

**MEMORANDUM OF UNDERSTANDING
Between**

**THE GREATER NEBRASKA WORKFORCE DEVELOPMENT BOARD,
THE GREATER NEBRASKA CHIEF ELECTED OFFICIALS BOARD,**

and

**NEBRASKA DEPARTMENT OF HEALTH & HUMAN SERVICES, NATIONAL ABLE
NETWORK**

Senior Community Service Employment Program Services

[Older Americans Act (Title V)]

THIS MEMORANDUM OF UNDERSTANDING is entered into on July 1, 2017 between the Greater Nebraska Workforce Development Board (GNWDB), the Greater Nebraska Chief Elected Officials Board (GNCEOB), and the **Nebraska Department of Health & Human Services, National Able Network** (PARTNER), for employment and training services (as referenced above) in the **Grand Island American Job Center (AJC)** and **Beatrice AJC**.

WHEREAS, the parties desire to build an integrated service delivery system in the Greater Nebraska Workforce Development Area (88 Nebraska counties – except Douglas, Lancaster, Sarpy, Saunders, and Washington) pursuant to the provisions of the Workforce Innovation & Opportunity Act of 2014 (WIOA); and

WHEREAS, PARTNER is engaged in workforce development activities in the Greater Nebraska Workforce Development Area; and

WHEREAS, the parties desire to determine, negotiate and allocate the services and costs of funding those services at the AJC.

NOW, THEREFORE, the parties agree as follows:

(1) Background and Services

Legal Authority

The Workforce Innovation and Opportunity Act (WIOA) sec. 121(c)(1) requires the Local Board, with the agreement of the Chief Elected Official (CEO), to develop and enter into a Memorandum of Understanding (MOU) between the Local Board and the One-Stop Partners, consistent with WIOA Sec. 121(c)(2), concerning the operation of the one-stop delivery system in a local area. This requirement is further described in the Workforce Innovation and Opportunity Act; Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions: Final Rule at 20 CFR 678.500, 34 CFR 361.500,

and 34 CFR 463.500, and in Federal guidance.

Additionally, the sharing and allocation of infrastructure costs among one-stop partners is governed by WIOA sec. 121(h), its implementing regulations, and the Federal Cost Principles contained in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) at 2 CFR part 200.

Parties to the MOU

This MOU is executed between the Greater Nebraska Workforce Development Board (GNWDB), the American Job Center network Partners (Partners), and the Chief Elected Officials Board (CEOB). They are collectively referred to as the "Parties" to this MOU.

American Job Center network partners include:

Partner Program	Partner Organization	Signatory Official
Adult, DLW, & Youth WIOA Programs	Nebraska Department of Labor	Joan Modrell
Jobs for Veterans' State Grants	Nebraska Department of Labor	Joan Modrell
Wagner-Peyser Employment Services	Nebraska Department of Labor	Joan Modrell
Trade Adjustment Assistance	Nebraska Department of Labor	Joan Modrell
Unemployment Insurance	Nebraska Department of Labor	Nellie Spangler
Adult Education & Adult Secondary Education	Central Community College	Tate Lauer
Adult Education & Adult Secondary Education	Western Nebraska Community College	Tate Lauer
Adult Education & Adult Secondary Education	Northeast Community College	Tate Lauer
Adult Education & Adult Secondary Education	Southeast Community College	Tate Lauer
Vocational Rehabilitation	Nebraska VR	Mark Schulz
Commission for the Blind & Visually Impaired	Nebraska Commission for the Blind and Visually Impaired	Pearl Van Zandt
Senior Community Service Employment Program	National Able Network/ Nebraska Department of Health and Human Services	Grace Powers
Temporary Assistance for Needy Families	Nebraska Department of Health and Human Services	Teri Chasten
Job Corps	CHP International	Michelle Olson
Migrant and Seasonal Farmworker Programs	Proteus, Inc.	Jesus Soto
Native American Programs	Indian Center, Inc.	TBA
Native American Programs	Little Priest Tribal College	TBA
Career and Technical Education Programs at the Postsecondary Level	Central Community College	Dr. Greg Smith
Career and Technical Education Programs at the Postsecondary Level	Western Nebraska Community College	Dr. Todd Holcomb

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Career and Technical Education Programs at the Postsecondary Level	Northeast Community College	Dr. Michael Chipps
Career and Technical Education Programs at the Postsecondary Level	Southeast Community College	Dr. Paul Illich
Employment and Training Activities Carried Out Under the Community Services Block Grant	Central Nebraska Community Action Partnership, Inc.	Cheryl Holcomb
Employment and Training Activities Carried Out Under the Community Services Block Grant	Community Action Partnership of Mid Nebraska	Meredith Collins
Employment and Training Activities Carried Out Under the Community Services Block Grant	Northwest Community Action Partnership	Karen Harbach
Employment and Training Activities Carried Out Under the Community Services Block Grant	Community Action Partnership of Western Nebraska	Margo Hartman
Employment and Training Activities Carried Out Under the Community Services Block Grant	Blue Valley Community Action Partnership	Rick Nation
Employment and Training Activities Carried Out Under the Community Services Block Grant	Southeast Nebraska Community Action Partnership	Vickey McNealy
Employment and Training Activities Carried Out Under the Community Services Block Grant	Northeast Nebraska Community Action Partnership	Robin Snyder
Second Change Act (ex-offender) programs	N/A	N/A
Supplemental Nutrition Assistance Program	Nebraska Department of Health and Human Services	Teri Chasten
Employment and training activities carried out by the Department of Housing and Urban Development	N/A	N/A

One-stop Operator

The one-stop operator will be selected through a competitive process in accordance with the Uniform Guidance, WIOA and its implementing regulations, and Local procurement laws and regulations. The board will consider selecting a one-stop operator through sole-source procurement if a suitable provider cannot be secured through the RFP process and ONLY WITH the approval of the CEO and the Governor/NDOL at this phase. Any shorter-term professional services agreement with the board to serve as interim One-stop operator must be procured competitively.

Purpose and Scope of the MOU

The purpose of this Memorandum of Understanding (MOU) is to define the parameters within which education, workforce, economic development, and other Partner programs and entities operating in the Greater Nebraska Workforce Development Area (GNWDA), create a seamless, customer-focused American Job Center network that aligns service delivery across the board and enhances

access to program services. By realizing one-stop opportunities together, partners are able to build community-benefiting bridges, rather than silos of programmatic isolation. These partnerships will reduce administrative burden and costs and increase customer access and performance outcomes.

This MOU is developed to confirm the understanding of the Parties regarding the operation and management of the American Job Centers in the GNWDA. The GNWDB provides local oversight of workforce programming for the GNWDA.

The GNWDB, with the agreement of the CEOB, has competitively selected a one-stop operator for the GNWDA, as further outlined in the One-Stop Operator section.

The One-Stop Operating Budget and Infrastructure Funding Agreement establish a financial plan, including terms and conditions, to fund the services and operating costs of the GNWDA American Job Center network. The Parties to this MOU agree that joint funding is an essential foundation for an integrated service delivery system and necessary to maintain the GNWDA high-standard American Job Center network.

The Vision, Mission, System Structure, Terms and Conditions, One-Stop Operating Budget, and Infrastructure Funding Agreement outlined herein reflect the commitment of the Parties to their job seeker and business customers, as well as to the overall Greater Nebraska 88 county community.

Changing labor markets and advances in technology have revolutionized how businesses find talent and jobseekers look for work. Social media, online talent platforms, and professional networking sites are evolving rapidly, perpetuating shifts in labor market dynamics. Additionally, rising consumer expectations and global competition have transformed how business is conducted in most industries. Employers must move faster and more efficiently in order to stay ahead of (or at least keep up with) competitors. This makes it imperative for the public workforce system to continuously adapt and reframe strategies and policies designed to support employers and job seekers.

The GNWDB seeks to establish a system that stands in stark contrast to the “traditional”/historical transaction-based model, whereby each agency operates its own business and job seeker services functions, and participants move from place to place seeking services. Instead, the goal is to create integrated locations and a unified structure and process of proactive, transparent, and effective job seeker and business services, orchestrated by a seamless collaboration of talent development and support agencies.

Vision for the Greater Nebraska Workforce Delivery System

Vision

To deliver local coordinated, proactive, responsive and adaptable services for jobseekers and employers to maximize opportunities for earning, learning, and living.

Primary to this vision are three guiding principles:

Coordinated:

The strategies are coordinated - with partners working collaboratively, sharing information, and aligning policies across programs to ensure efficiency and enhanced access.

- Common intake procedures
- Aligning terminology
- Integrating technology
- Targeted outreach
- Enhancing access to available services
- Improving data sharing and analysis
- Sharing knowledge to facilitate referrals
- Increasing co-enrollment of partner-program participants

Proactive:

The strategies are proactive - anticipating future problems, needs, and changes.

- Coordinating policy development
- Cultivating public sector partnerships
- Developing and implementing sector strategies
- Promoting and targeting high wage, high skill, and high demand jobs
- Developing career pathways
- Aligning education, credentialing, and placement

Responsive and Adaptable:

The strategies are responsive and adaptable - continuously improving to meet the changing needs of jobseekers and employers.

- Coordinating funding streams
- Assessing systems collaboratively to ensure continuous improvement
- Coordinating with other local and regional areas
- Targeting distribution of available funding streams
- Targeting acquisition of new funding streams and other resources
- Working closely with Nebraska Workforce Development Board
- Promoting career readiness
- Implementing continuous improvement of workforce development strategies
- Working toward continued development and dissemination of online resources

Mission

To establish a workforce system that provides data-driven and employer-validated talent solutions through the integration of education, workforce, and economic development resources across systems.

