STATE OF ARIZONA Department of Economic Security



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I-B PROGRAM MONITORING GUIDE

PROGRAM YEAR 2018

WORKFORCE INNOVATION AND OPPORTUNITY ACT TITLE I-B PROGRAM MONITORING GUIDE

Local Workforce Development Area:			
Auditor:			
PY Review Period:			
Date(s) Monitored:			
Administrative Entity:			
Address:			
City, State, Zip:			_
LWDA Contact:			
Address:			
City, State, Zip:			
Phone:			

PURPOSE

The purpose of Arizona's Workforce Innovation and Opportunity Act (WIOA) Title I-B Program oversight and monitoring responsibilities are to ensure the integrity of the WIOA Title I-B program operations and functions, review performance, assess compliance with applicable laws and regulations. PY 2018 includes monitoring against the Local Workforce Development Area's (LWDA) Local Plan and how it supports the Arizona Unified State Workforce Development Plan and all applicable policies and implementation of WIOA.

MONITORING METHODS

The monitoring process is comprised of the desk review and the on-site review. The desk review primarily focuses on the program operations and alignment with the Local Plan. Correspondingly, the on-site review focuses on specific programmatic functions and includes the following components:

- Entrance and exit interview; case file reviews;
- Review policies, processes and procedures;
- Implementation of the State Administrative Policies; and
- Participant, functional team member and site manage.

ARIZONA@WORK SYSTEM

Access and Service Delivery

ARIZONA@WORK Job Centers			
1. How many comprehensive ARIZONA@WORK Job Centers does the Local Workfor Area (LWDA) and/or Tribal Entity have?	rce Develo	pment	
2. Does the LWDA and/or Tribal Entity have affiliate sites?	Yes □	No □	
If the yes, how many?	,		
3. Does the LWDA and/or Tribal Entity have access points?	Yes □	No □	
If yes, how many?			
4. Who is the One-Stop Operator?	,		
5. Are there any standalone Wagner-Peyser Title III sites in the LWDA and/or Tribal Entity?	Yes □	No □	
6. Does the LWDA and/or Tribal Entity have a least one Title I-B staff person physically present?			
Please note: It does not apply to affiliate and specialized sites.	Yes □	No □	
7. Does the LWDA and/or Tribal Entity have a process/system in place to provide customers with access to programs, services and activities during regular business	v 🗆	N .	
hours?	Yes 🗆	No 🗆	
8. Does the LWDA and/or Tribal Entity provide customers with access to programs, services and activities during hours & days beyond regular business hours based on an evaluation of need by the Local Workforce Development Board (LWDB)?	Yes □	No □	
Physical and Programmatic Accessibility	<u>'</u>		
1. How is the LWDA and/or Tribal Entity expanding access to services, particularly to individuals with barriers to employment, training, education and supportive services?			
barriers to employment, training, education and supportive services?	marviduais	with	
	marviduais	with	
	Yes 🗆	No 🗆	
barriers to employment, training, education and supportive services? 2. Did the LWDA and/or Tribal Entity ensure all services and funding costs are in			
barriers to employment, training, education and supportive services? 2. Did the LWDA and/or Tribal Entity ensure all services and funding costs are in compliance with the LWDA's Memorandum of Understanding (MOU)?			
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barriers to employment, training, education and supportive services? 2. Did the LWDA and/or Tribal Entity ensure all services and funding costs are in compliance with the LWDA's Memorandum of Understanding (MOU)? Please describe briefly: 3. Does the LWDA and/or Tribal Entity have an Equal Opportunity (EO) complaint process that ensures no individuals are excluded from participating in WIOA Title I-B funded activities?	Yes □	No No	
barriers to employment, training, education and supportive services? 2. Did the LWDA and/or Tribal Entity ensure all services and funding costs are in compliance with the LWDA's Memorandum of Understanding (MOU)? Please describe briefly: 3. Does the LWDA and/or Tribal Entity have an Equal Opportunity (EO) complaint process that ensures no individuals are excluded from participating in WIOA Title I-B funded activities? Submit a copy of the process. 4. How is the LWDA and/or Tribal Entity carrying out core programs expanding access training, education and supportive service to eligible individuals?	Yes □	No No	
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Staff Development

1. Identify the LWDA and/or Tribal Entity approach to ensure cross training exists as needed for		
functionally aligned services. This includes staff development and capacity building to e	ensure they	have
the skills and knowledge needed to provide exemplary customer service.		
2. Has the staffing plan for each ARIZONA@WORK Job Center, along with		
functional alignment roles, responsibilities, and protocols been implemented?	Yes □	No □
If not, why?		

PROGRAM DELIVERY

Adult and Dislocated Worker

Career Service Provider			
1. Does the LWDA and/or Tribal Entity provide career services directly?	Yes □	No □	
2. Did the LWDA and/or Tribal Entity competitively procure a Career Services Provider?	Yes 🗆	No 🗆	
If yes, who is the Career Services provider?			
If the LWDA and/or Tribal Entity do not provide career services directly, answer all quality	uestions be	elow:	
3. When and how often are the career service providers monitored?			
4. Who is responsible for compliance reviews of the career service providers?			
5. Explain how the LWDA and/or Tribal Entity work with career service providers whe	en correctiv	ve	
measures or technical assistance is required:			
•			
6. Are the error/warning reports distributed to sub-recipients for data corrections?	Yes 🗆	No 🗆	
7. Are error/warning reports used as a tool to address data that may impact performance?	Yes 🗆	No 🗆	
8. Do the LWDA and/or Tribal Entity require a written Corrective Action Plan?	Yes □	No □	
Submit a copy of the monitoring tool and monitoring schedule.			
9. Have the monitoring tool, monitoring schedule, and whether or not monitoring has been conducted as planned reviewed?	Yes 🗆	No 🗆	
10. Did the LWDA and/or Tribal Entity provide a copy of the monitoring schedules?	Yes □	No □	
Notes:			

