

**MEMORANDUM OF UNDERSTANDING**  
*between*  
**The Region 9**  
**CHIEF ELECTED OFFICIALS,**  
**REGIONAL WORKFORCE DEVELOPMENT BOARD,**  
*and*  
**WORKFORCE DEVELOPMENT PARTNERS**

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**I. Background.**

Congress enacted The Workforce Innovation and Opportunity Act (WIOA) to strengthen our country's workforce development system by aligning its employment, training, and education programs. This alignment of program services will combine with a metrics-based assessment of performance to improve our workforce development system. WIOA prioritizes a forward-looking one-stop system that provides integrated employment, training, and education programs responsive to the employment needs of the system's customers: job seekers, employees, and businesses. This focus will result in a one-stop system that will lead to economic growth for the individual, State, and nation.

Iowa has previously taken steps to integrate and streamline its workforce services, but WIOA requires further integration among agencies and programs. The parties to this memorandum of understanding (MOU) will come together to develop a partnership for workforce services delivery that fosters cooperation, collaboration, communication and accessibility. This MOU sets forth the framework for local-level collaboration in pursuit of attaining the goals and meeting the requirements set forth by WIOA.

Iowa's one-stop delivery system is a locally-driven system that provides the programs and services to achieve the goals set forth in the Iowa Unified State Plan:

- **Goal I:** Iowa's employers will have access to advanced, skilled, diverse, and Future Ready workers.
- **Goal II:** All Iowans will be provided access to a continuum of high quality education, training, and career opportunities.
- **Goal III:** Iowa's workforce delivery system will align all programs and services in an accessible, seamless, and integrated manner.

These goals will be accomplished by providing all customers in each region across the state access to a high-quality one-stop system with the full range of services available in their communities.

## 2. Purposes.

The purposes of this MOU are to:

- 2.1. Establish a cooperative working relationship among partners;
- 2.2. Define respective party roles and responsibilities;
- 2.3. Coordinate resources to prevent duplication;
- 2.4. Develop a one-stop system that creates a seamless customer experience;
- 2.5. Ensure the effective and efficient delivery of workforce services;
- 2.6. Establish joint processes and procedures that will enable partners to align and integrate programs and activities across the regional one-stop system;
- 2.7. Increase and maximize access to workforce services for individuals with barriers to employment; and
- 2.8. Coordinate to implement state workforce development initiatives.

## 3. Parties.

The following entities are parties to this MOU:

3.1. Region 9 Chief Elected Official Board (CEO Board).

3.2. Region 9 Workforce Development Board.

3.3. Region 9 One-Stop System Partners:

Required Partner	Local Area	Entity	Name	Telephone Number	Email Address
Title 1-Adult/DW/Youth	X	Eastern Iowa Community Colleges	Paula Arends	563.445.3200 X43340	<a href="mailto:parends@live.eicc.edu">parends@live.eicc.edu</a>
Adult Education/Literacy	X	IA Department of Education	Alex Harris	515.281.3640	<a href="mailto:Alex.harris@iowa.gov">Alex.harris@iowa.gov</a>
Wagner-Peyser	X	Iowa Workforce Development	Beth Townsend	515.281.5364	<a href="mailto:Beth.townsend@iwd.iowa.gov">Beth.townsend@iwd.iowa.gov</a>
Vocational Rehabilitation	X	Iowa Vocational Rehabilitation Services	David Mitchell	515.281.4140	<a href="mailto:David.mitchell@iowa.gov">David.mitchell@iowa.gov</a>
Department for the Blind	X	IA Department for the Blind	Richard Sorey	515.281.1334	<a href="mailto:Richard.sorey@blind.state.ia.us">Richard.sorey@blind.state.ia.us</a>
Career/ Technical Education	X	Iowa Department of Education	Pradeep Kotamraju	515.281.4716	<a href="mailto:Pradeep.kotamraju@iowa.gov">Pradeep.kotamraju@iowa.gov</a>
SCSEP (Older Worker)	X	AARP Foundation Experience	Cynthia Cannavo Tracey	515.287.1555 515.243.2430	<a href="mailto:ccannavo@aarp.org">ccannavo@aarp.org</a> <a href="mailto:tracey_dormady-ketcham@experienceworks.org">tracey_dormady-ketcham@experienceworks.org</a>