Design of Greater Nebraska's Workforce Delivery System

American Job Centers

The American Job Centers, also known as one-stop centers are designed to provide a full range of assistance to job seekers and businesses under one roof. Established under the Workforce Investment Act of 1998 and continued by the Workforce Innovation and Opportunity Act, the centers offer a comprehensive array of services designed to match talent with opportunities. The local one-stop system is comprised of full service American Job Centers as well as a network of other service delivery points. There are two (2) comprehensive American Job Centers and eight (8) Nebraska Department of Labor (NDOL) offices throughout the 88 county region.

Below is a complete list of American Job Centers and NDOL offices in the local area.

Grand Island (comprehensive)

Randy Kissinger, Regional Manager	308-385-6312
203 East Stolley Park, Suite A – Grand Island, NE 68801	randy.kissinger@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult Education and Family Literacy Act (AEFLA) program	Central Community College	Intermittent
2. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
3. Career and technical education programs at the postsecondary level	Central Community College	Intermittent
4. Employment and training activities carried out by the Department of Housing and Urban Development	N/A	
5. Employment and training activities carried out under the Community Services Block Grant	Central Nebraska Community Action Partnership	Not co-located
6. Ex-offender (Second Change Act) programs	N/A	
7. Job Corps	CHP International	Intermittent
8. Migrant and Seasonal Farmworker programs	Proteus	Intermittent
9. Native American programs	Indian Center	Not co-located
10. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Full-Time
11. Senior Community Service Employment Program	National Able Network	Full-Time
12. Trade Adjustment Assistance programs	Nebraska Department of Labor	Full-Time
13. Nebraska Commission for the Blind and Visually Impaired	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Intermittent

14. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
15. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
16. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	ResCare	Intermittent
17. YouthBuild programs	N/A	

Optional One-stop Partners and Authorizing Legislation

Optional One-Stop Partner	Partner Organization	Occupancy Status
1. Employment and training programs carried out by the Small Business Administration;	N/A	
2. Supplemental Nutrition Assistance Program (SNAP) employment and training programs	Nebraska Department of Health and Human Services	Full-Time

Beatrice (comprehensive)

Karen Stohs, Employment Services Manager	402-223-6085
5109 W Scott Road, Suite 413– Beatrice, Nebraska 68310	karen.stohs@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-stop Partners and Authorizing Legislation

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult Education and Family Literacy Act (AEFLA) program	Southeast Community College	Full-Time

2. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
3. Career and technical education programs at the postsecondary level	Southeast Community College	Full-Time
4. Employment and training activities carried out by the Department of Housing and Urban Development	N/A	
5. Employment and training activities carried out under the Community Services Block Grant	Blue Valley Community Action Partnership	Full-Time
6. Ex-offender (Second Change Act) programs	N/A	
7. Job Corps	CHP International	Intermittent
8. Migrant and Seasonal Farmworker programs	Proteus	Intermittent
9. Native American programs	Indian Center	Not co-located
10. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Full-Time
11. Senior Community Service Employment Program	National Able Network	Intermittent
12. Trade Adjustment Assistance programs	Nebraska Department of Labor	Full-Time
13. Nebraska Commission for the Blind and Visually Impaired	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Intermittent
14. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
15. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time

16. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	ResCare	Intermittent
17. YouthBuild programs	N/A	

Optional One-stop Partners and Authorizing Legislation

Optional One-Stop Partner	Partner Organization	Occupancy Status
18. Employment and training programs carried out by the Small Business Administration;	N/A	
19. Supplemental Nutrition Assistance Program (SNAP) employment and training programs	N/A	

Scottsbluff (NDOL Office)

Pat Comfort, Regional Manager	308-632-1278
505A Broadway Suite 300 – Scottsbluff, NE 69361	patricia.comfort@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
2. Employment and training activities carried out under the Community Services Block Grant	Community Action Partnership of Western Nebraska	Full-Time
3. Job Corps	CHP International	Full-Time
4. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Full-Time

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5. Nebraska Commission for the Blind and Visually Impaired	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
6. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
7. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time

Columbus (NDOL Office)

Bernie Hansen, Office Manager	402-564-3121
3100 23RD Street Ste. 22 - Columbus, NE 68601	bernie.hansen@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Intermittent
2. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
3. Trade Adjustment Assistance programs	Nebraska Department of Labor	Intermittent
4. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
5. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
6. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	Nebraska Department of Health and Human Services	Full-Time

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Norfolk (NDOL Office)

Becky Maggart, Office Manager	402-370-4418
105 E Norfolk Avenue, Suite 120 - Norfolk, NE 68701	becky.maggart@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
2. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
3. Trade Adjustment Assistance programs	Nebraska Department of Labor	Intermittent
4. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
5. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	Nebraska Department of Health and Human Service	Full-Time

North Platte (NDOL Office)

Kelsey Miller, Regional Manager	308-535-8340
306 E. 6th Street – North Platte, Nebraska 69101	kelsey.miller@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult Education and Family Literacy Act (AEFLA) program	Mid-Plains Community College	Full-Time
2. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
3. Migrant and Seasonal Farmworker programs	Proteus	Intermittent

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4. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
5. Trade Adjustment Assistance programs	Nebraska Department of Labor	Intermittent
6. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time

Nebraska City (NDOL Office)

Karen Stohs, Employment Services Manager	402-873-3384
917 Wildwood Lane, Room 104 - Nebraska City, NE 68410-3312	karen.stohs@nebraska.gov
Tuesday & Wednesday 8-5 and Thursday 8- Noon.	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult Education and Family Literacy Act (AEFLA) program	Southeast Community College	Full-Time
2. Employment and training activities carried out under the Community Services Block Grant	Blue Valley Community Action Partnership	Full-Time
3. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
4. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Part-Time

Hastings (NDOL Office)

Randy Kissinger, Regional Manager	402-462-1867
2727 West 2nd Street – Hastings, NE 68901	randy.kissinger@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

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Required One-Stop Partner	Partner Organization	Occupancy Status
1. Migrant and Seasonal Farmworker programs	Proteus	Intermittent
2. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
3. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
4. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
5. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
6. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	Nebraska Department of Health and Human Services	Intermittent

Lexington (NDOL Office)

Kelsey Miller, Regional Manager	308-324-2064
1501 Plum Creek Parkway, Ste. 3 - Lexington, NE 68850	kelsey.miller@nebraska.gov
9am-4pm on Tuesdays and Thursdays	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Intermittent
2. Nebraska Vocational Rehabilitation Program	Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV	Full-Time
3. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Intermittent

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4. Adult Education and Family Literacy Act (AEFLA) program	Central Community College	Full-Time
5. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage

Alliance (NDOL Office)

Pat Comfort, Regional Manager	308-763-2935
302 Box Butte Avenue - Alliance, NE 69301-3342	patricia.comfort@nebraska.gov
8am – 5pm, M-F	dol.nebraska.gov

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Intermittent
2. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
3. Adult Education and Family Literacy Act (AEFLA) program	Nebraska Western Community College	Full-Time
4. Programs authorized under Nebraska's Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage

Note: Occupancy status is defined in the State MOU Policy as a co-located partner who is:

- intermittent: less than 50% of the time the AJC is open for business;
- part-time: more than 50% (but not 100%) of the time the AJC is open for business; or
- full-time: 100% of the time the AJC is open for business

One-Stop Operator

The GNWDB selected the one-stop operator, through a competitive process in accordance with the Uniform Guidance, WIOA and its implementing regulations, and Local procurement laws and regulations. All documentation for the competitive one-stop operator procurement and selection process is published and may be viewed on the GNWDB's website at: www.dol.nebraska.gov. The

State requires that the one-stop operator is re-competed at least every three years and no later than every four years.

Functional details are outlined in the Roles and Responsibilities of Partners section, under One-Stop Operator.

Integrated Service Delivery

Partner Services

At a minimum, Partners will make the below services available, as applicable to the program, consistent with and coordinated via the American Job Center network system. Additional services may be provided on a case by case basis and with the approval of the GNWDB and CEOB.

REQUIRED BASIC CAREER SERVICES	
1.	Eligibility determination for WIOA Title IB Adult, Dislocated Worker, and Youth programs
2.	Outreach, intake (including profiling), and orientation to information and other services available through the local workforce delivery system, including: <ul style="list-style-type: none">a. an opportunity to initiate an application for TANF assistance and non-assistance benefits and services, which could be implemented through the provision of paper application forms or links to an application web site
3.	Initial assessment of skill levels including literacy, numeracy, and English-language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive services needs
4.	Labor exchange services, including: <ul style="list-style-type: none">a. job search and placement assistance and career counseling (when needed by an individual), including provision of information on in-demand industry sectors and occupations and nontraditional employment;b. appropriate recruitment and other business services on behalf of employers, including labor market information and referrals to specialized business services other than those traditionally offered through the local workforce delivery system; andc. development of on-the-job training contracts and employer job development for unsubsidized placements
5.	Provision of referrals to and coordination of activities with other programs and services, including programs and services within the local workforce delivery system and, when appropriate, other workforce development programs

REQUIRED BASIC CAREER SERVICES

6. Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including:
 - a. job vacancy listings in labor market areas;
 - b. information on job skills necessary to obtain the vacant jobs listed; and
 - c. information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for those occupations
7. Provision of performance information and program cost information on Eligible Training Providers by program and type of providers
8. Provision of information, in usable and understandable formats and languages, relating to how the local area is performing on local performance accountability measures, as well as any additional performance information relating to the local workforce delivery system
9. Provision of information, in usable and understandable formats and languages, relating to the availability of supportive services or assistance, and appropriate referrals to those services and assistance, including:
 - a. child care;
 - b. child support;
 - c. medical or child health assistance available through Nebraska's Medicaid program and Children's Health Insurance Program;
 - d. benefits under SNAP; and
 - e. assistance through the earned income tax credit; and
 - f. assistance under Nebraska's TANF program and other supportive services and transportation provided through TANF
10. Provision of information and meaningful assistance to individuals seeking assistance in filing a claim for unemployment compensation
11. Assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA

INDIVIDUALIZED CAREER SERVICES

1. Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include:
 - a. diagnostic testing and use of other assessment tools; and

INDIVIDUALIZED CAREER SERVICES	
	b. in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
2.	Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including information on and access to the Eligible Training Provider List
3.	Group counseling
4.	Individual counseling
5.	Career planning
6.	Short-term pre-vocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training
7.	Internships and work experiences that are linked to careers
8.	Workforce preparation activities
9.	Financial literacy services
10.	Out-of-area job search assistance and relocation assistance
11.	English-language acquisition programs and integrated education and training programs [20 CFR § 678.430: If any one-stop partner or service provider receives funds directly or indirectly from U.S. Department of Health and Human Services or other Federal agencies, it is required under Title VI of the Civil Rights Act of 1964 and its implementing regulations, to take reasonable steps to ensure meaningful access to its programs by persons with limited English proficiency. Title VI also prohibits Federal grant recipients from utilizing methods of administration that have the effect of discriminating against persons based on their race, color, or national origin. In some cases, a provider's failure to provide language assistance to linguistically or culturally diverse populations could be a violation of Title VI. However, the Title VI requirement to take reasonable steps to ensure meaningful access <u>does not mean</u> that jurisdictions are required to provide universal ESL training. While individual jurisdictions may need to provide ESL training and testing to TANF family members in some cases, universal ESL training is not a statutorily mandated requirement.]

FOLLOW-UP CAREER SERVICES	
	Follow-up services <u>must</u> be provided for up to twelve (12) months <u>after</u> an individual's first day of employment, as appropriate.
	Follow-up career services include counseling regarding the workplace for participants in Adult or

Dislocated Worker programs who are placed in unsubsidized employment
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Partner Description of Services

Attachments B, C, D, and E list basic and individualized career services to be provided by partners in the Grand Island and Beatrice American Job Centers.

Roles and Responsibilities of Partners

The Parties to this agreement will work closely together to ensure that all GNWDA American Job Centers are high- performing work places with staff who will ensure quality of service.

All Parties

All Parties to this agreement shall comply with:

- Section 188 of the WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38; Final Rule, published December 2, 2016),
- Title VI of the Civil Rights Act of 1964 (Public Law 88-352),
- Section 504 of the Rehabilitation Act of 1973, as amended,
- The Americans with Disabilities Act of 1990 (Public Law 101-336),
- The Jobs for Veterans Act (Public Law 107-288) pertaining to priority of service in programs funded by the U.S. Department of Labor,
- Training and Employment Guidance Letter (TEGL) 37-14, Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System and other guidance related to implementing WIOA sec. 188,
- The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR part 99),
- Confidentiality requirements governing the protection and use of personal information held by the VR agency (34 CFR 361.38),
- The confidentiality requirements governing the use of confidential information held by the State UI agency (20 CFR part 603),
- all amendments to each, and
- all requirements imposed by the regulations issued pursuant to these acts.

The above provisions require, in part, that no persons in the United States shall, on the grounds of race, color, national origin, sex, sexual orientation, gender identity and/or expression, age, disability, political beliefs or religion be excluded from participation in, or

denied, any aid, care, services or other benefits provided by federal and/or state funding, or otherwise be subjected to discrimination.

Additionally, all Parties shall:

- Collaborate and reasonably assist each other in the development of necessary service delivery protocols for the services outlined in the Partner Services section above,
- Agree that the provisions contained herein are made subject to all applicable federal and state laws, implementing regulations, and guidelines imposed on either or all Parties relating to privacy rights of customers, maintenance of records, and other confidential information relating to customers, and
- Agree that all equipment and furniture purchased by any party for purposes described herein shall remain the property of the purchaser after the termination of this agreement.

Chief Elected Officials Board

The Chief Elected Official for the Greater Nebraska Workforce Development Board is Pete Ricketts, Governor of the State of Nebraska. Governor Ricketts has appointed the Chief Elected Officials Board (CEOB) to act on his behalf. The CEOB will, at a minimum:

- In Partnership with the GNWDB and other applicable Partners within the planning region, develop and submit a single regional plan that includes a description of the activities that shall be undertaken by all Local Workforce Development Boards and their Partners, and that incorporates plans for each of the Local areas in the planning region,
- Approve the GNWDB budget and workforce center cost allocation plan,
- Approve the selection of the one-stop operator following the competitive procurement process, and
- Coordinate with the GNWDB to oversee the operations of the GNWDA American Job Center network.

Greater Nebraska Workforce Development Board

The Greater Nebraska Workforce Development Board (GNWDB) ensures the workforce-related needs of employers, workers, and job seekers in the GNWDA are met, to the maximum extent possible with available resources. The GNWDB will, at a minimum:

- In Partnership with the CEOB and other applicable Partners within the GNWDA, develop and submit a GNWDA local plan that includes a description of the activities that shall be undertaken by the GNWDB and its Partners, and that aligns its strategic vision, goals, objectives, and workforce-related policies to the regional plan and economy,

- In Partnership with the CEOB and other applicable Partners within the planning region, develop and submit a single regional plan that includes a description of the activities that shall be undertaken by all Local WDBs and their Partners, and that incorporates plans for each of the Local areas in the planning region,
- In collaboration and Partnership with the CEOB and other applicable Partners within the planning region, develop the strategic regional vision, goals, objectives, and workforce-related policies,
- In cooperation with the CEOB and the other Local WDBs within the regional area, design and approve the American Job Center network structure. This includes, but is not limited to:
 - Adequate, sufficient, and accessible one-stop center locations and facilities,
 - Sufficient numbers and types of providers of career and training services (including eligible providers with expertise in assisting individuals with disabilities and eligible providers with expertise in assisting adults in need of adult education and literacy activities),
 - A holistic system of supporting services, and
 - One or more competitively procured one-stop operators.
- Determine the role and day-to-day duties of the one-stop operator
- In collaboration with the CEOB, designate through a competitive process, oversee, monitor, implement corrective action, and, if applicable, terminate the one-stop operator(s)
- Approve annual budget allocations for operation of the American Job Center network,
- Help the one-stop operator recruit operational Partners and negotiate MOUs with new Partners,
- Leverage additional funding for the American Job Center network to operate and expand one-stop customer activities and resources, and
- Review and evaluate performance of the GNWDA and one-stop operator.

Administrative Entity

Specific responsibilities include, at a minimum:

- Assist the CEOB and the GNWDB with the development and submission of a single regional plan,

- Support the GNWDB with the implementation and execution of the regional vision, goals, objectives, and workforce-related policies, including all duties outlined above,
- Provide operational and grant-specific guidance to the one-stop operator,
- Investigate and resolve elevated customer complaints and grievance issues,
- Prepare regular reports and recommendations to the GNWDB, and
- Oversee negotiations and maintenance of MOUs with one-stop Partners.

One-Stop Operator

The one-stop operator will act as “functional leader” in the American Job Centers. As such, they will have the authority to organize Partner staff, in order to optimize and streamline service delivery efforts. Formal leadership, supervision, and performance responsibilities will remain with each staff member’s employer of record. The one-stop operator, through the Center Managers, will, at a minimum:

- Manage **operations**, including but not limited to:
 - Managing and coordinating Partner responsibilities, as defined in this MOU,
 - Assist the GNWDB in establishing and maintain the American Job Center network structure. This includes but is not limited to:
 - Ensuring that State requirements for center certification are met and maintained,
 - Ensuring that career services such the ones outlined in WIOA sec. 134(c)(2) are available and accessible,
 - Ensuring that GNWDB policies are implemented and adhered to,
 - Adhering to the provisions outlined in the contract with the GNWDB,
 - Reinforcing strategic objectives of the GNWDB to Partners, and
 - Ensuring staff are properly trained by their formal leadership organizations and provided technical assistance, as needed.
- **Integrate systems** and **coordinate services** for the center and its Partners, placing priority on customer service.
- Integrated Workforce Service Delivery, as defined by WIOA, means organizing and implementing services by function (rather than by program), when permitted by a program’s authorizing statute and as appropriate, and by coordinating policies, staff communication, capacity building, and training efforts.

- Functional alignment includes having one-stop center staff who perform similar tasks serve on relevant functional teams, e.g. Skills Development Team or Business Services Team.
- Service integration focuses on serving all customers seamlessly (including targeted populations) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope, and requirements of each program.
- The services are seamless to the customer, meaning the services are free of cumbersome transitions or duplicative registrations from one program service to another and there is a smooth customer flow to access the array of services available in the workforce center.
- Oversee and coordinate partner, program, and American Job Center network **performance**. This includes but is not limited to:
 - Providing and/or contributing to reports of center activities, as requested by the GNWDB,
 - Identifying and facilitating the timely resolution of complaints, problems, and other issues,
 - Collaborating with the GNWDB on efforts designed to ensure the meeting of program performance measures, including data sharing procedures to ensure effective data matching, timely data entry into the case management systems, and coordinated data batch downloads (while ensuring the confidentiality requirements of FERPA, 34 CFR 361.38, and 20 CFR part 603),
 - Ensuring open communication with the formal leader(s) in order to facilitate efficient and effective center operations,
 - Evaluating customer satisfaction data and proposed services strategy changes to the GNWDB based on findings.
- Ensure that all partners within the one stop system are registered within the shared data system and that contact information is up to date for each partner to enable a smooth referral flow. All referrals are done via NEworks. This allows for tracking of dates and times of referrals as well as follow-up responses from partners.