Veteran's Priority of Service Policy AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 102		
1. Does the LWDA and/or Tribal Entity have a policy in place for veteran's priority	Yes 🗆	No 🗆
of service?	105 🗆	110
2. How does the LWDA and/or Tribal Entity track veteran's activities through	Yes □	No □
Arizona Job Connection Case Management system (AJC)?		
3. Is the lobby in compliance with posters and brochures for veteran's priority of	Yes □	No □
service?		
Adult Program		
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 102-107& Section 500 Training Services, Part	501	
1. Are all individuals who receive staff-assisted services, registered and enrolled in		
AJC for WIOA Title I-B program?	Yes 🗆	No □
2. Is registration, enrollment and data entry available for individuals who need	Vac 🗆	No 🗆
assistance with this service? 3. Does the LWDA and/or Tribal Entity have a policy/process in place to ensure	Yes 🗆	No 🗆
eligible adults receive career services?	Yes □	No □
	100 —	1,0 =
Adult Priority of Services Policy AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 102		
1. Does the LWDA and/or Tribal Entity observe the priority of service provision for		
all Adult program formula funds for individualized career & training services?	Yes □	No 🗆
2. Does the policy include individuals who are veterans and eligible spouses?	Yes □	No □
3. Does the policy include non-veterans who:		
1) Are recipients of public assistance or has received within the last six months,		
2) Is low-income, or		
3) Is basic skill deficient?	Yes □	No □
4. Does the policy include veterans or eligible spouses who are not included in WIOA		
Title I-B priority groups: (a) recipients of public assistance, (b) low income or (c)	_	
basic skill deficient?	Yes 🗆	No 🗆
5. For individual with a disabilities, does the LWDA and/or Tribal Entity keep medical		
documentation in a sealed confidential envelope separate from the files of eligible	V	N. D
applicants, registrants, and participants?	Yes 🗆	No 🗆
6. When the WIOA Applicant Statement (WIA-1027) is being used as a last resort, does		
the LWDA and/or Tribal Entity require that it contain the signature of the participant and a witness?	Yes □	No □
7. If an additional priority of service population was identified by the LWDA and/or	103 🗀	110 🗀
Tribal Entity, was the WIOA Title I-B Priority of Service not undermined?	Yes □	No □
If yes, what is the additional population?	I	I
if yes, what is the additional population.		
Did a live la Dan Balla a		
Dislocated Worker Programs Enrollments AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 101, 103.0203	& 104-107	7
1. How does the LWDA and/or Tribal Entity coordinate workforce investment activities	s carried o	ut in the
LWDA with statewide Rapid Response activities?		
2. Does the I WDA and/or Tribe! Entite have a malian/manage in all and for		
2. Does the LWDA and/or Tribal Entity have a policy/process in place for determining eligibility in the WIOA Title I-B Dislocated Worker (DW) program?	Yes □	No □
	100 🗆	_ 110 L
Please explain:		

3. Number of DW who are currently enrolled:		
If enrollment numbers are low, please explain:		
A Did and the WIOA Title I D DW for to the WIOA Title I D A tell December 2	Vas 🗆	No 🗆
4. Did you transfer WIOA Title I-B DW funds to the WIOA Title I-B Adult Program?	Yes □	No 🗆
If yes, please explain when and why?		
5. How do the LWDA and/or Tribal Entity coordinate and enroll eligible veterans in the	DW prog	ram?
or the time of the state of the	z w prog	
6. Are Displaced Homemakers served in the LWDA and/or Tribal Entity?	Yes □	No □
If no, why?		
	ı	
7. Does the LWDA and/or Tribal Entity have a policy to ensure co-enrollment in the DW/Trade Adjustment Assistance (TAA) programs?	Yes □	No □
8. Does the LWDA and/or Tribal Entity have a process/system in place to ensure	105	1,10 =
timely follow-ups and accurate data recording?	Yes 🗆	No 🗆
Notes:		
Selective Service		
AZDES WIOA Title I-B Policy Manual Chapter 2, Section 100, Part 103 & Section Part 206.05/WIOA Title I-B Eligibility Checklist (Exhibit 100A)	on 200,	
1. Does the LDWA and/or Tribal Entity have a policy in place for determining if a male knowingly and willfully failed to register with Selective Service?		
♣ Meets section 3 of the Military Selective Service Act, as amended at 50 U.S.C		
Appendix 453, to register for Selective Service.		
Every male citizen, or any male residing in the United States, born on after January 1, 1960, unless exempt, is required to register with the Selective		
Service System (SSS) between their 18 th and 26 th birthdays and prior to		
attaining his 26 th birthday.	Yes □	No □
Basic Career Services		
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 104.A		
2. Does the LWDA and/or Tribel Entity have a process in place for determining	<u> </u>	
2. Does the LWDA and/or Tribal Entity have a process in place for determining eligibility to receive WIOA Title I-B assistance from the Adult and DW program?	Yes □	No □

