

Mesa County Workforce Center
Exhibit A – One-Stop Partner Services (JVSG)

Name of One-Stop Partner: Jobs For Veterans State Grant (JVSG) Program
 Type of Program: Eligible Veterans and Spouses Employment and Training Program
 Address, City, State, Zip Code: 633 17th Street, 7th Floor, Denver Colorado 80202
 Telephone Number: (303) 318-8937 Fax Number: _____
 Web Site: _____ E-Mail Address: William.Dowling@state.co.us

Workforce Development System Services

Identify the services your agency provides, either directly or by referral to another One-Stop Partner. Enter an “X” if you provide the services directly and enter an “R” for the services you access for your clients by referral. Some boxes may have both an “X” and an “R.” Enter Workforce services that your program provides that are not listed here in the blanks at the bottom of the chart.

<i>Preliminary Services</i>		<i>Services Requiring Eligibility</i>		<i>Training Services</i>		<i>Employer Services</i>	
Public Information	X	Enrollment or Registration	R	Financial Assistance for Training	R	Job Listing	X
Outreach, Recruitment	X	Diagnostic Assessment	R	Occupational Skills Training	R	Candidate Screening	X
Determination of Program Appropriateness for Customer		Individual Self-Sufficiency or Employment Plans	X	On-the-Job Training	R	Candidate Testing	R
Orientation	X	Counseling: Group or Individual	X	Skills Upgrading	R	Job Referrals	X
Resource Center	R	Case Management	X	Re-Training	R	Space for Job Interviews	R
Initial Assessment	X R	Basic Education, Literacy Training, GED Training	R	Entrepreneurial Training	R	Labor Market Information	X R
Workshops	X	English as a Second Language Training	R	Apprenticeship Training	R	Local Economic Development Information	X R
Career Information	X	Computer Literacy Training	R	Customized or Workplace Training	R	Employer Incentives	X
Labor Market Information	X R	Job Readiness Training	X R	Work Experience, Internship (including Summer Jobs)	R	Employer Seminars	X R
Job Search Skills & Information	X	Life Skills Training	X R			Job Fairs	X R
Job Referrals	X	Supportive Services	X R			Services to Laid Off Workers	X R
Labor Market Information	X R	Post Employment or Job Retention Services	X			Outplacement Services	R
Follow-Up	X	Tutoring, Study Skills Training	R			Job Analysis	X R
Eligibility Determination		Leadership Development Activities	R			Focus Groups	X R
		Mentoring	X R				
		Alternative Secondary School	R				

Please provide detailed descriptions of each of the following:

I. Access to Services

- a. Describe the manner in which the One-Stop Partner will fulfill the access requirement. Provide details. The options are (1) co-location; (2) cross-trained staff; and (3) direct technological linkage.

Colorado Department of Labor and Employment (CDLE) Jobs for Veterans State Grant (JVSG) supported staff is assigned to the local area workforce centers in order to most effectively assure receipt of all employment and training services and the prompt referral to appropriately needed supportive services for veteran customers and their eligible spouses. The placement of the JVSG supported staff is determined by CDLE based on veteran population in accordance with the JVSG State plan.

Within the local workforce centers the Disabled Veteran Outreach Program specialists are co-located and aligned within the WIOA divisions. The reasoning behind this decision is to promote; (i) program co-enrollments, (ii) cross training between the WIOA and DVOP case managers and case management practices and (iii) promote the appearance of a seamless application process to Veterans who apply for training in one or both programs.

DVOP specialists may visit the satellite office(s) of the workforce center and the offices of other outreach partners located within their communities after a schedule has been arranged and approved by CDLE Leadership. Outreach partners may include but are not limited to:

- Military Installations
- Colleges, Universities and Technical Schools
- Homeless Veterans Reintegration Programs (HVRP) and Homeless Shelters
- Vocational Rehabilitation and Employment Programs (VR&E)
- Department of Veteran Affairs Medical Centers and Vet Centers
- Veteran Service Offices (VSO)
- County Departments of Human Services

Local Veteran Employment Representatives (LVER) will also be co-located within the local area work force center(s) and will be located within close proximity of the one stop Business Service Division Team. By doing so this provides the LVER the opportunity to work with the Business Service Representatives and to participate in planning and implementation of any employer focused initiative in which all veterans and eligible spouses may benefit from.

