized centers.

The provision of programs and services by electronic methods such as Web sites, telephones, or other means must improve the efficiency, coordination, and quality of one-stop partner services.

Electronic delivery must not replace access to such services at a comprehensive one-stop center or be a substitute to making services available at an affiliated site...”

The Local Plan: One-Stop System Click Strategies

“The local board shall develop **strategies for using technology** to maximize the accessibility and effectiveness of the local workforce development system by—

- **facilitating connections among the intake and case management information systems** of the one-stop partner programs to support a comprehensive workforce development system in the local area;
- **facilitating access to services** provided through the one-stop delivery system involved, including facilitating the access in remote areas;
- identifying strategies for better meeting needs of individuals with barriers to employment, including **strategies that augment traditional service delivery, and increase access to services and programs of the one-stop delivery system, such as improving digital literacy;**
- leveraging resources and capacity...including **resources and capacity for services for individuals with barriers to employment."**

Designing the System and Center as a Value-Add for One-Stop Partners and Partner Customers

- Partner Programs Are System “Members”
- Partner Programs Are Center “Customers”
- The Center *of the* System for All Program Partners

Examples of Benefits Partners Should Expect from Membership:

- ✓ System Affiliation, Participation, Collegiality, and Leadership
- ✓ Better Program Outcomes and Performance
- ✓ Expanded Customer Base and Expanded Services for Customers
- ✓ More Appropriate Referrals (and Follow-Through)
- ✓ Support for Program Operations and Increased Staff Training

Defining System Benefits Is a Prelude to Sharing System Costs

Building System Affiliation and Increasing Tangibility

Common One-Stop Delivery System Identifier (Branding)

NPRM: § 678.900: What is the common identifier to be used by each one-stop delivery system?

“The common one-stop delivery system identifier is the “American Job Center.” As of July 1, 2016, each one-stop delivery system must include the “American Job Center” identifier or “a proud partner of the American Job Center network” on all products, programs, activities, services, facilities...and materials used in the one-stop system.”

Arizona: “The workforce system outreach and branding is a shared state and local board responsibility. Local areas must use **ARIZONA@WORK**, the approved WAC branding, on **all one-stop center signage, outreach materials, electronic medium, and affiliate site signage.**”

***The Center of the System:
Partner Programs Are Center Customers, Too***

The Comprehensive Center

Basic and Individualized Career Services
(Applicable Partner Career Services)
Training Services
Co-located Partner Services



**Center Customers
To System Partner Programs**

Service Referrals
Initial Data and Assessment
Potential Co-Enrollment

**Partner Program Customers
To Comprehensive Center**

Service Referrals
Workshops/Resource Area
Job Referrals/Placement

***Defining the Center's "Value-Add" to Partner Programs
Is a Prelude to Sharing Center Infrastructure Costs***

⚡ **New in WIOA** ⚡

Competitive Procurement of One-Stop Operator

Planning Now...Complete by July 1, 2017

WIA	WIOA
<p>WIA Section 662.410: How is the One-Stop Operator selected?</p> <p>The One-Stop operator is designated or certified:</p> <p>Through a competitive process</p> <p><u>OR</u></p> <p>Under an agreement between the Local Board and a consortium of entities that includes at least three or more of the required One-Stop partners</p>	<p>“To be eligible to receive funds made available under this subtitle to operate a one-stop center...an entity (which may be a consortium of entities)—</p> <p>Shall be designated or certified as a one-stop operator through a competitive process;</p> <p><u>AND</u></p> <p>Shall be an entity (public, private, or nonprofit) or consortium of entities (including a consortium of entities that, at a minimum, includes 3 or more of the one-stop partners”</p>

NPRM § 678.635:

“What is the effective date of the provisions of this subpart?”

- (a) No later than June 30, 2017, one-stop operators selected under the competitive process described in this subpart must be in place and operating the one-stop.**
- (b) By June 30, 2016, every Local Board must demonstrate it is taking steps to prepare for competition of its one-stop operator.”**

Key Decisions:

- ✓ *What Is the Role of the One-Stop Operator?***
- ✓ *What Is the Operator’s Role in Implementing the MOU?***
- ✓ *What Is Your Procurement Timeline and Process?***

The Role of the “One-Stop Operator”:

- *System! (Center? Program?)*
- *A Convener and Neutral Broker of System Partnerships*
- *Responsibility for Making the System Real (Implements the MOU)*

NPRM § 678.620: What is the one-stop operator’s role?