3. Does the LWDA and/or Tribal Entity have a process in place for outreach, intake		
(including worker assessment), and orientation to information and other services		
available through the ARIZONA@WORK System?	Yes 🗆	No □
4. Does the LWDA and/or Tribal Entity have a process in place to provide initial		
assessment of skill levels?		
This includes literacy, numeracy, and English language proficiency, aptitudes,	**	
abilities (including skill gaps), and supportive service needs.	Yes 🗆	No 🗆
5. Does the LWDA and/or the Tribal Entity have a process in place to provide labor	**	
exchange services, including job search and placement assistance?	Yes 🗆	
6. Does the LWDA and/or Tribal Entity have a process in place to provide career		
counseling, including information on in-demand industry sectors and occupations,	V	N. 🗆
when needed?	Yes 🗆	No 🗆
7. Does the LWDA and/or Tribal Entity have a process in place to provide		
information on traditional employment?		
Non-traditional employment is defined as employment where more than 75%		
of the workforce is of the opposite gender-or conversely where less than 25	Yes □	No 🗆
percent of the workforce is the same gender.	res 🗆	No 🗆
8. Does the LWDA and or Tribal Entity have a process in place to provide appropriate		
recruitment and other business services on behalf of employers?		
This includes information and referrals to specialized business services other	Yes □	No □
than those traditionally offered through the workforce delivery system.	i es 🗆	NO 🗆
9. Does the LWDA and/or Tribal Entity have a process in place to provide referrals to		
and coordination of activities with other workforce development programs and services?		
	Yes □	No □
Provide a copy of the referral process.	i es 🗆	NO 🗆
10. Does the LWDA or Tribal Entity have a process in place to provide workforce		
and labor market employment statistics information for local, regional and national labor market areas, including?	Yes □	No □
-	103 🗀	110 🗆
11. Does the LWDA and/or Tribal Entity have a process in place to provide performance and program costs information on eligible providers of education,		
training, and workforce services by program and type of provider?	Yes □	No □
12. Does the LWDA and/or Tribal Entity have a process in place to provide	105 =	110 🗀
information on how the LWDA is performing on local performance accountability		
measures, and other performance information relating to the ARIZONA@WORK		
system? Must be in usable and understandable formats and languages.	Yes □	No □
13. Does the LWDA and/or Tribal Entity have a process in place to provide		
information and appropriate referrals to supportive services or assistance? Must be in		
usable and understandable formats and languages.		
Services include:		
Child care; Child support; Medical or child health assistance through Arizona Health		
Care Cost Containment System (AHCCCS) & Children's Health Insurance Program;		
Supplemental Nutrition Assistance Program (SNAP); Earned Income Tax credit;		
Temporary Assistance for Needed Families (TANF) & other supportive services &		
transportation provided through that program.	Yes 🗆	No □
14. Does the LWDA and or Tribal Entity have a process in place to provide		
information and meaningful assistance to individuals seeking assistance in filing a		
claim for unemployment compensation?		
a) On-site assistance using well-trained staff in Unemployment Insurance (UI)		
compensation claims filing and the rights and responsibilities claimants; or		
b) Assistance by phone or other technology, as long as the assistance is provided		
by trained and available staff within a reasonable time.	Yes □	No □

15. Does the LWDA and/or Tribal Entity have a process in place to provide assistance		
in establishing eligibility for programs of financial aid assistance for training and		
education programs not provided by WIOA Title I-B (i.e. Pell grants, GI bill, etc.)?	Yes □	No □

Individualized Career Service AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 104.B

1. Does the LWDA and/or Tribal Entity have a process in place to administer		
comprehensive and specialized assessment of skill levels and activity/service needs?		
♣ Includes diagnostic testing or other assessment tools, in-depth interviewing,		
and evaluation to identity employment barriers and appropriate employment	Vac 🗆	No 🗆
goals.	Yes 🗆	No 🗆
2. Does the LWDA and/or Tribal Entity have a process in place to develop an Individual Employment Plan (IEP)?		
♣ IEP identifies employment goals, achievements objectives, and combination of services for the participant to achieve his or her goals, including the list of eligible training providers.	Yes □	No □
3. Does the LWDA and/or Tribal Entity have a process in place to provide group counseling?		
Includes vocational, financial, and personal counseling, including mental health, drug, and alcohol counseling, and referrals to partner programs, offered in a group setting.	Yes □	No □
4. Does the LWDA and/or Tribal Entity have a process in place to provide individual counseling?		
Includes vocational, financial, and personal counseling, including mental health, drug, and alcohol counseling, and referrals to partner programs, offered in a group setting.	Yes □	No □
5. Does the LWDA and/or Tribal Entity have a process in place to provide career	140	
planning?		
 Career planning means services designed to prepare and coordinate 		
comprehensive employment plans, and provide job, education, and career		
counseling both during program participation and after job placement?	Yes □	No □
6. Does the LWDA and/or Tribal Entity have a process in place to provide short-term pre-vocational services?		
Short term development of learning skills, communication skills, interviewing		
skills, punctuality, personal maintenance skills, and promotion of professional conduct to prepare individuals for unsubsidized employment or training.	Yes □	No □
7. Does the LWDA and/or Tribal Entity have a process in place to provide internship		
and work experiences that are linked to careers as described in IEP?	Yes □	No 🗆
8. Does the LWDA and/or Tribal Entity have a process in place to provide workforce		
preparation activities?		
Means activities, programs or services to help participant acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills pagessery for successful transition into and completion of		
obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.	Yes □	No □
9. Does the LWDA and/or Tribal Entity have a process in place to provide financial		
literacy services?		
Gain the knowledge, skills, and confidence to make informed financial		
decisions with strategies such as budgeting, banking, managing spending and	Yes □	No □

