

Addendum to LWDA 11 Plan

- 1. If the entity selected as the fiscal agent/administrative entity is also identified as a one-stop operator or other direct provider of services, provide a description of the appropriate firewalls established to guard against any conflict of interest. (Page 6, Item (3)(C), Local grant Subrecipient)**

CareerSource Flagler Volusia (CareerSourceFV) does not operate one-stops or provide direct services in any manner.

- 2. Provide a description of any cooperative agreement between the Local Board and the designated local entity administering vocational rehabilitation activities under Tier I of the Rehabilitation Act of 1973. (Page 9, item 7, Cooperative Agreements)**

CareerSourceFV has crafted a Memorandum of Understanding (MOU) with the Division of Vocational Rehabilitation (VR) that outlines the cooperative workforce training, employment and economic development efforts of CareerSourceFV and VR and the actions to be taken by each to assure the coordination of their efforts in accordance with state issued requirements in order to establish and maintain an effective and successful One-Stop System. The key points of this MOU are as follows:

The MOU strives to coordinate resources and prevent duplication and ensure the effective and efficient delivery of workforce services in Flagler and Volusia Counties. The agreement also establishes joint processes and procedures that will enable VR to integrate into the current One-Stop service delivery system resulting in a seamless and comprehensive array of education, human service, job training, and other workforce development services to persons with disabilities within Flagler and Volusia Counties.

CareerSourceFV will review the MOU annually in order to provide access to workforce services and programs through the One-Stop System in accordance with published policies and procedures which include the manner in which the services will be coordinated and delivered through the One-Stop System. Workforce services and programs include, the allowable activities described in the Workforce Innovation and Opportunity Act (The Opportunity Act) and related legislation for: Opportunity Act adults, dislocated workers, and youth programs. Wagner-Peyser; Unemployment Insurance (UI); Veterans programs; trade Adjustment Assistance (TAA); Temporary Assistance for Needy Families (TANF) program; adult education and family literacy; Perkins Act programs and Vocational Rehabilitation.

CareerSourceFV will coordinate with VR to ensure that the needs of job seekers, 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 System.

CareerSourceFV will also provide areas for VR meetings and/or co-locate when feasible.

VR is responsible for similar functions, such as providing access to its workforce services and programs through the One-Stop System in accordance with published policies and procedures which include the manner in which the services will be coordinated and delivered through the One-Stop System.

The MOU also stipulates that VR will coordinate with CareerSourceFV to ensure that the needs of job seekers, 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 System.

VR will also coordinate with CareerSourceFV for the funding of the infrastructure costs of the One-Stop System and the funding of shared services and operating costs as required by the State of Florida.

VR agrees to provide all logistical support necessary for its staff located within the local area to be fully integrated into the One-Stop, and will provide monthly outcome numbers for performance data tracking.

Internal cross-referral procedures will be developed and reassessed based upon availability of funding, services, and program need to ensure that high quality and convenient services are available to potentially eligible customers of the One-Stop System.

The MOU has not been signed by all required persons, however the draft has been finalized and awaits signatures.

**3. Are each of the required WIOA partners included in the One-Stop System? Include a description of the roles and resource contributions of the local partners.**

The Opportunity Act is designed to increase access to, and opportunities for, the employment, education, training, and support services that individuals need to succeed in the labor market, particularly those with barriers to employment. This is accomplished by providing all customers access to high quality one-stop centers that connect them with the full range of services available in their communities. Under the Opportunity Act, partner programs and entities that are jointly responsible for workforce and economic development, educational, and other human resource programs collaborate to create a seamless customer-focused one-stop delivery system that integrates service delivery across all programs and enhances access to the programs' services.

CareerSourceFV has three full-service career centers and services of the required partners are accessible through the One-Stop System, in addition to the core programs specified in the Opportunity Act. The core programs are, WIOA Title I (Adult, Dislocated Worker and Youth

formula programs, Adult Education and Literacy Act programs, Wagner-Peyser Act employment services and Rehabilitation Act Title I programs.

The Opportunity Act establishes other required partners in the one-stop system. These partners include:

The Senior Community Service Employment Program authorized under Title V of the Older Americans Act;

Postsecondary career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act;

Trade Adjustment Assistance authorized under the Trade Act;

Jobs for Veterans state Grants program authorized under chapter 41 of title 38, U.S.C.;

Employment and training activities under the Community Services Block Grant;

Employment and training activities under the Department of Housing and Urban Development;

State unemployment compensation program;

Ex-offender programs authorized under section 212 of the Second

The Roles and Responsibilities of the required One-Stop Partners is that each required partner must work collaboratively with the State and local boards to establish and maintain the one-stop delivery system, which includes:

1. Entering into an MOU with the local board relating to the operation of the One-Stop system, consistent with the requirements of authorizing laws, the federal cost principles, and all other applicable legal requirements;
2. Providing representation on CareerSourceFV's board as required and participate in board committees as needed;
3. Providing access to its programs or activities through the one-stop delivery system, in addition to other appropriate locations;
4. Providing applicable career services; and
5. Beginning July 1, 2017, jointly funding the one-stop system through infrastructure contributions that are based upon:
  - a. A reasonable cost allocation methodology by which cash or in-kind infrastructure costs are contributed by each partner in proportion to the relative benefits of their participation;
  - b. Federal cost principles; and

- c. Any local administrative cost requirements in the Federal law authorizing the partner's program.

Other required partners include:

Career and Technical Education (Perkins)

Community Services Block Grant,

Indian and Native American Programs

HUD Employment and Training Programs

Job Corps

Local Veterans' Employment Representatives and Disabled Veterans Outreach Program

National Farmworker Jobs Program

Senior Community Service Employment Program

Temporary Assistance for Needy Families (TANF)

Trade Adjustment Assistance Programs

Unemployment Compensation Programs

YouthBuild

**4. Provide a description of how participating one-stop partners use the principles of universal design in their operations.**

CareerSourceFV and its partners extend services and outreach not just to individuals who walk in the door, but also to those who have become disengaged in the labor force. Integrated, quality services are provided to all customers within the center and via technology through online or phone access. Principles of universal design are considered which designs inclusive space and materials to be available to individuals regardless of their range of abilities, mobility, age, language, learning style, intelligence, or educational level.

At the time of writing the local plan, CareerSourceFV was in the process of procuring providers for Career Center Operator and Career Services. Since then, CareerSourceFV has procured providers for these services and each of these providers has incorporated the concept of human centered design into their daily activities within the centers. Each of the provider's management has gone through +Acumen's Design Kit Course for Human Centered Design and plans are underway for several new groups to go through the course in January of 2017.