“At a minimum, the one-stop operator **must coordinate the service delivery of required one-stop partners and service providers.**

Local Boards may establish additional roles of one-stop operator, including, but not limited to:

- ✓ coordinating service providers **within the center and across the one-stop system,**
- ✓ being the primary provider of services within the center,
- ✓ providing some of the services within the center,
- ✓ coordinating service delivery in a multi-center area.”

One-Stop Operators May Not Fulfill Board Functions:

- ✓ Convene system stakeholders to assist in development local plan
- ✓ Prepare and submit local plans
- ✓ Be responsible for oversight of itself
- ✓ Manage or significantly participate in the competitive selection process for one-stop operators
- ✓ Select or terminate one-stop operators...and youth providers
- ✓ Negotiate local performance accountability measures
- ✓ Develop and submit budget for...Local Board in the local area

USDOL Frequently Asked Questions: April 1, 2016

“Once the final rule is issued, it will contain further guidance and timeframes for implementation of the WIOA one-stop operator competition requirements, and the Department will provide further written guidance and technical assistance on this topic.”

Examples of the One-Stop Operator's System Roles and Responsibilities

1. Coordinate the implementation of the MOU
2. Convene partners regularly to build affiliation and commitment
3. Assess satisfaction of customers and partners with the system
4. Continuously improve the one-stop system
5. Expand the partnership and increase integrated service delivery
6. Develop strategies to improve cross-partner performance
7. Arrange and offer cross-partner frontline staff training
8. Report to Board, stakeholders, and partners on system activities

Competitive Procurement Process for One-Stop Operator

Negotiate and Sign MOU with One Stop Partners



Develop One-Stop System (and Center) Policies and Procedures



Decide Procurement Process



Develop RFP Scope and Specifications
(Define Role and Procure Within MOU Agreement/s)



Competitively Procure and Select One-Stop Operator
(At Least Once Every Four Years)



Contract with One-Stop Operator to Implement the MOU

Take-Aways! Best Bets! Priorities!

Partnering on the Delivery of Career Services:

- What are the Required Basic and Individualized Career Services?
- What are the Partners' "Applicable" Career Services?
- "Shared Services" Partner Crosswalk: What Partners Co-Own
- Partnering: Outreach, Intake, Orientation and Initial Assessment
- Partnering: LMI, Labor Exchange, and Job Search Assistance
- Partnering: Improving Business Services
- Partnering: Success in the Core Program Performance Indicators

Partnering on WIOA Career Services ⚡

NPRM§ 678.425: What are the applicable career services that must be provided through the one-stop delivery system by required partners?

“Applicable career services to be delivered by required one-stop partners are services...**authorized** to be provided under each partner's program.”

- ✓ Eligibility for Title I services
- ✓ Outreach, intake, orientation
- ✓ Initial assessment
- ✓ Labor exchange services
- ✓ Referrals to programs
- ✓ Labor market information
- ✓ Performance, cost information
- ✓ Supportive services information
- ✓ UI Information and assistance
- ✓ Financial aid information

- ✓ Follow-up services
- ✓ Comprehensive assessment
- ✓ Individual employment plan
- ✓ Career planning, counseling
- ✓ Short-term prevocational services
- ✓ Internships, work experience
- ✓ Out-of-area job search
- ✓ Financial literacy services
- ✓ English language acquisition
- ✓ Workforce preparation

MOU Component: Sharing Services

Which Career Services Are Applicable to Each One-Stop Partner?

<i>Basic Career Services</i>	Adult	DW	Youth	AEL	WP	VR	Others
T-I Program Eligibility	✓	✓	✓		✓		
Outreach, Intake, Orientation	✓	✓			✓		
Initial Assessment	✓	✓			✓		
Labor Exchange, Job Search Assist	✓	✓			✓		
Referrals to 1-Stop Partners	✓	✓			✓		
Labor Market Information	✓	✓			✓		
Performance and Cost Info	✓	✓			✓		