credit, understanding financial products, and protecting against identity theft (681.500)		
10. Does the LWDA and/or Tribal Entity have a process in place to provide out-of-		
area job search assistance and relocation assistance?		
Means conduct a job search in a geographical area outside the individual's labor market area.		
Means assisting a participant to move to a new residence to accept permanent employment.	Yes □	No □
11. Does the LWDA and/or Tribal Entity have a process in place to assist with		
English language acquisition and integrated education and training programs?	Yes □	No 🗆
Work Experience AZDES WIOA Title I-B Policy Manual Chapter 2, Section 100, Part 104.B.07a & Section 200, Part, 204.03 & 208		
1. Does the LWDA and/or Tribal Entity have a Work Experiences (WEX) Policy?	Yes □	No □
Obtain a copy of the policy.		
2. Does the LWDA and/or Tribal Entity ensure Labor standards apply when there is		
an employee/ employer relationship, as defined in the Fair Labor Standards Act?	Yes □	No □
3. Does the monitoring review ensure that the worksite is in compliance with the workplace labor standard safety?	Yes □	No □
4. Does the LWDA and/or Tribal Entity have a written worksite agreement or contract	105 =	110 🗀
between each employer offering the WEX to ensure compliance with WIOA Title I-B		
and applicable regulations?	Yes □	No □
5. Does the LWDA and/or Tribal Entity offer transitional jobs?	Yes □	No □
Does the LWDA and/or Tribal Entity limit their combined adult and dislocated		
worker allocation for transitional job to 10 %?	Yes □	No 🗆
6. Does the LWDA and/or Tribal Entity ensure individuals who participate in transitional jobs receive comprehensive career services and supportive services?	Yes □	No □
Notes:	105 =	110 🗀
Tvotes.		
Required Career Services AZDES WIOA Title 1-B Policy Manual Chapter 2, Section 500 Training Services, Par	t 500.02 &	.03
1. Does your LWDA and/or Tribal Entity ensure all participants receive at a minimum		
the following prior to Training Services:		
(1) An interview, an assessments or evaluation and career planning, to include the development of an IEP; or		
(2) Other services as determined by the LWDA to make an eligibility		
determination?	Yes □	No 🗆
2. When participants do not receive a career service prior to receiving training	Vac 🗆	No 🗆
services, is there justification placed in the participant's case file?	Yes 🗆	No 🗆
* For participants who are eligible for training services, do the case files include t		
1) Determination of the need for training?	Yes 🗆	No 🗆
2) Career planning documentation to include labor market information and training provider performance information?	Yes □	No □
O F F	1	

3) Any other career services provided?

Yes □

No □

Eligibility for Training Service AZDES WIOA Title I-B Policy Manual Chapter 2, Section 500, Part 501,502 &	& 511	
1. Does the LWDA and/or Tribal Entity have a self-sufficiency policy in place?	Yes □	No □
2. Does the LWDA and/or Tribal Entity utilize the Lower Living Standard (LLSIL)		
charts when determining self-sufficiency?	Yes 🗆	No 🗆
3. Does the LWDA and/or Tribal Entity offers job readiness training provided in combination with services listed in Part 501.H (1 thru 7)?	Yes □	No □
4. Does the LWDA and/or Tribal Entity offer adult education and literacy activities,	105 🗀	110 🗀
including English Language Acquisition, provided concurrently or in combination		
with services listed in Part 501.I (1 thru 7)?	Yes □	No □
5. Does the LWDA and/or Tribal Entity offer customized training related to the new		
production or service procedures, upgrading to new jobs that require new skills, workplace literacy, or other appropriate purposes as identified by the local board with		
a commitment by one or more employers to employ an individual upon successfully		
completing training?	Yes □	No □
Notes:		
Individual Training Account Process of Training Servi	ces	
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 500, Part 504		
1. Does the LWDA and/or Tribal Entity have a policy for issuing an Individual		
Training Account (ITA)?	Yes □	No □
What limit has the LWDB imposed on the ITAs?		
2. Does the LWDA and/or Tribal Entity ensure ITAs are only used for adult,		
dislocated workers and out-of-school youth (OSY)?	Yes \square	No 🗆
3. For OSY how often are ITAs reviewed by the LWDA quality assurance teams?		
Notes:		
Adult/Dislocated Worker Follow-Up Services	•	
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 100, Part 104.0	•	
1. Does the LWDA and/or Tribal Entity have a policy in place to provide follow-up		
services for participants in WIOA Title I-B Adult or DW programs who are placed in		
unsubsidized employment, for up to 12 months after the first day of employment		
(TEGL 19-16)?	Yes 🗆	No 🗆
2. Is the LWDA and/or Tribal Entity entering follow-up information into AJC?	Yes \square	No 🗆
3. Describe the process and services provided:		
Rusiness Services		

20 CFR 678.435

1. Does the LDWA and/or Tribal Entity have a policy/process in place to provide		
labor exchange services including appropriate recruitment and other business services	i	
on behalf of employers?	i	
♣ This includes information and referrals to specialized business services other		
than those traditionally offered through the workforce delivery system.	Yes \square	No 🗆
2. Does the LWDA and/or Tribal Entity have a policy/process in place to provide	i	
workforce and labor market employment statistics information for local, regional, and	i	
national labor market areas? Including,	i	
a) Job vacancy listings in labor market areas;	i	
b) Information on job skills necessary to obtain the vacant jobs listed; and	i	
c) Information on local in-demand occupations and the earnings, skill	3 7 🗆	N \square
requirements, and opportunities for advancement in those jobs.	Yes 🗆	No 🗆
3. Does the LWDA and/or Tribal Entity have a policy/process in place to develop	V	N. D
relationships and networks with all levels of employers and their intermediaries?	Yes 🗆	No 🗆
Does the LWDA and/or Tribal Entity have a policy/process in place to develop,	V	N. D
convene, or sector partnerships for the LWDA (20.CFR 678.435)?	Yes 🗆	No 🗆
4. Has the LWDA and/or Tribal Entity moved toward a single point of contact for a	i	
business customer and provided a tiered approach to recruitment, screening,	i	
assessment and referral that meets the needs and expectations of its business	Vac 🗆	No 🗆
customers?	Yes 🗆	No 🗆
If not, why?		
Rapid Response/Arizona Job Connection		
AZDES WIOA Title I-B Policy Manual Chapter 2, Section 400		
1. Does the LWDA and/or Tribal Entity have a policy/procedure for Rapid Response?	Yes □	No □
2. Describe the LWDA Rapid Response team?	103 🗀	110 🗀
3. What programs are represented?		
4. How are they informed of an event?		
•	3 7	N
5. Does the LWDA and/or Tribal Entity have a threshold for Rapid Response?	Yes \square	No 🗆
6. What is the threshold?		
7. Is the LWDA and/or Tribal Entity utilizing the Rapid Response funds for	i	
incumbent worker training for layoff aversion?	Yes □	No □
8. How is the LWDA and/or Tribal Entity notified of the need for Rapid Response assis	tance?	
Vouth Drogram		
Youth Program		
Youth Design Framework		
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 200, Part 203		
1. Does the LWDA and/or Tribal Entity conduct a review of services delivered to	i	
ensure that services are aligned with the youth's educational/career goals as stated in		
the Individual Service Strategy (ISS)?	Yes \square	No 🗆
2. Does the LWDA and/or Tribal Entity have a policy/procedure that addresses the		
development and update to the ISS?	Yes □	No 🗆
3. Does the Local Plan include strategies that address appropriate youth service		
delivery?	Yes □	No 🗆
4. Does the LWDA and/or Tribal Entity have a policy that addresses youth eligibility?	Yes □	No □
> Submit a copy of the policy.		
5. Describe the steps/process for the initial intake:		
3. Desertoe the steps/process for the finital intake.		