II. Service Delivery

- a. Describe services you will provide, coordination of services and delivery of services.

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Include physical location where services will be provided. Identify which items will be available at workforce centers and which will be available at other locations.

The DVOP specialists are able to provide an array of the employment services to eligible veterans and spouses based on their employment needs. Listed below are the direct services offered which includes but are not limited to:

- Developing an Individual Employment plan
- Creating a public and private resume
- Fine tuning interviewing skills
- Referrals to job postings
- Job Search Skills & Information
- Learning to navigate labor market information
- Identifying strengths and discovering a career through assessments
- Employment follow-up after job placement

Because the DVOP specialists work closely with the workforce center staff and other community organizations, they are familiar with other valuable resources in which they are able to refer eligible veterans and their spouses to. These referrals may include but are not limited to:

- State funded On- the- Job-Training (OJT)
- Entrepreneurial and Apprenticeship Training
- Work experience opportunities
- Supportive services i.e., rent, transportation, and/or food assistance
- Computer Literacy Training
- Financial Counseling
- Legal Counseling
- Mental Health Counseling
- Unemployment Insurance Compensation

LVER are often viewed as business service representatives who promote the knowledge, skills and abilities of all veterans. This objective is accomplished through the following services:

- Facilitating employment, training, and placement opportunities to veterans within the workforce centers, particularly those in JVSG or WIOA programs.
- Educating public and private businesses about the employer focused resources located within their local work force centers.
- Opening up possible employment, on-the job, apprenticeship and entrepreneurial training opportunities through open discussion and education with local public and private businesses, unions and staffing agencies.
- In conjunction with employers, planning and participating in job fairs, workshops and customized hiring events to fill open job positions with qualified veteran job seekers.

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- Identifying and staying up to date on the employment needs of business by utilizing local economic development information.
- Working with other veteran service providers in order to promote veterans as highly skilled and experienced members of the workforce;
- Promoting credentialing and training opportunities for veterans with training providers and licensing agencies;
- Establishing and maintaining regular contact with employers, to include federal contractors, becoming the employers preferred source for recruiting veteran job seekers.
- Active member in the AJC employer or business services/relations team;
- Act as Subject Matter Expert (SME), provide technical assistance and training on all policies and procedures related to the JVSG program.

III. Current Resources

- a. Describe how the services you will provide will be funded. Options include: (1) cash; (2) in-kind; (3) philanthropy; (4) private entities; and (5) alternative financing. Do not include infrastructure costs. Per Colorado Policy Guidance Letter #: WIOA-2016-02, One-Stop Partner contributions to infrastructure costs of the One-Stop System must be added to this MOU by July 1, 2017.

The Jobs for Veterans State Grant (JVSG) is one of the strategies used by US Department of Labor, Veterans Employment and Training Services (USDOL/VETS) to serve veterans. This grant is provided to states to particularly serve eligible veterans and spouses. Eligible veterans and spouses are defined in Title 38 Chapter 42 and current federal Veteran Program Letters (VPL). The JVSG is a staffing grant only provided to state to support two positions:

Disabled Veterans' Outreach Program (DVOP) specialists which provides intensive services to meet the employment needs of eligible veterans and spouses, prioritizing service to special disabled veterans, other disabled veterans and any other categories of veterans in accordance determined by the secretary of Labor.

Local Veteran Employment Representatives (LVER) is to conduct outreach to employers and business organizations with the purpose of gaining employment opportunities and job placement for all veterans and eligible spouses.

DVOP specialists are able to serve eligible veterans and spouses whereas LVER's are able to serve all veterans and eligible spouses.

By federal law these positions are filled by state employees who are veteran's, preferably disabled veterans that are assigned to local area workforce centers. Both DVOP specialists and LVER are required to utilize the employment resources located within their assigned workforce center as well as resources located with other public and private organizations located within their communities. These positions are not to supplant the

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workforce center staff and the services they provide but are intended as a supplemental resource designated to assist eligible veterans and their spouses who have significant barriers to employment and in need on staff assisted services provided within the framework of case management

IV. Referrals

- a. Describe how referrals for services will be coordinated. Including methods of referrals between partners, tracking referrals and related activities, coordination and follow through and shared data systems and documentation.