<i>Basic Career Services</i>	Adult	DW	Youth	AEL	WP	VR	Others
Support Service Info	✓	✓			✓		
UI Info and Assistance	✓	✓			✓		
Financial Aid Information	✓	✓			✓		
<i>Individualized Career Services</i>	Adult	DW	Youth	AEL	WP	VR	Others
Comprehensive Assessment	✓	✓					
Individual Employment Plan	✓	✓					
Career Plan, Counseling	✓	✓					
Short-Term Prevoc Services	✓	✓					
Internships, Wk Experience	✓	✓					

<i>Individualized Career Services</i>	Adult	DW	Youth	AEL	WP	VR	Others
Out-of-Area Job Search	✓	✓					
Financial Literacy	✓	✓					
English Language Acquisition	✓	✓		✓			
Workforce Preparation	✓	✓		✓			

MOU Component: Sharing Services

Career Services applicable to more than one partner is a one-stop partnership service. At a minimum, the MOU will want to focus on these **Basic Career Services**:

- Outreach, Intake, Orientation
- Initial Assessment
- Labor Market Information
- Referrals to One-Stop Partners
- Labor Exchange
- Job Search Assistance
- Business Services
- Performance/Cost Information

What Are the Basic Career Services Most Applicable to All One-Stop Partners?

Outreach, Intake, Orientation

“Outreach, intake (which may include worker profiling), and orientation to the information and other services available through the one-stop delivery system”

Initial Assessment

“Initial assessment of skill levels (including literacy, numeracy, and English language proficiency), aptitudes, abilities (including skills gaps), and supportive service needs”

Referrals to System Programs and Services

“Provision of referrals to and coordination of activities with other programs and services, including programs and services within one-stop delivery system and, in appropriate cases, other workforce programs”

Labor Exchange Services

“Job search and placement assistance and, in appropriate cases, career counseling...

appropriate recruitment and other business services on behalf of employers, including small employers”

Labor Market Information

“Provision of workforce and labor market employment statistics information, including provision of accurate information relating to local, regional, and national labor market areas, including...

- Job vacancy listings in such labor market areas;
- Information on job skills necessary to obtain the jobs;
 - Information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for such occupations”

How Will You Partner on Applicable Career Services?

MOU Requirement: Sharing Services

“Services to be provided through the one-stop delivery system...including the manner in which the services will be coordinated and delivered through such system”

Partnering on Basic Career Services

<i>Services</i>	<i>Potential Partnering Opportunities</i>
Outreach	<ul style="list-style-type: none"> - System Website and Partner Website Links - System Marketing Materials - Common Branding, Affiliation, Tag Lines - Targeted Strategies for Individuals w/“Barriers” - Accessibility for Individuals with Disabilities
Intake	<ul style="list-style-type: none"> - Shared Data System (Common Intake Elements) - System Registration (Not Just Program) - Seamless Co-Enrollment (Invisible to Customer)

Orientation	<ul style="list-style-type: none">- System Orientation, Not Just Center or Program- Cross-Informed Staff- Shared Scripts, PPTs, Videos
Initial Assessment	<ul style="list-style-type: none">- Agreed Upon Definition of “Initial”- Sharing Initial Assessment Data- Prelude to Referrals for Partner Services
Referrals to One-Stop Partners	<ul style="list-style-type: none">- Staff Training on Partner Services and Eligibility- Referrals at Entry, Concurrent, or Completion- Referral Standards and Protocols- Pre-Screened, Appropriate, Vetted- Referral Liaisons (Person, Not Organization)- Follow-Through Expectations and Reporting- Recording Referrals Made in Data System

<p>Job Search Assistance</p>	<ul style="list-style-type: none"> - Workshops Open to All System Customers - At Center and At Partner Locations (Itinerate)
<p>Labor Exchange</p>	<ul style="list-style-type: none"> - All System Job Seekers in AZ Job Connection - All Job Listings in AZ Job Connection - Partner Staff Training in AZ Job Connection - Job Referral Standards and Protocols
<p>Business Services</p>	<ul style="list-style-type: none"> - Cross-Partner Business Services Teams - Single Point of Contact for System Services - Customer Relations Management Data System - Employers Have Access to All System Talent
<p>Labor Market Information</p>	<ul style="list-style-type: none"> - Staff Training on Local Labor Market - Career Pathways and Career Promotion
<p><i>Identifying Shared Services Is a Prelude to Sharing System Costs</i></p>	

Building the WIOA Partnership: Developing the MOU

The Memorandum of Understanding Requirements

- The Law, Federal Requirements, Options
- Who Negotiates (and Signs) the Local MOUs?
- Sequence of Negotiating the MOU is Very Important

What Is the Content of the MOU?