6. What are the steps/process for the objective assessment?					
7. Does the Objective Assessment includes the review of the fol (a) Basic skills (b) Occupational skills (c) Prior work experience (d) Employability (e) Interests/aptitudes (f) Supportive Services; and (g) Developmental needs	lowing	:		Yes 🗆	No 🗆
8. What are the steps/process for the ISS?					
9. Does it include? (a) Educational goals; (b) Employment goals; and (c) Achievement goals				Yes 🗆	No 🗆
10. What are the steps/process for youth case management?					
11. Who is responsible for completing the designed framework?)				
Procurement Requires AZDES WIOA Title I-B Policy Manual Chapter			Part 202		
1. Did the LWDA and/or Tribal Entity choose to award grants of service providers to carry out some or all of the youth workforce activities?			youth	Yes □	No 🗆
If yes, were they competitively procured?				Yes □	No □
2. List the youth service providers:					
ARIZONA@WORK Youth Program Elements AZDES WIOA Title I-B Policy Manual Chapter 2, Section 200, Part 204	Yes	No	Name o	of Service P	roviders
1. Does the LWDA and/or Tribal Entity have direct access to all 20 CFR 681.460:	l 14 yo	uth prog	gram elen	nents requi	red in
a. Tutoring, study skills training, instruction, and dropout prevention services;					
b. Alternative secondary school services or dropout recovery services;					
c. Paid and unpaid work experience;					
d. Occupational skills training;					
e. Education offered concurrently with workforce preparation and training for a specific occupation;					

ARIZONA@WORK Youth Program Elements AZDES WIOA Title 1-B Policy Manual Chapter 2, Section 200, Part 204	Yes	No	Name	of Service F	Providers
f. Leadership development opportunities;					
g. Supportive services;					
h. Adult mentoring;					
i. Follow-up services;					
j. Comprehensive guidance and counseling;					
k. Financial literacy education;					
1. Entrepreneurial skills training;					
m. Services that provide labor market information;					
n. Postsecondary preparation and transition activities.					
Youth Service Providers AZDES WIOA Title 1-B Policy	y Manud	al Chap	ter Secti	on, 600, Pai	t 605
1. Does the LWDA and/or Tribal Entity have a policy/procedure youth service providers?	e for mo	onitorin	ıg	Yes 🗆	No 🗆
2. When and how often are the youth service providers monitored	ed?			l	<u>l</u>
3. Who is responsible for compliance reviews of the youth servi	ce prov	iders?			
4. Explain how the LWDA and/or Tribal Entity work with youth measures or technical assistance is required:	h servic	e provi	ders who	en correctiv	'e
	1 .			1	T
5. Are the error/warning reports distributed to sub-recipients for	data co	orrectio	ns?	Yes □	No □
6. Are error/warning reports used as a tool to address data that n performance?	nay imp	act		Yes □	No □
7. Does the LWDA and/or Tribal Entity require a written Correct	ctive A	ction Pl	an?	Yes 🗆	No □
Submit a copy of the monitoring tool and monitoring sch					
8. Have the monitoring tool, monitoring schedule, and whether been conducted as planned reviewed?	or not n	nonitor	ing has	Yes 🗆	No □
9. Did the LWDA and/or Tribal Entity provide a copy of the mo	onitorin	g sched	ules?	Yes □	No □
Notes:					
Fingarprinting					
Fingerprinting		- 41- 4			
1. Does the LWDA and/or Tribal Entity have a policy in place to individuals working with youth, and vulnerable adults are finger	rprinted	1?		Yes □	No □
2. Are the individuals' fingerprints on file with the Arizona Dep Safety (DPS)?	artmen	t of Pul	olic	Yes □	No □