The one-stop operator will not assist in the development, preparation and submission of Local plans. They cannot manage or assist in future competitive processes for selecting operators or select or terminate one-stop operators, career services providers, or Youth providers. The operator cannot negotiate local performance accountability measures or develop and submit budgets for activities of the GNWDB. The GNWDB is responsible for the negotiated performance measures, strategic planning, budgets, and one-stop operator oversight (including monitoring).

Partners

Each Partner commits to cross-training of staff, as appropriate, and to providing other professional learning opportunities that promote continuous quality improvement.

Partners will further promote system integration to the maximum extent feasible through:

- Effective communication, information sharing, and collaboration with the one-stop operator,
- Joint planning, policy development, and system design processes,
- Commitment to the joint mission, vision, goals, strategies, and performance measures,
- The design and use of common intake, assessment, referral, and case management processes,
- The use of common and/or linked data management systems and data sharing methods, as appropriate,
- Leveraging of resources, including other public agency and non-profit organization services,
- Participation in a continuous improvement process designed to boost outcomes and increase customer satisfaction, and
- Participation in regularly scheduled Partner meetings to exchange information in support of the above and encourage program and staff integration.

Referrals

In order to facilitate referrals, Partners and one-stop operator agree to:

- Provide substantive referrals via NEworks or email for customers who are eligible for supplemental and complementary services and benefits under partner programs,
- Familiarize themselves with the basic eligibility and participation requirements, as well as with the available services and benefits offered, for each of the Partners' programs represented in the GNWDA American Job Center network,
- Develop materials summarizing their program requirements and making them available for Partners and customers,
- Develop and utilize common intake, eligibility determination, assessment, and registration forms,
- Regularly evaluate ways to improve the referral process, including the use of customer satisfaction surveys,

- Commit to robust and ongoing communication required for an effective referral process, and
- Commit to actively follow up on the results of referrals and assuring that Partner resources are being leveraged at an optimal level.

Referrals are tracked through NEworks. For referrals that do not originate via NEworks, the one-stop operator will work with partners to develop a method for tracking referrals.

Outreach

The GNWDB and its Partners will develop and implement a strategic outreach plan that will include, at a minimum:

- Specific steps to be taken by each partner,
- An outreach plan to the region's human resources professionals,
- An outreach and recruitment plan to the region's job seekers, including targeted efforts for populations most at-risk or most in need,
- An outreach and recruitment plan for out-of-school youth,
- Sector strategies and career pathways,
- Connections to registered apprenticeship,
- A plan for messaging to internal audiences,
- Clear objectives and expected outcomes, and
- Leveraging of any statewide outreach materials relevant to the region.

Utilization of Technology

Partners can utilize NEworks, Nebraska's Official Labor Market Exchange for delivering career services. Additional, online resources include: O*NET Online (<https://www.onetonline.org>), H3 (<http://h3.ne.gov>), Career One Stop (<https://www.careeronestop.org>), Nebraska Department of Labor (dol.nebraska.gov), and Nebraska Career Connections (<http://www.nebraskacareerconnections.org/>).

The facilitation and implementation of the "common intake" and communication tool to; integrate partner program services, increase co-enrollments across programs and eliminate duplication of services, will be available to partners.

When possible, partners will incorporate video conferencing and other electronic methods to promote and make services more accessible, particularly to individuals in rural areas.

Individuals with Barriers to Employment

All services are available to individuals with barriers to employment, including those with disabilities. A Limited English Proficient (LEP) plan has been established to ensure programs are accessible in multiple languages. The board in coordination with the one-stop operator is committed to cross-training staff on how to assist individuals in general with disabilities and specifically for the blind, making JAWS (Job Access with Speech) screen readers available in each office. All facilities are physically accessible, in compliance with ADA Standards for accessible design. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments.

Services of Partners not party to the MOU

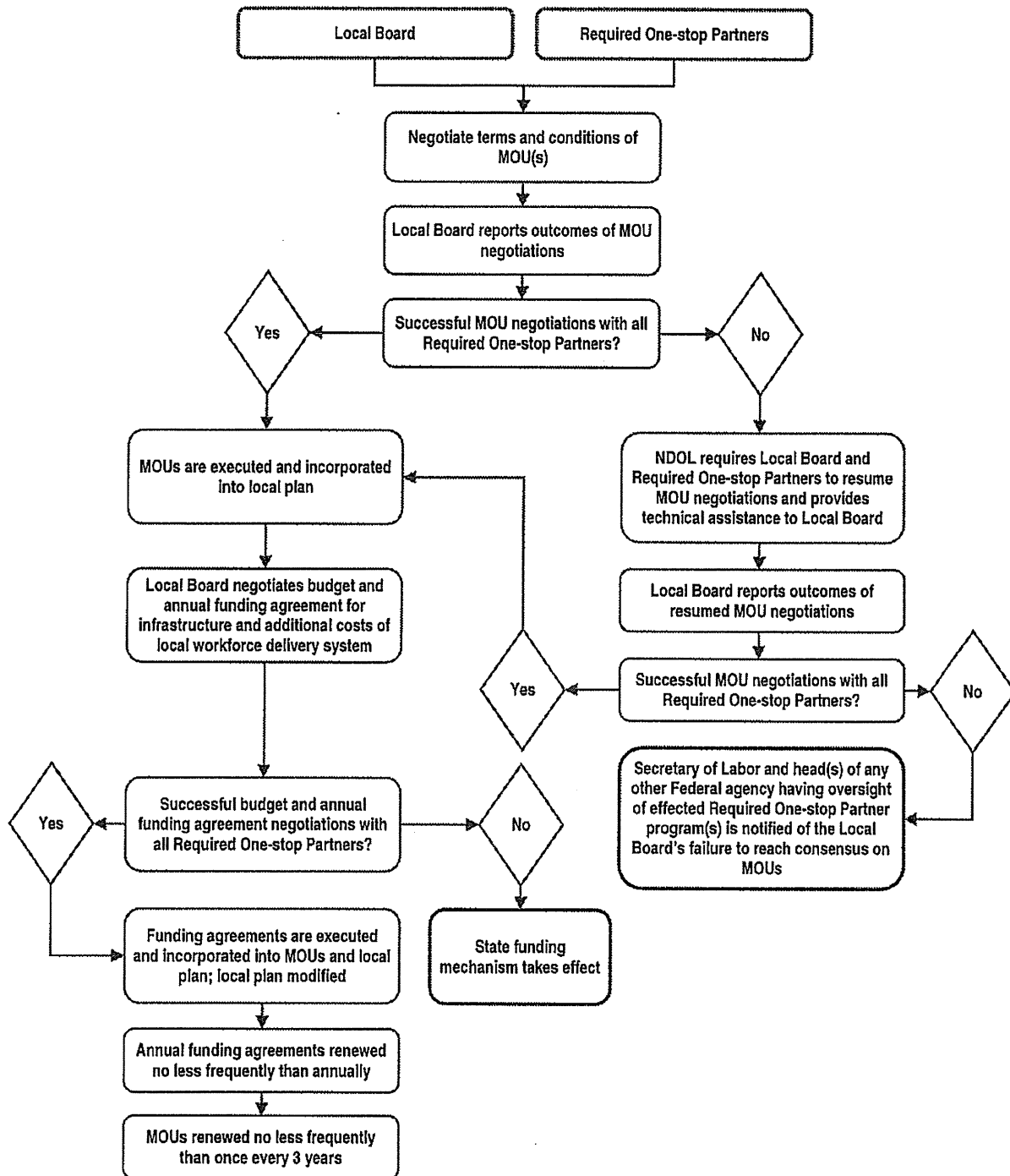
Partners not party to this MOU may receive referrals from AJC required partners. The one-stop operator will strive to incorporate these partners into the workforce system and will work to develop processes to streamline and leverage partners' services not covered in this MOU.

Procedure Followed by Board

The GNWDB, in agreeance with the CEOB, designated board members to oversee MOU negotiations. The Administrative Entity arranged meetings with partners. Board member(s) were present at each MOU negotiation. The development of the MOU and AFA was developed by the Executive Committee of the GNWDB. The following principles and guidelines were followed:

- (1) Each MOU will be used as an essential tool for achieving a key goal of WIOA—establishing an integrated and effective workforce delivery system that produces the skilled workers needed by businesses in regional and local economies.
- (2) Each MOU will reflect the shared vision and commitment of the local board, CEO, and one-stop partners to establishing and maintaining a high-quality local workforce delivery system.
- (3) Each MOU will be consistent with the vision, goals, and strategies articulated in the Combined State Plan and the local board's regional and local plan.
- (4) Each MOU will reflect and document in the AFA how each one-stop partner will contribute its proportionate share, relative to the benefit received by its program, for funding of infrastructure and additional costs of local workforce delivery system operations.
- (5) All individuals participating in the development and negotiation of the MOU must negotiate in good faith to reach agreement and bring about a cohesive vision for and successful implementation and maintenance of the local workforce delivery system

The illustration below depicts the process that was followed, including if a consensus is not reached when negotiating.



Service Alignment

Details about how the one-stop operator will create service alignment is covered under One-stop Operator in Section 1, Roles and Responsibilities of Partners.

(2) Term

Term of MOU

This MOU is effective July 1, 2017 through June 30, 2020.

This MOU shall terminate with regard to PARTNER upon the occurrence of any or all of the following:

1. Exhaustion of designated fund.
2. Upon thirty days' written notice by any party to the others.
3. Should this MOU be declared void or unenforceable by final order of a court of competent jurisdiction.