The JVSG program is intended to provide staff assisted services to eligible veterans and spouses. For this reason, eligible veterans and spouses are strongly encouraged to visit their local workforce center to receive in person employment services. In order to receive services from a DVOP specialist all veterans must be triaged to determine eligibility, either in person or virtually, using the triage form developed by CDLE.

Workforce Center staff, particularly Wagner Peyser, is normally the first person to assist all veterans who physically visit the Workforce Center. It is at this point of entry where a workforce center employee must triage each veteran with the purpose of determining eligibility before a veteran or spouse is referred to a DVOP specialist. Workforce centers also have the option to conduct the triage process virtually utilizing the workforce center website or Connecting Colorado, the state operated data system. Whether the triage is in person or virtually, once eligibility has been determined the category used to determine eligibility, date of referral and person who referred must be documented in Connecting Colorado. The method used to alert the DVOP specialist of a referral will be decided by the workforce center.

If a DVOP specialist is not available to serve an eligible veteran referred for DVOP services, the workforce center employee will provide needed services and/or give the eligible veteran the option of making an appointment with the DVOP specialist for a later time. If a veteran is not eligible to be seen by a DVOP specialist, the workforce center employees will provide both core and/or intensive services as needed.

In regards to referrals to other workforce center programs, the workforce center will provide a flow chart which clearly outlines a step by step progression all veterans must take in order to complete the program. DVOP specialists, WIOA case managers and Wagner Peyser staff are to work closely with the LVER during and after the program progression. Leveraging the business connections made by the LVER will be beneficial to veterans who are deemed employment ready.

V. Assurances

- a. Describe methods to ensure that needs of workers, youth and individuals with barriers to development, including individuals with disabilities, are addressed in the provision of necessary and appropriate access to services, including access to technology and

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materials, made available through the One-Stop Delivery System.

CDLE has established policy guidance letters (PGL) and procedural documents that addresses the expectations for services provided to veterans, particularly those with significant barriers to employment. These PGL's are listed in the Colorado Department of Labor and Employment Regulation section. Close attention should be paid to the Priority of Service PGL Vet -2014-02 since it is the responsibility of the workforce center, not the JVSG staff to ensure the Priority of Service is demonstrated and extended to all veterans and eligible spouses. Since the enactment of the Jobs for Veterans Act in 2002, Priority of Service has been established in the State of Colorado under policy guidance issued by the Colorado Department of Labor and Employment. Priority of Service, as required by 38 U.S.C § 4215 and 20 C.F.R. 1001 and 1010, is provided to ensure veterans and covered persons receive consideration for all opportunities, for which they qualify, funded in whole or part by the United States Department of Labor. After receipt of state policy, local workforce centers are required to develop internal veterans' Priority of Service policies and procedures and implementing them after review and approval by the State Veterans Program Coordinator. Each year they are required to submit their local policy to the State Coordinator for review, particularly when changes have been made. The Priority of Service regulations require that local AJC's implement policies and procedures that:

- Identify veterans and eligible spouses at point of entry (physical locations, web sites, and other virtual service delivery resources);
- Advise veterans and eligible spouse of their entitlement to Priority of Service;
- Make veterans and eligible spouses aware of the full array of employment, training and placement services available; and
- Identify applicable eligibility requirements for programs and services.
- Veterans and covered person are identified and made aware of their entitlement for Priority of Service at the point of entry into Colorado's workforce system.

VI. Co-Locations

- a. List co-locations that One-Stop Partner is participating in.

The placement of the JVSG supported staff is determined by CDLE based on veteran population in accordance with the JVSG State plan. JVSG staff will be located in the workforce center along with the WIOA case managers and Business Service Representatives. DVOP specialists may visit the satellite office(s) of the workforce center and the offices of other outreach partners located within their communities after a schedule has been arranged and approved by CDLE Leadership.

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*** Signature of One-Stop Partner:** By signing below, I swear and affirm that I am authorized to act on behalf of the One-Stop Partner identified below and that the information set forth in this Exhibit A is true, accurate and complete to the best of my knowledge, and acknowledge that the Parties to the MOU are relying on these representations.

DocuSigned by:
William Dowling
EDE8F346DD024F0...
* Signature

8/4/2016 | 07:33 MDT
Date

William Dowling, Director

Colorado Department of Labor and Employment, Division of Employment and Training
Name of One-Stop Partner