		Works  Senior Service America Inc. (SSAI)  Community Action Agency of Siouxland	Dormady-Ketcham  Ivy Nielsen  Antoinette Green	712.755.5135 ext. 230	<a href="mailto:inielsen@westcca.org">inielsen@westcca.org</a>  <a href="mailto:agreen@caasiouxland.org">agreen@caasiouxland.org</a>
Job Corps	X	Denison Job Corps  Ottumwa Job Corps		712.265.2300  641.682.2000	
Native American		California Indian Manpower	Susan Stanley	773.271.2413	<a href="mailto:susans@cimcinc.com">susans@cimcinc.com</a>
Migrant/Seasonal Farm Worker	X	Proteus	Sonia Reyes-Snyder	515.271.5306	<a href="mailto:SoniaR@proteusinc.net">SoniaR@proteusinc.net</a>
Veterans		Iowa Workforce Development	Linda Rouse	641.680.3591	<a href="mailto:Linda.rouse@iwd.iowa.gov">Linda.rouse@iwd.iowa.gov</a>
Trade Act	X	Iowa Workforce Development	Beth Townsend/ Kristi Judkins	515.281.5364	<a href="mailto:Beth.townsend@iwd.iowa.gov">Beth.townsend@iwd.iowa.gov</a>
Community Action (E/T)	X	Community Action of Eastern Iowa	Roxanna Claude	563.324.3239 X1237	<a href="mailto:rcalude@iacommunityaction.org">rcalude@iacommunityaction.org</a>
Unemployment	X	Iowa Workforce Development	Ryan West	515.725.1086	<a href="mailto:Ryan.west@iwd.iowa.gov">Ryan.west@iwd.iowa.gov</a>
TANF(PROMISE JOBS)	X	Iowa Workforce Development	Heidi Wicks	515.281.2810	<a href="mailto:Heidi.wicks@iwd.iowa.gov">Heidi.wicks@iwd.iowa.gov</a>

1. Title I Adult, Dislocated Worker and Youth
2. WIOA Title II Adult Education and Literacy
3. WIOA Title III Wagner-Peyser
4. WIOA Title IV Vocational Rehabilitation
5. WIOA Title IV Iowa Department for the Blind
6. Title V Older Americans Act
7. Carl Perkins Career Technical Education
8. Job Corps
9. Native American Programs
10. Proteus/ Migrant Seasonal Farmworkers
11. Veterans
12. Trade Adjustment Act
13. Unemployment Compensation
14. TANF/PROMISE JOBS
15. Corrections

16. Community Action
17. Goodwill
18. Safer Foundation

#### **4. Region 9 Vision and Goals.**

Region 9's mission is to "increase the quality and quantity of the local workforce".

Region 9's vision is to work as an integrated entity in collaboration with local partners to provide comprehensive workforce services to individuals and businesses in our counties. In order to carry out this vision, Region 9 will:

- ✓ Focus on local labor market trends;
- ✓ Align programs and services so that they are responsive to the needs of local populations and businesses;
- ✓ Work collaboratively to utilize limited resources in the most effective and efficient way possible;
- ✓ Provide exceptional customer service; and
- ✓ Embrace diversity within our offices, among our customers, and within our communities.

##### Focusing on Local Labor Market Trends

Having a focus on the local labor market helps to ensure that the information and direction IowaWORKS staff provides to customers is reflective of the needs in our local community. Whether individuals are looking for employment or seeking training in order to become employed in a high demand, high skill occupation, labor market information is key.

Region 9 staff is trained to access labor market information. Customers who attend the Six Steps workshops are trained to access labor market data, and most importantly shown the importance of targeting their job search in a direction that indicates need and sufficient wages. All individuals who transition into intensive and training services work with center staff to ensure that they are entering a career field that meets their interests and self-sufficiency needs.

##### Aligning Programs and Services

Through an understanding of the local workforce, on-going conversations with area business and industry, input from our regional board, and communication with customers, Region 9 Title I will be able to target programs and services to the specific needs in Clinton, Jackson, Muscatine, and Scott Counties. For example, the region places a high need on computer training due to the need for computer skills in almost every workplace, and the low level of skills many job seekers possess. In response to this need, the one stop offers a Computer Basics course every week, and also provides MicroSoft Office Word, Excel, and Power Point training.

##### Working Collaboratively

As outlined in the Workforce Innovation and Opportunity Act, Region 9 will draw its strength from working collaboratively with core and regional partners. In order to effectively collaborate, the region must make a concerted on-going effort to ensure that all staff are well informed about partner roles, services, and basic eligibility. These efforts will include common staff inservices, opportunities to visit partner sites, partner shadowing, and collaborative involvement in workforce programming committees.

### Providing Exceptional Customer Service

As Region 9 integrated, customer service to both internal and external customers was a major focus. In order to provide great service, and get customers to keep coming back, it was apparent that we would have to offer a welcoming environment with supportive staff. We set out to change our identity from the “unemployment office” to the “employment office”. Less than two years later, IowaWORKS of Eastern Iowa was nominated for the area “Locals Love Us” program. The center is promoted among the ranks of nationwide employment services with branches in our community.

Customer service is emphasized at the IowaWORKS, Eastern Iowa office through an internal recognition program. Staff can recognize exceptional service the witness/experience from other staff, and also recognize exceptional service that is provided for customers. Recognitions are shared at weekly team meetings. At the inception of WIOA, this program was shared with our partner entities as well so they have an opportunity to participate.