Amendments

The MOU can be amended or extended when reduced to writing and signed by the Board, CEOB and Partner. Amendments may be required to:

- (1) incorporate the AFA (Annual Funding Agreement) and any IFA (Interim Funding Agreement);
- (2). incorporate the AFA subsequent to an IFA;
- (3). reflect any changes in:
 - (a). the signatory official of the local board, CEO, or one-stop partners; or
 - (b). the AFA and any IFA; or
 - (c). as applicable, reflect final one-stop partner infrastructure cost contributions subsequent to a one-stop partner appeal to NDOL regarding infrastructure costs determined under the state funding mechanism.

Review and Renewal of AFA or MOU

The AFA shall be reviewed every one (1) year. The MOU shall be reviewed every three (3) years. The CEOB and the Board shall each conduct a review of the MOUs and AFAs within six (6) months of the expiration dates of the AFAs or MOUs. Any amendments that the CEOB or Board determine are necessary shall be reduced to writing and submitted to the Partners. The AFAs or MOUs shall be amended in accordance with the provisions for amendments as set forth herein.

The AFA and MOU may be renewed. The CEOB and the Board may, as part of their review, approve submission of a renewal of the AFA or MOU. Any renewals of the AFAs or MOUs shall be approved by the CEOB and the Board within six (6) months of the expiration dates of the AFAs or MOUs. Renewals shall be reduced to writing and

submitted to the Partners. The effective dates of renewals of the AFAs or MOUs shall be the dates when all parties have signed the renewed agreements.

Timelines

6 months*	5 months*	4 months*	3 months*	2 months*	1 month*
CEOB & Board or Committees develop amendment s/ renewals.	CEOB and Board approve amendment s/ renewals & send to Partners.	Partners review amendment s/ renewals and provide feedback.	CEOB & Board or Committees review feedback and prepare drafts of amendment s/ renewals.	CEOB & Board approve finalized amendment s/ renewals.	Amendment s/ Renewals are Signed by all parties.

* Prior to expiration of the AFAs or MOUs.

(3) Annual Funding Agreement

Funding Source. The funding source that will provide the financial support for PARTNER's participation will be determined in the Annual Funding Agreement due on October 2, 2017.

One-Stop Operating Budget.

Greater Nebraska Workforce Development Area			
One-Stop Operating Budget			
PY17 Annual Comprehensive Budget			
Cost Item	Beatrice	Grand Island	Total
Common Area	\$0.00	\$6,797.28	\$6,797.28
Resource Room	\$5,164.80	\$9,363.40	\$14,528.20
Resource Room Staffing	\$53,306.74	\$53,306.74	\$106,613.48
Totals	\$58,471.54	\$69,467.42	\$127,938.96

(4) Accessibility

Accessibility to the services provided by the American Job Centers and all Partner agencies is essential to meeting the requirements and goals of the GNWDA American Job Center network. Job seekers and businesses must be able to access all information relevant to them via visits to physical locations as well as in virtual spaces, regardless of gender, age, race, religion, national origin, disability, veteran's status, or on the basis of any other classification protected under state or federal law.

Physical Accessibility

One-stop centers will maintain a culture of inclusiveness and the physical characteristics of the facility, both indoor and outdoor, will meet the latest standards of accessible design. Services are available in convenient, high traffic, and accessible locations, taken into account include reasonable distance from public transportation and adequate parking (including parking clearly marked for individuals with disabilities). Indoor space will be designed in an "equal and meaningful" manner providing access for individuals with disabilities.

Virtual Accessibility

The GNWDB will work with the Nebraska Workforce Development Board to ensure that job seekers and businesses have access to the same information online as they do in a physical facility.

Information must be clearly marked and compliant with Section 508 of the U.S. Department of Health and Human Services code. Partners will comply with the Plain Writing Act of 2010; the law that requires that federal agencies use "clear Government communication that the public can understand and use" and all information kept virtually will be updated regularly to ensure dissemination of correct information.

Partners should either have their own web presence via a website and/or the use of social media.

Communication Accessibility

Communications access, for purposes of this MOU, means that individuals with sensory disabilities can communicate (and be communicated with) on an equal footing with those who do not have such disabilities. All Partners agree that they will provide accommodations for individuals who have

communication challenges, including but not limited to individuals who are deaf and hard of hearing, individuals with vision impairments, and individuals with speech-language impairments.

Programmatic Accessibility

All Partners agree that they will not discriminate in their employment practices or services on the basis of gender, gender identity and/or expression, age, race, religion, national origin, disability, veteran's status, or on the basis of any other classification protected under state or federal law. Partners must assure that they have policies and procedures in place to address these issues, and that such policies and procedures have been disseminated to their employees and otherwise posted as required by law. Partners further assure that they are currently in compliance with all applicable state and federal laws and regulations regarding these issues. All Partners will cooperate with compliance monitoring that is conducted at the Local level to ensure that all American Job Center programs, services, technology, and materials are physically and programmatically accessible and available to all. Additionally, staff members will be trained to provide services to all, regardless of range of abilities, mobility, age, language, learning style, or comprehension or education level. An interpreter will be provided in real time or, if not available, within a reasonable timeframe to any customer with a language barrier. Assistive devices, such as screen-reading software programs (e.g., JAWS and DRAGON) and assistive listening devices must be available to ensure physical and programmatic accessibility within the American Job Center network.

(5) Data Sharing

Data Sharing

Partners agree that the use of high-quality, integrated data is essential to inform decisions made by policymakers, employers, and job seekers. Additionally, it is vital to develop and maintain an integrated case management system, as appropriate, that informs customer service throughout customers' interaction with the integrated system and allows information collected from customers at intake to be captured once.

Partners further agree that the collection, use, and disclosure of customers' personally identifiable information (PII) is subject to various requirements set forth in Federal and State privacy laws. Partners acknowledge that the execution of this MOU, by itself, does not function to satisfy all of these requirements.

All data, including customer PII, collected, used, and disclosed by Partners will be subject to the following:

- Customer PII will be properly secured in accordance with the Local WDB's policies and procedures regarding the safeguarding of PII.
- The collection, use, and disclosure of customer education records, and the PII contained therein, as defined under FERPA, shall comply with FERPA and applicable State privacy laws.
- All confidential data contained in UI wage records must be protected in accordance with the requirements set forth in 20 CFR part 603.
- All personal information contained in VR records must be protected in accordance with the requirements set forth in 34 CFR 361.38.
- Customer data may be shared with other programs, for those programs' purposes, within the American Job Center network only after the informed written consent of the individual has been obtained, where required.
- Customer data will be kept confidential, consistent with Federal and State privacy laws and regulations.
- All data exchange activity will be conducted in machine readable format, such as HTML or PDF, for example, and in compliance with Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794 (d)).

All American Job Center and PARTNER staff will be trained in the protection, use, and disclosure requirements governing PII and any other confidential data for all applicable programs, including FERPA-protected education records, confidential information in UI records, and personal information in VR records.

(6) Assurances

The MOU Assurances, Attachment A, are incorporated in and made part of this MOU.

(7) General Provisions

It is understood that PARTNER should be able to fulfill its responsibilities under this MOU in accordance with the provisions of the law and regulations which govern their activities. Nothing in this MOU is intended to negate or otherwise render ineffective any such provisions or operating procedures. If at any time PARTNER is unable to perform its functions under this MOU consistent

with PARTNER's statutory and regulatory mandates, PARTNER shall immediately provide written notice to the GNWDB through NDOL to establish a date for mutual resolution of the conflict.

Performance Criteria

It is agreed that parties to this MOU will strive to achieve the goals of the WIOA State and Local Plans and the following standards of quality service for its customers, employees and other participating partners:

- A. PARTNER will deliver high quality services through the AJC delivery system.
- B. All customers will receive prompt and courteous service, and appropriate services, education, and training that will help them reach their employment goals.

Complaint and Grievance Procedures

PARTNER will have a policy and procedure to handle complaints and grievances specific to services provided by PARTNER. Complaints and grievances specific to the AJC may be resolved with the GNWDB's Administrative Entity (NDOL) or may be processed in accordance with the GNWDB policy on complaints of discrimination or the policy on non-criminal complaints and grievances.

MOU Approval

The undersigned participating PARTNER binds itself to the faithful performance of this MOU.

Restriction on Use of Funds

Unless specifically allowed or required by federal or state law or mandates, no funds hereunder shall be used for any partisan activity or to further the election or defeat of any candidate for public office, nor shall they be used to provide services to or the employment of or assignment of personnel in a manner supporting or resulting in the identification of programs/projects conducted or operated pursuant to this MOU with:

- A. Any partisan or nonpartisan political activity or any other political activity associated with a candidate, or contending faction or group, in a public election or party office; or
- B. Any activity to provide voters with transportation to polls or similar assistance in connection with an election; or
- C. Any voter registration activity.

Risk of Loss

- A. If PARTNER is a state agency, it is self-insured.
- B. If PARTNER is not a state agency, it shall be responsible for any loss due to theft, misappropriation and the actions of its contractors, agents and employees. The other PARTNERS shall not be responsible for loss or damage to property owned by a PARTNER

unless such loss or damage was due to the actions of the other PARTNER. Office furniture and appurtenances purchased with WIOA funds are the property of the AJC.

Assignability

The parties shall not assign, transfer, or convey any right, title, or interest of this MOU.

EEO / ADA / Drug Free Workplace Provisions

PARTNER acknowledges that its activities pursuant to this MOU must be in compliance with civil rights laws and statutes, and any implementing regulations, and makes the following assurances:

- A. Warrants and assures that it complies as applicable to it with Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1975, the Americans with Disabilities Act of 1990, and the Nebraska Fair Employment Practice Act, to the effect that no person shall, on the grounds of race, color, religion, sex, national origin, age, or status as a qualified person with a disability, be excluded from participation in, denied benefits of, or otherwise be subjected to discrimination under any program or activity for which any contractor receives federal financial assistance.
- B. PARTNER and any of its subcontractors with respect to any services performed under this MOU shall not discriminate against any employee or applicant for employment, to be employed in the performance of this MOU, with respect to hire, tenure, terms, conditions, or privileges of employment, because of the race, color, religion, sex, national origin, age, or status as a qualified person with a disability of the employee or applicant.
- C. PARTNER shall comply with all provisions contained in the State Of Nebraska Drug Free Workplace Policy.