3. Does the LWDA and/or Tribal Entity include background checks through the Central Registry?	Yes □	No □
4. Does the Tribal Entity have a letter certifying that they are in compliance with		
the fingerprinting requirement per contract agreement?	Yes □	No □
Notes:		
Minimum 75% Out-of-School Youth Expenditure AZDES WIOA Title I-B Policy Manual Chapter 2 Section 201, Part .03		
1 D 4 1970 1/ E 1 1 E 1 1 E 1 1 E 1 E 1 E 1 E 1 E	_	
1. Does the LWDA and/or Tribal Entity meet the 75% expenditure of funds for OSY?	Yes 🗆	No 🗆
Is a copy of the 75% expenditure report provided?	Yes □	No 🗆
2. If LWDA and/or Tribal Entity is not meeting the 75% expenditure rate, what strateg developed to correct this?	ies are bein	g
5% Over Income Eligibility for Youth AZDES WIOA Title I-B Policy Manual Chapter 2 Section 205, Part .07		
1. How does the LWDA and/or Tribal Entity ensure not to exceed the 5% for over inco	me youth?	
2. Does the LWDA and/or Tribal Entity include the 5% over income eligibility		
criteria in the Local Plan?	Yes □	No 🗆
5% Additional Assistance Barrier AZDES WIOA Title I-B Policy Manual Chapter 2 Section 205,Part .05		
AZDES WIGH Title 1-B Folicy munual chapter 2 Section 203, Furt .03		
1. Has the LWDA and/or Tribal Entity defined "requires additional assistance to		
complete an educational program, or secure and hold employment?"	Yes □	No 🗆
Submit a copy of the definition.		
2. How does the LWDA and/or Tribal Entity ensure it will not to exceed the 5% for ad	ditional ass	istance
barrier for in-school youth?		
Program Element 3: Work Experience	12	
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 200, Part 204.0	13	
1. Does the LWDA and/or Tribal Entity have a Work Experiences (WEX) Policy for youth participants?	Yes □	No □
> Obtain a copy of the policy.		
2. Does the monitoring review ensure that the worksite is in compliance with		
workplace safety and child labor laws?	Yes □	No □

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and other employment opportunities throughout the year? Yes □ No 4. Does the LWDA and/or Tribal Entity offer pre-apprenticeship programs? Yes □ No 5. Does the LWDA and/or Tribal Entity offer internships and job shadowing? Yes □ No 6. Does the LWDA and/or Tribal Entity offer On-the-Job Training (OJT) opportunities for youth? 7. Did the LWDA and/or Tribal Entity provide a copy of the monitoring schedules? Yes □ No 8. How does the LWDA and/or Tribal Entity provide WEX with academic and occupational education components that are given concurrently or sequentially? 9. Does the LWDA and/or Tribal Entity have a policy in place for when the stipend/incentive will be issued to the participant? Yes □ No 10. How does the LWDA and/or Tribal Entity thate a policy in place for when the stipend/incentive will be issued to the participant? 11. How does the LWDA and/or Tribal Entity track funds spent on paid and unpaid work experiences? 12. How often does the LWDA and/or Tribal Entity track funds spent on paid and unpaid work experiences? 13. Does the LWDA and/or Tribal Entity limit the period of time for the WEX? Yes □ No 14. What is the LWDA and/or Tribal Entity time limit? **Referral Process** **AZDES WIOA Title 1-B Policy Manual Chapter 2 Section 200, Part 201.04* 1. How does the LWDA and/or Tribal Entity ensure all youth who meet the eligibility criteria are given information about the full array of services that are available through the ARIZONA @WORK partners? **Derovide a copy of the referral process** 2. What strategies are used to refer youth that are ineligible for WIOA Title 1-B Youth Program to other programs? **Security of the Program Follow-Up Services** **AZDES WIOA Title 1-B Policy Manual Chapter 2, Section 200, Part 204.09 and Section 300, Part 307* **Inch Program Follow-Up Services** **AZDES WIOA Title 1-B Policy Manual Chapter 2, Section 200, Part 204.09 and Section 300, Part 307* **Inch Program Follow-Up Services** **Submit a copy of the follow-up services policy.**				
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and other employment opportunities throughout the year? Yes □ No	, A A A A A A A A A A A A A A A A A A A		No □	
			No □	
3 Does the LWDA and or Tribal Entity provide Summer Employment opportunities	3. Does the LWDA and or Tribal Entity provide Summer Employment opportunities and other employment opportunities throughout the year?	Yes □	No □	

1. Does the LWDA and/or Tribal Entity ensure exclusionary exits are only recorded	1. Does the LWDA and/or Tribal Entity ensure exclusionary exits are only recorded in AJC for the			
following reasons?				
(a) Deceased	Yes □	No □		
(b) Institutionalized	Yes □	No □		
(c) Health/Medical	Yes 🗆	No □		
(d) Entered into Active Military Duty	Yes 🗆	No □		
(e) Foster Care	Yes 🗆	No □		
2. When exclusionary exits are used, does the LWDA and/or Tribal Entity ensure				
that case notes are added to AJC describing the reason for the exit and				
documentation was kept in the participant's file or uploaded into AJC?	Yes □	No □		
3. Does the LWDA and/or Tribal Entity ensure gaps in service are only used under				
the following circumstances?	Yes □	No □		
(a) Was the delay due to the training begin date?	Yes □	No □		
(b) A health/medical condition, or providing care for a family member w/ a				
health/medical condition; or	Yes □	No □		
(c) A temporary move from the area that prevents participation in services,				
including National Guard or other related military service?	Yes □	No □		
TRAINING SERVICES				

WIOA Title I-B Policy Manual Training Services Chapter 2, Section 500

Adult, Dislocated Worker and Youth		
1. How does the LWDA and/or Tribal Entity ensure informed consumer choice in the	e selection	of training
providers?		
2. Does the LWDA and/or Tribal Entity ensure occupational skill trainings are		
listed on the ETPL?	Yes □	No 🗆
3. Does the LWDA and/or Tribal Entity facilitate co-enrollment in		_
ARIZONA@WORK partner programs when appropriate?	Yes □	No 🗆
List examples of co-enrollments:		
4. Does the LWDA and/or Tribal Entity offer occupational skills training,		
including training for nontraditional employment;	Yes □	No 🗆
5. Does the LWDA and/or Tribal Entity offer OJT?	Yes □	No □
6. Does the LWDA and/or Tribal Entity offer incumbent worker?	Yes □	No □
7. Does the LWDA and/or Tribal Entity offer programs that combine workplace		
training with related instruction, which may include cooperative education		—
programs?	Yes □	No 🗆
8. Does the LWDA and/or Tribal Entity offer training programs operated by the		—
private sector?	Yes □	No 🗆
9. Does the LWDA and/or Tribal Entity offer skill upgrading and retraining?	Yes □	No 🗆
10. Does the LWDA and/or Tribal Entity offer job readiness training provided in		_
combination with services listed in Part 501.H (1 thru 7)?	Yes □	No 🗆
11. Does the LWDA and/or Tribal Entity offer adult education and literacy		
activities, including English Language Acquisition, provided concurrently or in		N
combination with services listed in Part 501.I (1 thru 7)?	Yes \square	No 🗆