- Shared System (Vision and Goals)
- Shared Services (Career Services and Program Services)
- Shared Customers (Access, Referral, and Co-Enrollment)
- Shared Costs (System, Services, Infrastructure)

NPRM § 678.500: What is the MOU for the one-stop delivery system and what must be included in the MOU?

“The MOU is the product of local discussion and negotiation, and is an agreement **developed and executed between the Local Board, with the agreement of the chief elected official and the one-stop partners**, relating to the operation of the one-stop delivery system in the local area.”

NPRM § 678.510: How should the MOU be negotiated?

“WIOA emphasizes full and effective partnerships between Local Boards, chief elected officials, and one-stop partners. **Local Boards and partners must enter into good-faith negotiations.** Local Boards, chief elected officials, and one-stop partners may also request assistance from a State agency responsible for administering the partner program, the Governor, State Board, or other appropriate parties on other aspects of the MOU.”

WIOA: Memorandum of Understanding Content Requirements

- ✓ **Services to be provided through the one-stop delivery system...including the manner in which the services will be coordinated and delivered through such system**
- ✓ **How the costs of such services and the operating costs of such system will be funded, including—**
 - Funding through **cash and in-kind contributions** (fairly evaluated), which contributions may include funding from philanthropic organizations or other private entities, or through other alternative financing options, to **provide a stable and equitable funding stream for ongoing one-stop delivery system operations**
 - Funding of the **infrastructure costs of one-stop centers**

- ✓ **Methods of referral** of individuals between the one-stop operator and the one-stop partners for appropriate services and activities
- ✓ **Methods to ensure the needs of workers and youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in the provision of necessary and appropriate access to services**, including access to technology and materials, made available through the one-stop delivery system; and
- ✓ Duration of the memorandum of understanding and the procedures for amending the memorandum during the duration of the memorandum, and assurances that such memorandum shall be reviewed not less than once every 3-year period to ensure appropriate funding and delivery of services

The MOU: Sharing Services and Customers to Share Costs

Who Negotiates the MOU?

Clarify Before You Begin Your Negotiations!

NPRM §678.415: What entity serves as the one-stop partner for a particular program in the local area?

“The entity that carries out the program and activities... **is the grant recipient, administrative entity, or organization responsible for administering the funds** of the specified program in the local area.

The term “entity” **does not include service providers that contract with, or are subrecipients of, the local administrative entity.**

If a program or activity is **not carried out in a local area**, the requirements relating to a required one-stop partner are **not applicable...in that local one-stop system.”**

Who is the One-Stop Partner?

WIOA Title II: Adult Education

State agency responsible for administering or supervising policy for adult education and literacy activities...***may delegate*** its responsibilities to one or more eligible providers or consortium of eligible providers.

WIOA Title IV: Vocational Rehabilitation

State agency primarily concerned with vocational rehabilitation

USDOL National Programs

Grantees

Career and Technical Education

State eligible agency...
may delegate its responsibilities...to one or more State agencies, eligible recipients at the postsecondary level, or consortia of eligible recipients at the post-secondary level.

Who Are the Local One-Stop Partners? Who Will Negotiate the MOU?			
Required Partner	Local Area?	Entity (Delegate?)	Name of Individual
T-I Adult, DW, Youth			
Adult Ed/Literacy			
Wagner-Peyser			
Voc Rehab			
Career/Tech Ed			
SCSEP (T-V OAA)			
Job Corps			
Native American			
Migrant/Seasonal			
Veterans			
YouthBuild			
Trade Act			
Community Action (E/T)			
Housing Authority (E/T)			
Unemployment			
Second Chance			
<i>TANF</i>			

Partners at the Table: Who Makes Decisions, How?		
State Operated	State Administered	Locally Operated
Wagner-Peyser Migrant/Seasonal Trade Act Unempl Compens Voc Rehab TANF (Most States)	Adult Ed/Literacy Career/Tech Ed <i>(May Delegate to Providers)</i>	WIOA AD/DW/Youth Job Corps Native American Youth Build Community Action Housing Authority Second Chance TANF (Some States)

MOU Negotiation Challenges:

- *Knowing Who Should Be at the Table*
- *Varying Authority to Make Decisions in Real Time*
- *Lengthy Decision Making and Signature Process*

What States Can Do to Make Local Level MOU Negotiations Easier

- ✓ Include Partner **Expectations/Minimums in State Plan**
- ✓ Decide **Who** Is at the Table as Soon as Possible
- ✓ Define Role of **Multiple Providers** in Single Area, If Delegated
- ✓ Set Upfront **Parameters**, if Delegated, and Communicate
- ✓ Develop **Timeline** with **Streamlined Approval Processes**
- ✓ Sign a **State-Level Partner MOU**
- ✓ Issue **Clear State Guidance** for MOU Development
- ✓ Provide a **MOU Template for Local Customization**
- ✓ Work Out **Resource Sharing** (Where Possible) at State Level

Initial Decision: Umbrella MOU, Individual Partner MOU?

NPRM § 678.505: Is there a single MOU for local area, or must there be separate MOU between Local Board and each partner?

“A single “umbrella” MOU may be developed that addresses the issues relating to the local one-stop delivery system for the Local Board, chief elected official and all partners. Alternatively, the Local Board...may enter into **separate agreements** between each partner or groups of partners.”

Initial Decision: Hybrid MOU?

System Umbrella MOU: Three-Year, Continuous Improvement

Individual Partner Resource/Cost Sharing Agreement: Annual Updating

Initial Decision: State Required MOU Content, Outline, and Template?

Process for Developing the Memorandum of Understanding

1. Sharing Vision and System Goals

System Design (Center, Affiliates, Partner Locations, Virtual)

Partnership Principles and Partner Promises



2. Sharing Services

System Services

Career Services Applicable to Each Partner

Who Offers Which Career Service, How

Plans for Integration and Coordination of Career Services



3. Sharing Customers

*Referral Protocols
If, When, How Co-Enroll
Technology to Support Customer Sharing*



4. Sharing Costs

*Defining System Costs
Defining One-Stop Center Infrastructure Costs
Allocating Costs According to Partner Benefit*



5. Signing the MOU

(If No Local Consensus, Governor Decides Cost Sharing)



6. Implementing the MOU with Continuous Improvement

Potential Sequence for Developing the MOU



Act Now...

Sharing System Vision and Goals

Sharing System Design and Access Strategies

Sharing System Services

Sharing Customers



When More Is Known (Not Later Than June 30, 2017)

Sharing System Costs

Sharing Center Infrastructure Costs

USDOL Frequently Asked Questions: January 28, 2016

What can States do now to prepare for implementation of the funding requirements in PY 2017?

“The Governor and the State Board should begin developing the guidance to be used by the local areas in negotiating agreements for the funding of the one-stop service delivery system.”

Will the specific WIOA requirements for local agreements for funding the one-stop infrastructure costs apply in PY 2016?

“No...funding agreements must satisfy the requirements...in PY 2017.”

What happens if the local areas fail to reach an agreement for funding the one-stop system in PY 2016?

In the event of failure to reach an agreement for funding the one-stop system in PY 2016, the State funding mechanism will not yet be applicable...Therefore...**if a local area fails to reach an agreement for funding the one-stop system in PY 2016...continue to use whatever process they have been using under WIA...**”

Sample MOU Outline

System Umbrella MOU:

Up to Three Years with Continuous Improvement

- ✓ One-Stop System Vision and Goals
 - ✓ One-Stop System Design
 - ✓ One-Stop System Access
 - ✓ Sharing System Services
 - ✓ Sharing System Customers

Individual Partner Resource/Cost Sharing Agreement:

Annual Updating

- ✓ Sharing One-Stop Services and Operating Costs
- ✓ Sharing One-Stop Center Infrastructure Costs:

Sample MOU Outline...

One-Stop System Vision and Goals

- The Partners (*Mandatory and Others*)
- Purposes of the System
- Outcomes of the System (*Success Indicators*)
- System Performance (*State Board Certification Criteria*)
- System Customers: Individuals and Employers
- Partner Responsibilities
- Partnership Principles and Promises

Federal Partners' One-Stop Vision

USDOL (TEGL 04-15)

“Vision for the One-Stop Delivery System Under WIOA”

http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=6455

Rehabilitation Services Administration (RSA-TAC-15-02)

“Vision for the State Vocational Rehabilitation Services Program as a Partner in the Workforce Development System Under the WIOA”

<http://www2.ed.gov/policy/speced/guid/rsa/tac/2015/tac-15-02.pdf>

Office of Career, Technical and Adult Education (OCTAE/DAEL 15-4)

“Vision of the Adult Education and Literacy Act in the Workforce System and Initial Implementation of the WIOA”

<http://www2.ed.gov/about/offices/list/ovae/octae-aefla-vision.pdf>

Sample MOU Outline...