Statement of Confidentiality of Program Information

- A. To safeguard information exchanged via this MOU:
 - 1. Each PARTNER, their employees and agents, are required to review and follow applicable laws, regulations and policies relating to program-specific information as it applies to confidentiality of information with respect to any use or re-disclosure of information provided to them through this MOU.
 - 2. Access to the information provided by this MOU will be restricted only to authorized employees and agents of PARTNERS.
 - 3. Information provided by this MOU will be processed under the immediate supervision and control of authorized personnel in a manner which will protect the confidentiality of the records and in such a way that unauthorized persons cannot retrieve any such records by means of a computer, remote terminal, or other means.

4. Each PARTNER, and its employees and agents, agree to hold all information received in a confidential manner in accordance with all applicable laws and regulations respecting the same.
5. Any records created from information provided by this MOU will be stored in an area that is physically safe from access by unauthorized persons during duty hours as well as non-duty hours or when not in use.
6. Unauthorized release or use of this information shall be cause for immediate termination of this MOU.

B. To ensure confidentiality, each PARTNER, and its employees and agents, agree to:

1. Store and process data in such a manner that unauthorized persons cannot gain access to it by means of a computer, remote terminal, or other means. Therefore, the parties agree to:
 - a. Sign off of or password protect computers when they are not in use,
 - b. Encrypt or password-protect confidential or sensitive files, and
 - c. Store all PC diskettes or other media holding the exchanged information which contain confidential or sensitive information under lock and key.
2. Ensure that only authorized persons will have access to exchanged information.
3. Instruct that all personnel with access to the exchanged information provided by this MOU are advised of the confidential nature of the information, the safeguards required to protect the information, and the civil and criminal sanctions for non-compliance.
4. All documents should be shredded or disposed of in some manner which will reasonably ensure that the contents of the exchanged information are not disclosed.

Conflict of Interest

No officer, employee, or agent who has or will participate in the selection, the award, or the administration of this MOU may obtain a personal or financial interest or benefit from the activity or have an interest in any contract, subcontract, or agreement with respect thereto, or the proceeds thereunder either for themselves or those with whom they have family or business ties, during their tenure or for one year thereafter. It is further required that this stipulation be included in all subcontracts to the MOU. Upon written request, exceptions may be granted upon a case-by-case basis. These exceptions are granted by the GNWDB.

Entire MOU

This MOU contains the entire agreement of the parties. No representations were made or relied upon by any party hereto other than those that are expressly set forth herein.

Applicable Law

Parties to this MOU shall conform with all existing and applicable city and county ordinances, resolutions, state laws, federal laws, and all existing and applicable rules and regulations. Parties to this MOU shall conform with all state and local WIOA policies. Nebraska law will govern the terms and performance under this MOU.

Public Record Statement

This document is a public record.

Debarment, Suspension or Declared Ineligible

PARTNER certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency. It is PARTNER's affirmative duty to notify NDOL if it or any of its principals is sanctioned or debarred. PARTNER acknowledges that suspension or debarment is cause for termination.

Staffing

This MOU does not create an employment relationship or establish other employment-related rights. PARTNER shall retain all supervisory responsibility over its staff, and shall, in no event, limit or restrict the GNWDB's ability to provide other essential services. PARTNER will indemnify and hold harmless the other parties for any injury PARTNER or PARTNER's employees suffer in the performance of this MOU.

Point of Contact

The following individuals are designated to be the Point of Contact (POC) for the parties:

For NDOL:			
Shannon Grotrian,	Workforce	Services	Phone: (402) 471-9897
Administrator			Email: shannon.grotrian@nebraska.gov
550 South 16 th Street			
Lincoln, NE 68508			

For PARTNER:			
Patricia Wilkins, Vice President			Phone: (312) 994-4201
National Able Network			Email: pwilkins@nationalable.org
567 W. Lake Street, Suite 1150			
Chicago, IL 60661			

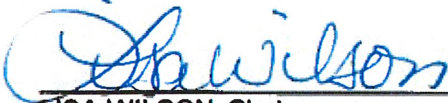
Auditor of Public Accounts

PARTNER understands and acknowledges that the records it provides to NDOL may be subject to an examination by the Auditor of Public Accounts in accordance with *Neb. Rev. Stat. §84-305* including, but not limited to, books, accounts, vouchers, records and expenditures.

Greater Nebraska Workforce Development Area

(8) Signatures

IN WITNESS WHEREOF, the parties have executed this MOU, each duly authorized to do so, effective on the date of signature.

June 14, 2017 
Date LISA WILSON, Chair
Greater Nebraska Workforce Development Board

Date PAMELA LANCASTER, Chair
Greater Nebraska Chief Elected Officials Board

Date JOHN H. ALBIN, Commissioner
Nebraska Department of Labor

Date GRACE POWERS, President and CEO
National Able Network

REVIEWED AND APPROVED:

KIM SCHREINER, Controller
Nebraska Department of Labor Date

JOAN MODRELL, E&T Director
Nebraska Department of Labor Date

KATIE S. THURBER, General Counsel
Nebraska Department of Labor Date

Greater Nebraska Workforce Development Area

(8) Signatures

IN WITNESS WHEREOF, the parties have executed this MOU, each duly authorized to do so, effective on the date of signature.

Date

LISA WILSON, Chair
Greater Nebraska Workforce Development Board

Date

6-26-2017


PAMELA LANCASTER, Chair
Greater Nebraska Chief Elected Officials Board

Date

JOHN H. ALBIN, Commissioner
Nebraska Department of Labor

Date

GRACE POWERS, President and CEO
National Able Network

REVIEWED AND APPROVED:

KIM SCHREINER, Controller
Nebraska Department of Labor

Date

JOAN MODRELL, E&T Director
Nebraska Department of Labor

Date

KATIE S. THURBER, General Counsel
Nebraska Department of Labor

Date

(8) Signatures

IN WITNESS WHEREOF, the parties have executed this MOU, each duly authorized to do so, effective on the date of signature.

Date
LISA WILSON, Chair
Greater Nebraska Workforce Development Board

Date
PAMELA LANCASTER, Chair
Greater Nebraska Chief Elected Officials Board


6/14/2017

Date
JOHN H. ALBIN, Commissioner
Nebraska Department of Labor

6/13/17

Date
Grace Powers
GRACE POWERS, President and CEO
National Able Network

REVIEWED AND APPROVED:



KIM SCHREINER, Controller
Nebraska Department of Labor

6/13/17

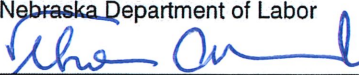
Date



JOAN MODRELL, E&T Director
Nebraska Department of Labor

6-14-17

Date

for 

KATIE S. THURBER, General Counsel
Nebraska Department of Labor

06/14/2017

Date

Attachment A – Assurances

Workforce Innovation and Opportunity Act (WIOA) ASSURANCES

- (1) Except as permitted by the Nebraska State Policy on “Memorandums of Understanding and Funding of Local Workforce Delivery System Operations, Change 1”(incorporated into and made part of this Agreement as Attachment-*), Section I(e)1], and as provided in subsection (1) (b) below, the one-stop operator will not perform any of the prohibited activities described in 20 CFR § 678.620(b), which include:
 - (a) convening system stakeholders to assist in the development of the local plan;
 - (b) preparing and submitting local plans;
 - (c) having responsibility for or providing self-oversight;
 - (d) managing or significantly participating in the competitive selection process for a one-stop operator;
 - (e) selecting or terminating a one-stop operator; career services; or youth providers;
 - (f) negotiating local performance accountability measures; or
 - (g) developing and submitting budgets for any activities of the local board.

- (2) A one-stop operator will be able to perform any of the prohibited activities described in Section (1) (a) above only if the one-stop operator, prior to performing these activities:
 - (a). serves a different role within the local workforce delivery system, in addition to its role as one-stop operator, and provides a description of that role;
 - (b). has established sufficient firewalls and conflict-of-interest policies and procedures; and
 - (c). has established a written agreement with the local board and CEO specifying how the one-stop operator will carry out its responsibilities while demonstrating compliance with the requirements of WIOA and its corresponding rules and regulations, relevant circulars issued by the Office of Management and Budget, and
NDOL’s current policy on conflict of interest.

- (3) The local board, CEO, and one-stop partners developed the MOU and will develop each AFA and any IFA based on good faith negotiations.
- (4) The local board provided and will provide technical assistance to new one-stop partners and local grant recipients to ensure that those entities are informed and knowledgeable of the elements contained in each AFA and any IFA.
- (5) One-stop partner contributions will be:
 - (a). negotiated among the local board, CEO, and one-stop partner(s);
 - (b). calculated in accordance with the requirements of the Uniform Guidance (2 CFR Parts 200 and 2900); and
 - (c). based on a reasonable cost allocation methodology and allowable, reasonable, necessary, and allocable.
- (6) The local board:
 - (a). worked and will work with one-stop partners to achieve consensus and informally mediate any possible conflicts or disagreements among the one-stop partners; or
 - (b). will follow the requirements of this policy as they relate to funding of the local workforce delivery system under the state funding mechanism.
- (7) The local board will ensure the one-stop partners adhere to the requirements of this policy relating to the funding of infrastructure and additional costs.
- (8) The local board will review and amend, as needed and required, the MOU and AFA no less frequently than annually (*i.e.*, once per year) to ensure appropriate funding and delivery of services through the local workforce delivery system.
- (9) Use of PII (personal identifiable information) will adhere to and be in compliance with all applicable Federal, state, and local privacy laws, rules, and regulations.
- (10) The provisions, terms, and conditions of the MOU are consistent with: WIOA provisions, rules, and regulations; the authorizing laws, rules, and regulations of one-stop partner programs, including but not limited to the Uniform Guidance (2 CFR Parts 200 and 2900); and all other applicable laws, rules, regulations, and legal requirements.
- (11) The fully signed MOU will be available to the public, within a reasonable timeframe, through electronic means, including websites, and in written form and

through whatever other means the local board and one-stop partners use to disseminate information to the public.