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12. Does the LWDA and/or Tribal Entity offer customized training conducted		
with a commitment by one or more employers to employ an individual upon	N	N
successfully completing training?	Yes 🗆	No 🗆
13. Is the LWDA and/or Tribal Entity promoting entrepreneurial skills training?	Yes 🗆	No 🗆
14. Is the LWDA and/or Tribal Entity promoting Registered Apprenticeships?	Yes \square	No 🗆
Example:		
15. How does the LWDA and/or Tribal Entity plan on improving access to activities	s that lead to	a
recognized post-secondary credential?		
Notes:		
Coordination of Financial Aid/Resources		
AZDES WIOA Title I-B Policy Manual Chapter 2 Section 500 Training	Services	
1. Does the LWDA and/or Tribal Entity ensure participants have applied for a		
Federal Pell Grant?	Yes \square	No 🗆
2. How does the LWDA and/or Tribal Entity ensure other sources of funding are co	nsidered for	training
grants prior to WIOA Title I-B funding?		
3. Is the LWDA and/or Tribal Entity tracking co-enrollment with		
ARIZONA@WORK partner programs?	Yes 🗆	No 🗆
If not, explain why?		
If yes, how is it being tracked?		
On-The-Job Training		
AZDES WIOA Title I-B Policy Manual Chapter 2, Section 500, Part	508	
1. Does the LWDA and/or Tribal Entity have a policy that includes the contract		
requirements to be an OJT employer?	Yes □	No □
> Obtain a copy of the policy.		
2. Does the LWDA and/or Tribal Entity have a policy in place when the employer		
wage reimbursement may be increased from 50 percent to 75 percent for OJT?	Yes □	No □
3. Are the LWDAs and/or Tribal Entity documenting the factors used when		
deciding to increase the wage reimbursement levels above 50 percent to up to 75	V	N. D
percent? 4. How often does the LWDA and/or Tribal Entity conduct an on-site monitoring re	Yes	No 🗆
contract?	view of each	1011
What time limit does the LWDA and/or Tribal Entity place OJT activities? 5. Does the on-site review monitor payroll and time/attendance records		
substantiate the amounts claimed for reimbursement?	Yes □	No □
6. Are training, wages, hours, benefits, and working conditions provided in		
accordance with the contract?	Yes □	No □
7. Is a copy of the monitoring schedule provided?	Yes □	No □
1	1	· · · · · · · · · · · · · · · · · · ·

8. Describe how the LWDA and/or Tribal Entity will utilize OJTs to engage business	ss in WIOA	Title I-B	
training and hiring of participants:			
Incumbent Worker Training AZDES WIOA Title I-B Policy Manual Chapter 2, Section 510			
1. Does the LWDA and/or Tribal Entity have a policy/process in place for			
Incumbent Worker Training?	Yes □	No \square	
> Submit a copy of the process.			
2. Does the process meet the incumbent worker requirements?			
1) Be employed;			
2) Meet the Fair Labor Standards Act for an employer-employee relationship; and			
3) Have an established work history with the employer for at least six months.			
4) Meet the exception as per cohort of employees.	Yes □	No □	
3. Does the LWDA and/or Tribal Entity have a process in place for documenting	i cs 🗆	110 🗆	
the six month work-history for Incumbent Worker Training recipients?	Yes □	No □	
4. Does the LWDA and/or Tribal Entity policy/process include workers who are	105 🗆	110 🗀	
considered underemployed?	Yes □	No □	
5. Does the LWDA and/or Tribal Entity policy/process ensure those enrolled as	100 =		
incumbent workers are enrolled in the WIOA Title I-B Adult Program?	Yes □	No □	
6. Does the LWDA and/or Tribal Entity ensure that when incumbent workers			
need services in addition to incumbent worker training, the participants meet			
eligibility requirement for the WIOA Title I-B Adult or WIOA Title I-B DW			
programs?	Yes □	No □	
7. Does the LWDA and/or Tribal Entity have a process in place to ensure all			
participants in Incumbent Worker Training are registered and enrolled in the			
WIOA Title I-B Adult Program in AJC?	Yes □	No \square	
8. Does the LWDA and/or Tribal Entity have a process in place to determine the			
employer's eligibility for participating in the Incumbent Worker Training?	Yes □	No \square	
9. Are the local policies consistent with the state and local plan, as well as with			
career pathways and sector strategy approaches?	Yes □	No □	
10. If the LWDA and/or Tribal Entity is using part or all of the 20 percent			
allocated funds for the adult and dislocated worker allotments for Incumbent			
Worker Training is the expense programmatic in nature?	Yes □	No 🗆	
11. Does the LWDA and/or Tribal Entity have a policy in place for employers			
participating in the Incumbent Worker Program regarding the non-federal share of			
the cost provided for the training their incumbent workers?	Yes □	No 🗆	
12. Does the LWDA and/or Tribal Entity have a process to establish the non-			
federal share?	Yes □	No 🗆	
13. Does the LWDA and/or Tribal Entity have a process in place to determine the			
size of the employer/employee ratio for the non-federal share to ensure the costs	37 🖂	N T	
are within the guidelines?	Yes \square	No 🗆	
Customized Training			
AZDES WIOA Title I-B Policy Manual Chapter 2, Section500 , Part 511			
1. Does the LWDA and/or Tribal Entity have a policy on customized training	T 7 -	.	
agreements?	Yes □	No □	