One-Stop System Design

- System Map
- Partner Program Locations (*Every Door is the Right Door*)
- “Bricks, Clicks, Connect” Access Methods
- Comprehensive Center
(*Co-Located Partners; Access to All Partner Programs*)
- Affiliates (*If Any*)
- Technological and Virtual Infrastructure
- System Branding (Common Identifier)

Sample MOU Outline...

One-Stop System Access

NPRM: “Methods to ensure that the needs of workers, youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in providing access to services, including access to technology and materials that are available through the one-stop delivery system”

- Outreach Strategies
- Targeting of Individuals with Barriers to Employment
- Nondiscrimination and Equal Opportunity
- ADA Compliance
- Accessible Technology
- Grievance Procedures

Sample MOU Outline...

Sharing System Services

NPRM: “A description of services to be provided through the one-stop delivery system, including the manner in which the services will be coordinated and delivered through the system”

NPRM: “Shared services that...may be commonly provided through the one-stop partner programs to any individual, such as initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and business services.”

- Program Partner Services Accessible Through One-Stop System
- One-Stop System Career Services
- Career Services Applicable to Partners
- Partnership in Delivery of Applicable Career Services

Sample MOU Outline...

Sharing System Customers

NPRM: “Methods for referring individuals between the one-stop operators and partners for appropriate services and activities”

- Definition of “Referral” and Referral Protocols
- Referral Liaisons at Each Partner Program
- Direct Linkage: Co-Location, Staff Cross-Training, Technology
- If, When, How Co-Enroll
- Technology to Support Customer Sharing
- Information Sharing and Confidentiality Requirements

Sample MOU Outline...

Sharing One-Stop System Services and Operating Costs

NPRM: Must “Applicable Career Services”

NPRM: May “Initial Intake, Assessment, Appraisal of Basic Skills, Referrals, Business Services”

- Definition of One-Stop System Costs
- One-Stop System Budget
- One-Stop System Cost-Sharing Methodology
- Allocation of One-Stop System Costs to Each Partner

NPRM § 678.760: How do one-stop partners jointly fund other shared costs under the Memorandum of Understanding?

(a) “...must use a portion of funds...to pay the additional costs relating to the operation of the one-stop delivery system, which must include **applicable career services**.

(b) Additionally, one-stop partners **may jointly fund shared services...**

Shared services’ costs may include the costs of shared services that...may be commonly provided through the one-stop partner programs to any individual, such as initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and business services. Shared operating costs may also include shared costs of the Local Board’s functions.

(c) These shared costs **must be allocated according to the proportion of benefit received by each of the partners...**”

USDOL Frequently Asked Questions: April 1, 2016

“What are other shared costs?”

In addition to jointly funding infrastructure costs, **One-Stop partners must use** a portion of funds made available under their programs’ authorizing statute (or fairly evaluated in-kind contributions) to **pay the additional costs relating to the operation of the One-Stop delivery system**, which must include applicable career services and may include common costs that are not paid from the funds provided for infrastructure through the partner funding agreements.

Shared costs may include the cost of the receptionist located in the one-stop center. Shared services costs may include initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and business services. Additionally, one-stop partners may jointly fund shared services. These shared services costs must be allocated according to the proportion of benefit received by each of the partners.”

Sample MOU Outline...