- (12) **Access to Records** - The Grantee assures it will give the Department of Labor or its representatives the access to, and the right to examine, all documents related to the grant agreement.
- (13) **Administration** – The Grantee assures it will fully comply with all Grantor instructions and relating to the administration of funds.
- (14) **Administration and Fiscal Systems** - The Grantee assures it has adequate administrative and fiscal systems necessary to promote effective use of the grant funds, which comply with the provisions for Fiscal Controls by States in Section 184 of the WIOA, and the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards in 2 CFR Part 200. This includes, but is not limited to, a financial management system that satisfactorily accounts for and documents the receipt and disbursement of WIOA funds, including information pertaining to sub-grants and contract awards, obligations, unobligated balances, assets, expenditures, and income. Effective internal controls will be in place to safeguard assets and ensure their proper use (including property location and usage). All source documentation will be maintained to support accounting records that will permit the tracking of funds to a level of expenditure adequate to establish that funds have not been used in a violation of the applicable restrictions on the use of such funds.
- (15) **Audit Resolution File** – The Grantee assures that the local area will maintain an audit resolution file documenting the disposition of reported questioned costs and corrective actions taken for all findings.
- (16) **Bonding** – The Grantee assures that all persons and/or sub-recipients who are authorized to receive or deposit WIOA funds, or to issue financial documents, checks, or other instruments of payment for WIOA program costs, will be bonded in accordance with federal and State regulatory requirements for protection against loss.
- (17) **Cash Management** – The Grantee assures that no excess cash will be kept on hand, and procedures for maintaining and monitoring the minimum amount of cash on hand necessary to efficiently improve the timing and control of disbursements will be in place.
- (18) **Citizenship / Status** - No person or beneficiary will be discriminated against by Grantee on the basis of his/her citizenship/status as a lawfully-admitted immigrant authorized to work in the United States, or to participate in any WIOA Title I financially-assisted program or activity.
- (19) **Compliance with Nebraska Revised Statutes §§4-108 through 4-112 and 4-114** – The Grantee assures that all contracts shall certify that the Contractor has registered with and is using a federal immigration verification system, as defined in *Neb. Rev. Stat. §4-114*, to determine the work eligibility status of all new employees

performing services within the State of Nebraska. Upon reasonable notice, the Contractor shall provide documentation to the Department of Labor which proves the Contractor is or was at all times during the term of the agreement in compliance with this provision. If the Contractor is an individual or sole proprietorship, the Contractor shall complete the U.S. Citizenship Attestation Form, available on the Department of Administrative Services website at www.das.state.ne.us. If the Contractor indicates on such attestation form that he or she is a qualified alien, the Contractor shall agree to provide to the U.S. Citizenship and Immigration Services documentation required to verify the Contractor's lawful presence in the U.S. using the Systematic Alien Verification for Entitlements (SAVE) Program. Verification of lawful presence in the United States and qualified alien status must also be established, pursuant to *Neb. Rev. Stat.* §§4-111 and 4-112, if the Contractor has applied for public benefits, as defined in *Neb. Rev. Stat.* §4-108. The Contractor understands that the lawful presence in the U.S. is required and that the Contractor may be disqualified or the contract terminated if such lawful presence cannot be verified.

- (20) **Compliance with WIOA** – The Grantee assures that it will fully comply with the requirements of WIOA.
- (21) **Confidentiality** – The Grantee assures it will comply with the confidentiality requirements of Section 116(i)(3) of WIOA.
- (22) **Consultation** - The Grantee has developed this plan in consultation with local elected officials, the local Workforce Development Board, the business community, labor organizations, and other partners.
- (23) **Disabilities** - The Grantee assures it will comply with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.
- (24) **Executive Order 11375**. Grantee agrees to comply with Executive Order 11246 of September 28, 1965, entitled "Equal Employment Opportunity" as amended by Executive Order 11375 (October 13, 1967) entitled "Amending Executive Order No. 11246, Relating to Equal Employment Opportunity" and as supplemented in US Department of Labor regulations on "Obligations of Contractors and Subcontractors" (Title 41, Subtitle B, Chapter 60, Part 60-1).
- (25) **Expending Funds** – The Grantee assures that funds will be spent in accordance with WIOA and the Wagner-Peyser Act and their regulations, written Department of Labor guidelines, and all other applicable federal laws and regulations, state statutes and regulations, and state policies.
- (26) **Governor's Grant Procedures** – The Grantee assures funds will comply with the grant procedures described by the Governor that are necessary to enter into grant agreements for the allocation and payment of funds under WIOA. The procedures and agreements will be provided by the Governor and will specify the requirements,

terms, conditions, assurances and certifications, and shall include, but not be limited to, the following:

General Administrative Requirements:

- (27) 2 CFR Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.
- (28) **Assurances and Certifications:**
- Standard Form 424 B – Assurances - Non-Construction Programs.
 - 29 CFR Part 2 Subpart D – Equal Treatment in Department of Labor Programs for Religious Organizations.
 - 29 CFR Part 31 – Nondiscrimination in Federally Assisted Programs of the Department of Labor.
 - 29 CFR Part 32 – Nondiscrimination on the Basis of Handicap in Programs and Activities Receiving or Benefiting from Federal Financial Assistance.
 - 29 CFR Part 93 – New Restrictions on Lobbying.
 - 2 CFR Part 180 Subparts F, G and H – Suspension and Debarment Actions.
 - 2 CFR Part 182 – Government-Wide Requirements for Drug-Free Workplace (Financial Assistance).
- (29) **Grievances/Complaints-** The Grantee will comply with federal, state, and local procedures for grievances and complaints from participants and employees under the WIOA program.
- (30) **Human Trafficking** – The Grantee understands that the awarding agency may terminate the award, without penalty, as a result of actions by Grantee, employees or sub-recipients, based on noncompliance with the Trafficking Victims Protection Act of 2009, as amended, and as implemented by 2 CFR Part 175.15(b).
- (31) **In Demand Occupation or Industry** – WIOA training shall be provided only for those occupations that are directly linked to an in-demand industry sector or occupation in the local area or the planning region, as those terms are defined in Section 3 (23), (32) and (48) of WIOA, or in another area to which an adult or dislocated worker is willing to relocate.
- (32) **Labor Standard Provisions.** Grantee agrees to adhere to the Davis-Bacon Act of 1931 (40 U.S.C. §276a to 276a-7) and the Contract Work Hours & Safety Standards Act of 1962 (40 U.S.C. §§3141 and 3702 to 3708), as amended, and supplemented by U.S. Department of Labor regulations.
- (33) **Licensing, Taxation, and Insurance** – The Grantee assures it will comply with federal, state, or local laws governing applicable licensing, taxation, and insurance requirements.
- (34) **Nebraska Fair Employment Practice Act** - The Grantee assures it will comply with the Nebraska Fair Employment Practice Act, *Neb. Rev. Stat.* §§48-1101 to 48-1126.

- (35) **Nondiscrimination** - The Grantee assures it will comply with the nondiscrimination and equal opportunity provisions of Section 188 of WIOA, which prohibit discrimination:
- On the basis of race, color, or national origin under Title VI of the Civil Rights Act of 1964;
 - On the basis of age under the Age Discrimination Act of 1975;
 - On the basis of sex under Title IX of the Education Amendments of 1972; and
 - On the basis of disability under Section 504 of the Rehabilitation Act of 1973
- (36) The Grantee further assures it will comply with the nondiscrimination and equal opportunity provisions of Section 184 of WIOA, which includes the prohibition of discrimination on the basis of participation in programs or activities funded or otherwise financially assisted under WIOA, and discrimination on the basis of citizenship status for certain noncitizens.
- (37) **Patent Rights, Copyrights and Rights in Data** – The Grantee understands that NDOL and US Department of Labor reserve a royalty-free, nonexclusive, and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use, for federal government purpose: (a) the copyright in any work developed under a grant, sub-grant, or contract under a grant of sub-grant; and (b) any rights of copyright to which a grantee, sub-grantee or a contractor purchases ownership with grant support.
- (38) **Political Affiliation** - No person or beneficiary will be discriminated against by Grantee on the basis of his/her political affiliation.
- (39) **Regional Planning** – The Workforce Development Board will participate in regional planning.
- (40) **Reporting** - The Grantee shall submit complete, accurate, and timely reports as specified by the Governor.
- (41) **Responsibility Matters** – The Grantee shall enforce standards and procedures to ensure against fraud and abuse, including standards and procedures against nepotism, conflicts of interest, lobbying, kickbacks, drug-free workplace, political patronage (Hatch Act) and provisions which govern debarment, suspension, and other responsibility matters.
- (42) **Retention of Records** – The Grantee assures that it will retain all financial and program records, books of account, and other documents related to the grant agreement for a period of five years after grant closeout. If prior to the five-year retention period, any litigation or an audit has begun, the records, books of account and documents relating to the grant agreement will be maintained until the litigation is complete and audit findings are resolved.