2. Does the LWDA and/or Tribal Entity work with an employer or a group of employers to develop customized training programs?	Yes □	No □
3. Is a copy of a customized training contract provided?	Yes □	No 🗆
4. Is customized training identified in the Local Plan?	Yes □	No □
Registered Apprenticeships AZDES WIOA Title I-B Policy Manual Chapter 2 Section 500, Part :	509	
Has the LWDA and/or Tribal Entity met with the State Apprenticeship Coordinate promoting registered apprenticeship program in the LWDA and/or Tribal Entity? Describe how the LWDA and/or Tribal Entity will coordinate efforts with Apprenticeship Office:		
3. Does the LWDA and/or Tribal Entity coordinate OJT and Registered Apprentices	ship program	s?
	Yes □	No 🗆
4. Does the LWDA and/or Tribal Entity use ITAs for individuals who are working in registered apprenticeships programs?	Yes 🗆	No 🗆
Support Services Procedures/Guidelines AZDES WIOA Title I-B Policy Manual Chapter 2, Section 200, Part 209, Section 300 &	Section 500.	Part 503
1. Does the LWDA and/or Tribal Entity have a policy on providing support services?	Yes □	No 🗆
2. What is the monetary limit for supportive services?		
3. Does it include a policy on needs-related payments?	Yes 🗆	No 🗆
4. What are the LWDAs and/or tribal entities limits on need-related payments?5. Does the LWDA and/or Tribal Entity have a policy on providing youth supportive services?	Yes □	No □
Submit a copy of the support service policy.	103 🗆	110 🗆
6. Does the LWDA and/or Tribal Entity ensure supportive service are only provided to adult participant's prior exit?	Yes □	No □
7. Does the LWDA and/or Tribal Entity provide supportive services during follow-up to youth?	Yes □	No □
Notes:		
PERFORMANCE AND CONTINUOUS IMPROV	'EMEN'	Γ
1. How does the LWDA and/or Tribal Entity monitor and track its own performance	e?	
2. Does the LWDA and Tribal Entity have a process in place to identify,		
incorporate, monitor and develop their responsibilities for work-based training as follows?	Yes □	No 🗆
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- a) Point of contact;
- b) Employer's Training Development Plan into the IEP;
- c) Monitoring during training period and upon completion of the training contract;
- d) Developing policies for funding limitations;
- e) Developing policies and procedures for in-kind contributions;
- f) Identifying how the training program will benefit the individual participating in training;
- g) Reviewing WIOA Title I-B participant progress in the work-based training (s) and determining if supportive services are needed;
- h) Monitoring the work site upon placement of the WIOA Title I-B participant, after completion of training;
- i) To include a provision in the contract with the employer for contract termination due to lack of funds or lack of WIOA Title I-B participant attendance in the training;
- j) To include a provision in the contract with the employer permitting LWDA, state, and federal staff to review the training records;
- k) Creating a list of eligible providers of work-based training opportunities;
- 1) Notifying participants that wages earned during work-based training are reported by the employer to the Unemployment Insurance (UI) program;
- m) Complying with minimum wage and earned sick pay requirements under the Fair Wage and Health Families Act.

Note: Tribal Entities in Arizona are not required to comply with Arizona's FWHFA.

Measureable Skills Gain AZDES WIOA Title I-B Policy Manual Chapter 2, Section 500, Part 514

1. Does the LWDA and/or Tribal Entity have a policy/procedure for Measurable		
Skills Gain (MSG)?	Yes □	No □
2. Do staff document and enter measurable skill gains for education and training		
programs in case files and AJC?	Yes □	No □
3. Does the LWDA and/or Tribal Entity have a policy/process in place to discuss		
how to monitor?	Yes □	No □
4. Does the procedure address the different types of MSG and how to document		
each type of MSG?	Yes □	No □
5. Are Basic Skills assessment results from tests approved by the National		
Reporting System entered in AJC?	Yes □	No □
6. When Basic Skills are assessed, is the same pre-test version & post-test version		
used?	Yes □	No □
7. Is the result of the basic skills assessment used to document measurable skill		
gain and placed in the case file?	Yes 🗆	No □
8. Does the LWDA and/or Tribal Entity have a definition of "progress" for the		
training milestone type of MSG?	Yes □	No □
9. Does the LWDA and/or tribal policy include how staff will determine whether		
an exam/element meets the requirements of the skill progression type of MSG?	Yes □	No □

1. What is your procedure for verifying Supplemental Data for participants entered into employment?

2 What is seen and the formal file and the f	ial (J	1:1
2. What is your procedure for verifying employment or federally-recognized credent	nai (<i>aegree</i> , d	агріота,
certificate, occupational license, or personnel certification) attainment?		
3. Does the LWDA and/or Tribal Entity have a procedure to ensure the		
verification of federally-recognized credential is obtained and placed in case file?	Yes □	No 🗆
	<u> </u>	
BEST PRACTICES & TECHNICAL ASSISTANCE		
LWDAs and/or Tribal Entities Best Practices/Proced	ures	
1. Does the LWDA and/or Tribal Entity have a quality assurance process to correct		
and address errors, warnings and reports?	Yes □	No □
und address errors, warmings and reports.	105 =	110 🗀
2. What best practice techniques and methodology is the LWDA and/or Tribal Entity Year 2018?	utilizing for	Program
Technical Assistance Request		
To better service the LWDA's and/or Tribal Entities, please discuss with us technical would be helpful for your LWDA and/or Tribal Entity in carrying out WIOA Title I-I		pics that