Sharing One-Stop Center Infrastructure Costs:

NPRM: Infrastructure costs of one-stop centers are nonpersonnel costs necessary for the general operation of the one-stop center, including: Rent, Utilities, Maintenance, Equipment Technology, Common Identifier

- Definition of One-Stop Center Infrastructure Costs
- One-Stop Center Infrastructure Cost Budget
- One-Stop Center Cost-Sharing Methodology
- Cost-Sharing: Co-Located Partners (Non-Co-Located Partners?)
- Allocation of One-Stop Infrastructure Costs to Each Partner
(Equitable, Proportion to Benefit, Legal)

NPRM Preamble:

“Partner funding of infrastructure costs is intended to:

- Maintain the one-stop delivery system to meet the needs of local areas;
- Reduce duplication by improving program effectiveness through the sharing of services, resources, and technologies among partners;
- Reduce overhead by streamlining and sharing financial, procurement, and facilities costs;
- Encourage efficient use of information technology to include, when possible, use of machine readable forms and shared management systems;
- Ensure that costs are appropriately shared by one-stop partners by basing contributions on proportionate share of use; and
- Ensure that services provided by the one-stop partners to reduce duplication or to increase financial efficiency at the one-stop centers are allowable under the partner’s program.”

NPRM § 678.700: What are one-stop infrastructure costs?

“Infrastructure costs of one-stop centers are nonpersonnel costs necessary for the general operation of the one-stop center, including:

- (1) Rental of the facilities;
- (2) Utilities and maintenance;
- (3) Equipment (including assessment-related products and assistive technology for individuals with disabilities); and
- (4) Technology to facilitate access to the one-stop center, including technology used for the center’s planning and outreach activities.

...may consider common identifier costs...one-stop infrastructure.”

Funding of One-Stop Infrastructure Costs:

- Local Option or

- State Option (Starting July 1, 2017)

NPRM 678.700: What are one-stop infrastructure costs?

“All partner contributions to the costs of operating and providing services within the one-stop delivery system must adhere to the partner program’s Federal authorizing statute(s) and agreements, and to all other applicable legal requirements, including the Federal cost principles that require costs that are allowable, reasonable, necessary, and allocable.

The ETA’s previous Financial Management Technical Assistance Guide (TAG) published for WIA remains a useful tool for cost allocation explanations (the TAG is in the process of being updated). See http://www.doleta.gov/grants/pdf/TAG_PartI.pdf and http://www.doleta.gov/grants/pdf/TAG_PartII_July2011.pdf.”

“ETA will provide additional operational guidance, through a TEG, on local governance and the MOU process, one-stop operations, and one-stop infrastructure costs.”

NPRM 678.700: What are one-stop infrastructure costs?

“There are a **variety of methods to allocate costs**, for instance:

- based on proportion of a partner program’s customers of all customers coming to the one-stop,
- proportion of partner program’s staff among all staff at the one-stop, or
- based on a partner program’s use of a particular expense item such as certain equipment.”

Three Potential Arenas for Cost Allocation

- ✓ Program Customer Usage of One-Stop Center
 - ✓ Shared Services and Connection
 - ✓ Co-Location Costs

USDOL Frequently Asked Questions: April 1, 2016

“Can you please tell us more about infrastructure costs under the WIOA MOU funding agreements?”

Infrastructure costs can be provided on a cash, non-cash, or third party in-kind basis.

Cash contributions are those cash contributions made by partners to the Local Workforce Development Board to cover infrastructure expenses or cash payments made by partners to another entity (usually the One-Stop Operator) to cover infrastructure costs of the One-Stop center.

Non-cash contributions are also made by partners of the Local Workforce Development Board. Non-cash contributions may include donations of goods or services, or the documented value of supporting costs of items owned by a partner program and used in by the One-Stop center”

USDOL Frequently Asked Questions: April 1, 2016

Example of Partner Non-Cash Contribution:

“A partner’s proportionate share of the One-Stop operating costs is \$15,000. The partner does not have sufficient cash or other resources to fully fund its share, and wishes to donate (not for its own individual use) gently used surplus computer equipment.

The computers are valued (in accordance with the requirements of 2 CFR 200.306) at \$10,000. The partner would be able to use the \$10,000 value as part of the resources provided to fund the shared costs.”

Third party in-kind contributions are made by individuals or entities that are not partners to the Local Workforce Development Board.

Third-party in-kind contributions are contributions of space, equipment, technology, non-personnel services, or other like items to support the costs associated with one-stop operations.

USDOL Frequently Asked Questions: April 1, 2016

“What kind of third party in-kind contributions count towards infrastructure costs?”

There are **two types** of third party in-kind: **general contributions** to One-Stop operations (i.e., those not connected to any individual One-Stop partner) and those **made specifically to a One-Stop partner program** (third party-donor contributions).”