- (43) **Salary and Bonus Limitations** – The Grantee assures none of the funds appropriated in WIOA or prior Acts under the heading “Employment and Training Administration” that are available for expenditure on or after June 15, 2006, shall be used by a recipient or sub-recipients of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II, except as provided under Section 194(15) of WIOA. The limitation shall not apply to vendors providing goods and services, as defined in 2 CFR Part 200 Subpart B.
- (44) **Special Clauses/Provisions** – Grantee understands that other special assurances or provisions may be required under Federal law or policy, including specific appropriations legislation, WIOA, or subsequent Executive or Congressional mandates.
- (45) **State Energy Conservation Plan** – The Grantee recognizes mandatory standards and policies relating to energy efficiency as contained in the State Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act of 1975. The Grantee agrees to comply with all applicable standards, orders, or requirements issued under §306 of the Energy Policy and Conservation Act, §508 of the Clean Water Act, Executive Order 11738, and the Environmental Protection Agency regulations pertaining to contracts, subcontracts, and sub-grants in excess of \$100,000 (40 CFR Part 15).
- (46) **State WIOA Policies** - Grantee shall comply with all provisions contained in the State of Nebraska WIOA Policies.
- (47) **Sunshine Provision** – The local Workforce Development Board assures that the public, including individuals with disabilities, has access to minutes of its meetings.
- (48) **Title VII** - The Grantee assures it will comply with Title VII of the Civil Rights Act of 1964, as amended.
- (49) **Union Organizing** – The Grantee assures no funds received under WIOA will be to assist, promote, or deter union organizing.
- (50) **Veterans** – The Grantee assures that funds received under WIOA will comply with the veteran’s priority provisions established in the Jobs for Veterans Act.

Attachment B – Basic Career Services – Grand Island

Required or Optional One-stop Partner	1. Eligibility for Title IB									
	2. Outreach, intake, orientation	3. Initial Skills Assessment	4. Labor exchange services	5. Referral and coordination with other programs	6. Workforce and labor market information	7. Performance and cost information for Eligible Training Providers and	8. Local Area performance information	9. Information on the availability of supportive services	10. Information and meaningful assistance with UI claims	11. Assistance establishing eligibility for financial aid for non-WIOA training
OS = On Site DL = Direct Linkage NA = Not Applicable										
Partner responses received as of 04-27-2017										
Adult Education and Family Literacy Act (AEFLA) program (WIOA Title II)	NA	DL	DL	DL	DL	NA	DL	DL	NA	NA
Adult, Dislocated Worker, and Youth programs (WIOA Title IB)	OS	OS	OS	OS	OS	OS	OS	OS	OS	NA
Career and technical education programs at the postsecondary level	NA	DL	DL	DL	DL	NA	DL	DL	NA	NA
Employment and training activities carried out by the Department of Housing and Urban Development										
Employment and training activities carried out under the Community Services Block Grant										
Ex-offender (Second Chance Act) programs	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Job Corps (WIOA Title IC)	DL	DL	NA	DL	DL	NA	NA	DL	NA	NA
Jobs for Veterans State Grants programs	NA	OS	OS	OS	OS	NA	NA	OS	NA	OS
Migrant and Seasonal Farmworker programs (WIOA Title ID)	DL	DL	NA	DL	NA	DL	NA	DL	NA	DL

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Native American programs (WIOA Title ID)	NA	DL	NA	NA	NA	DL	DL	DL	DL	DL	DL	DL	DL
Programs authorized under Nebraska's Unemployment Compensation law	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	OS	NA	NA
Senior Community Service Employment Program	NA	OS	OS	NA	NA	OS	DL	NA	NA	OS	DL	DL	DL
Trade Adjustment Assistance activities	NA	OS	OS	OS	NA	OS	OS	NA	NA	OS	NA	NA	NA
Nebraska Vocational Rehabilitation Program (WIOA Title IV)	NA	OS	DL	NA	NA	OS	DL	NA	DL	DL	NA	NA	NA
Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV)	NA	DL	DL	NA	NA	DL	DL	NA	DL	DL	NA	NA	NA
Wagner-Peyser Act Employment Service program (WIOA Title III)	NA	OS	NA	OS	OS	OS	OS	NA	NA	OS	OS	NA	NA
Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	N/A	OS	DL	NA	NA	OS	NA	DL	DL	OS	NA	DL	DL
YouthBuild programs (WIOA Title ID)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Attachment C – Basic Career Service – Beatrice

Required or Optional One-stop Partner	Partner responses received as of 04-27-2017										
	1. Eligibility for Title IB	2. Outreach, intake, orientation	3. Initial Skills Assessment	4. Labor exchange services	5. Referral and coordination with other programs	6. Workforce and labor market information	7. Performance and cost information for Eligible Training Providers and	8. Local Area performance information	9. Information on the availability of supportive services	10. Information and meaningful assistance with UI claims	11. Assistance establishing eligibility for financial aid for non-WIOA training
OS = On Site DL = Direct Linkage NA = Not Applicable	NA	DL	DL	DL	DL	DL	NA	DL	DL	NA	NA
Adult Education and Family Literacy Act (AEFLA) program (WIOA Title II)	OS	OS	OS	OS	OS	OS	OS	OS	OS	OS	NA
Adult, Dislocated Worker, and Youth programs (WIOA Title IB)	NA	DL	DL	DL	DL	DL	NA	DL	DL	NA	NA
Career and technical education programs at the postsecondary level	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Employment and training activities carried out by the Department of Housing and Urban Development											
Employment and training activities carried out under the Community Services Block Grant											
Ex-offender (Second Chance Act) programs	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Job Corps (WIOA Title IC)	DL	DL	DL	NA	DL	DL	NA	NA	DL	NA	NA
Jobs for Veterans State Grants programs	NA	OS	NA	OS	OS	OS	NA	NA	OS	NA	OS
Migrant and Seasonal Farmworker programs (WIOA Title ID)	DL	DL	DL	NA	DL	NA	DL	NA	DL	NA	DL

Greater Nebraska Workforce Development Area

Native American programs (WIOA Title ID)	NA	DL	NA	NA	NA	DL	DL	DL	DL	DL	DL	DL	DL
Programs authorized under Nebraska's Unemployment Compensation law	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	OS	NA
Senior Community Service Employment Program	NA	OS	OS	NA	NA	OS	DL	NA	NA	OS	DL	DL	DL
Trade Adjustment Assistance activities	NA	OS	OS	OS	NA	OS	OS	NA	NA	OS	NA	NA	NA
Nebraska Vocational Rehabilitation Program (WIOA Title IV)	NA	OS	DL	NA	NA	OS	DL	NA	NA	DL	DL	NA	NA
Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV)	NA	DL	DL	NA	NA	DL	DL	NA	NA	DL	DL	NA	NA
Wagner-Peyser Act Employment Service program (WIOA Title III)	NA	OS	NA	OS	OS	OS	OS	NA	NA	OS	OS	OS	NA
Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	N/A	OS	DL	NA	NA	OS	NA	DL	DL	NA	OS	NA	DL
YouthBuild programs (WIOA Title ID)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Attachment D – Individualize Career Services – Grand Island

OS = On Site = Empty Cell		DL = Direct Linkage		NA = Not Applicable		--							
Required or optional one-stop partner	1 Comprehensive and specialized assessments	2 Development of an individual employment plan or individual service strategy	3 Group counseling	4 Individual counseling	5 Career planning	6 Short-term pre-vocational services	7 Internships and work experience	8 Workforce preparation activities	9 Financial literacy services	10 Out-of-area job search assistance	11 English language acquisition	12 Follow-up services for adult and dislocated workers	
Adult Education and Family Literacy Act (AEFLA) program (WIOA Title II)	DL	DL	NA	DL	DL	NA	NA	DL	NA	DL	DL	NA	
Adult, Dislocated Worker, and Youth programs (WIOA Title IB)	OS	OS	DL	DL	OS	OS	OS	OS	DL	OS	OS	OS	

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Trade Adjustment Assistance activities	OS	OS	NA	OS	OS	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Nebraska Vocational Rehabilitation Program (WIOA Title IV)																	
Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV)	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	NA
Wagner-Peyser Act Employment Service program (WIOA Title III)	OS	OS	NA	OS	OS	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Attachment E – Individualize Career Services – Beatrice

OS = On Site = Empty Cell		DL = Direct Linkage		NA = Not Applicable				--							
Required		1	2	3	4	5	6	7	8	9	10	11	12		
or optional one-stop partner	Comprehensive and specialized assessments	Development of an individual employment plan or individual service strategy	Group counseling	Individual counseling	Career planning	Short-term pre-vocational services	Internships and work experience	Workforce preparation activities	Financial literacy services	Out-of-area job search assistance	English language acquisition	Follow-up services for adult and dislocated workers			
Adult Education and Family Literacy Act (AEFLA) program (WIOA Title II)	DL	DL	NA	DL	DL	NA	NA	DL	NA	DL	DL	DL	NA		
Adult, Dislocated Worker, and Youth programs (WIOA Title IB)	OS	OS	DL	DL	OS	OS	OS	OS	DL	OS	OS	OS	OS		

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Career and technical education programs at the postsecondary level	DL	OS	DL	DL	OS	OS	OS	OS	OS	DL	DL	DL	DL	NA	NA
Employment and training activities carried out by the Department of Housing and Urban Development	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Employment and training activities carried out under the Community Services Block Grant	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	DL	NA	NA	NA
Ex-offender (Second Chance Act) programs	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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Greater Nebraska Workforce Development Area

Trade Adjustment Assistance activities	OS	OS	NA	OS	OS	NA	NA	NA	NA	OS	NA	NA	NA
Nebraska Vocational Rehabilitation Program (WIOA Title IV)	OS	OS	NA	OS	OS	OS	OS	OS	NA	OS	NA	NA	NA
Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV)	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	DL	NA
Wagner-Peyser Act Employment Service program (WIOA Title III)	OS	OS	NA	OS	OS	NA	NA	NA	NA	NA	NA	NA	NA