“Example of General Contributions:

A general in-kind contribution could be a city government allowing the one-stop to use city space rent free. These in-kind contributions would not be associated with one specific partner, but rather would go to support the one-stop generally and would be factored into the underlying budget and cost pools used to determine proportionate share. The result would be a decrease in the amount of funds each partner contributes, as the overall budget will have been reduced.”

USDOL Frequently Asked Questions: April 1, 2016

“Example: Third party-donor contribution to one-stop partner program

A business partner provides assistive technology to a vocational rehabilitation program, which then gives it to the One-Stop. So long as the assistive technology was in the One Stop operating budget’s infrastructure costs, the partner could then value the assistive technology in accordance with the UG and use the value to count towards its proportionate share contribution. One caveat is that prior to accepting in-kind contributions from a partner (via a 3rd party donor), there would need to be agreement among the partners on cost allocation methodology to ensure that other infrastructure operating costs are sufficiently covered through cash and noncash contributions.”

“All partner contributions, regardless of the type, must be reconciled on a regular basis, (i.e. monthly or quarterly), to ensure they are fairly evaluated and that each partner program is not required to contribute more than its proportionate share in accordance with the Uniform Guidance at 2 CFR part 200.”

First Step on Cost Sharing: Developing a System and Center Budget

<i>Line Item</i>	<i>Detail</i>	<i>Total Cost</i>
System and “Other Shared Service” Costs		
Initial Intake		
Assessment of Needs		
Basic Skills Appraisal		
Referrals		
Business Services		
Other		
One-Stop Center Infrastructures Costs (By Comprehensive Center)		
Rental of Facilities		
Utilities/Maintenance		
Equipment		
Access Technology		
Common Identifier		

Second Step on Cost Sharing: Allocating Costs to Partners

<i>Line Item/Cost</i>	<i>Allocation Method</i>	<i>Partner Contribution</i>
System and “Other Shared Service” Costs		
Initial Intake: \$		
Assessment of Needs: \$		
Basic Skills Appraisal: \$		
Referrals: \$		
Business Services: \$		
Other: \$		
One-Stop Center Infrastructures Costs (By Comprehensive Center)		
Rental of Facilities: \$		
Utilities/Maintenance: \$		
Equipment: \$		
Access Technology: \$		
Common Identifier: \$		

NPRM § 678.705: What guidance must the Governor issue regarding one-stop infrastructure funding?

- (1) Guidelines for State-administered one-stop partner programs** for determining such **programs' contributions** to a one-stop delivery system, based on such programs **proportionate use of such system...**
- (2) Guidance to assist Local Boards...and one-stop partners in local areas in determining equitable and stable methods** of funding the costs of **infrastructure at one-stop centers** based on proportionate benefits received, and consistent with Federal cost principles:
 - The appropriate **roles of the one-stop partner programs** in identifying one-stop infrastructure costs
 - **Approaches to facilitate equitable and efficient cost allocation** that results in a reasonable cost allocation methodology where infrastructure costs are charged to each partner...
 - **Timelines** regarding notification to the Governor for not reaching local agreement and triggering the State-funded infrastructure..."

Local Option to Fund One-Stop Center Infrastructure Cost

“The local board, chief elected officials, and one-stop partners...in a local area may fund the costs of infrastructure of one-stop centers in the local area through...methods agreed on by the local board, chief elected officials, and one-stop partners (and described in the MOU)”



If No Local Consensus... State One-Stop Infrastructure Funding

Governor: “Portion of funds to be provided...by each partner program

Caps on Required Contributions:

- WIOA Adult, DW, Youth and Employment Service: Max 3% of Funds
- Vocational Rehabilitation: Max % of Funds Increases by PY
(2nd Yr = 0.75%; 3rd Yr = 1%; 4th Yr = 1.25%; 5th Yr = 1.5%)
- Other Partners: Max of 1.5% of Funds

✓ **Infrastructure Cost Funds Allocated to Local Areas:**

State Board Develops Formula Based On:
Number of Centers, Population, Services, Performance

✓ **Portion of the Funds May be Used for “Shared Services”:**

“Such as initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and other similar services”

*May be in everyone’s interest to successfully
negotiate infrastructure costs at the local level!*

The Real “Cost-Sharing” Question:

**How Will the System and Center Be Made So Valuable to System
Partner Programs That Partners Will Want to Pay?**

Take-Aways! Best Bets! Priorities!