Becoming a certified one-stop is a focus for our region. We recognize that some of the criteria for certification will take time and commitment to fully develop, and therefore have started to work toward informing staff about the criteria, and focusing efforts to ensure that we will meet or exceed all requirements before they are mandated.

### Embracing Diversity

Region 9, in and of itself, is very diverse. Our community ranges from very urban areas to extremely rural areas. The diversity of our customer base, is also very diverse. It is important that front-line staff is able to assist a wide range of customers, and provide exceptional service to all. Staff in the region has received training on socio-economic diversity, helping them better understand and relate to some of the challenges customers are facing. They have also received training in handling difficult conversations, and trauma informed care.

## **5. Term.**

This MOU commences on July 1, 2016, and concludes June 30, 2019. The Parties may agree to amend this MOU at any time before its designated conclusion date.

## **6. Development and Implementation.**

This MOU will be developed and implemented in two phases:

- **Phase I:** Phase I of this MOU focuses on the operation of the one-stop system. This phase will foster alignment and integration of programs and services and specify the responsibilities of the Partners under WIOA.
- **Phase II:** Phase II will be an addendum to this MOU that will incorporate and include Phase I. Phase II will include the application of an agreed upon formula or plan developed by State Partners. Phase II will address costs of services, operational costs, and infrastructure costs in accordance with WIOA section 121(c)(2)(A)(ii). Phase II will take effect in accordance with the deadline set by the United States Department of Labor (USDOL) and United States Department of Education (USDOE).

By signing this MOU, the Partners agree to adhere to and execute Phase I and support and participate in good faith in the development of Phase II.

## 7. Legal Obligations.

The parties propose to coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, activities, and entities. Nothing in this MOU supersedes any provision of WIOA or any other state or federal statutes or regulations. The parties agree to amend this MOU in response to changes in applicable state and federal law in order to ensure compliance with applicable state and federal law.

## 8. One-Stop System Description.

Region 9 serves businesses and job seekers in Clinton, Jackson, Muscatine, and Scott Counties.

County	Population
Clinton County	48,051
Jackson County	19,482
Muscatine County	42,903
Scott County	171,387

The Region 9 one-stop, IowaWORKS, Eastern Iowa, is located in Davenport. Satellite offices are located in Scott County at Scott Community College, Clinton County at the Lyon's Branch Library and Clinton Community College, Jackson County at the Clinton Community College Maquoketa Center and the Maquoketa Library, and in Muscatine County at the Helms Center/Goodwill and Muscatine Community College. Core partners have locations in all counties as well.

For a detailed description of core partner locations, hours, please see Attachment A.

To increase accessibility, Region 9 is developing county workforce teams that will focus on county issues, coordinate services, conduct joint marketing efforts, and provide multiple entry-points for job seekers and businesses. These teams will have representatives from Wagner-

Peyser, Title I, Vocational Rehabilitation, Adult Basic Education, the Iowa Center for the Blind, and the regional workforce board.

For a detailed description of the services provided by partners in Region 9, please see \_\_\_\_\_.

## **9. Responsibilities of the Parties.**

- 9.1.** The parties agree to participate in joint planning and modification of activities to result in:
  - 9.1.1.** Continuous partnership building;
  - 9.1.2.** Continuous planning responsive to State and federal requirements;
  - 9.1.3.** Timely response to specific local economic conditions including employer needs; and
  - 9.1.4.** Adherence to common data collection and reporting needs.
- 9.2.** Make available to customers through the one-stop delivery system the services that are applicable to the partner's programs;
- 9.3.** Participate in the operation of the one-stop system consistent with the terms of this MOU and requirements of applicable law;
- 9.4.** Participate in staff capacity-building and development, including but not limited to cross-training between partner staff;
- 9.5.** Participate in one-stop assessments under applicable state policies and procedures, utilizing state standards created to develop a base-line for one-stop center and system certification and continuous improvement as required by WIOA section 121(g); and
- 9.6.** Develop, offer and deliver quality business services that assist industry sectors in overcoming the challenges of recruiting, retaining and developing talent for the regional economy.

## **10. Methods of Customer Referral and Tracking.**

The partners agree to develop a referral process to aid in the integration and alignment of services within the regional one-stop system. The referral process must help create a more seamless customer experience by providing convenience of services to individuals and businesses. This process also provides for a continuum of services and follow-up to ensure that Region 9 customer needs have been met. All partners agree to follow the Region 9 one-stop center referral process outlined in Attachment C via the following documents: Customer Flow, Referral Form.

Until a system is in place to help track referrals in a more systematic way, each Region 9 partner will track outbound referrals, including follow-up to ensure that customers received appropriate and needed services. Partners are working on a shared form to document referrals so that they

can be easily tracked and tallied for reporting purposes.

Referrals will be made with the knowledge and understanding of the referred customer. When needed, customers will sign a release of information to indicate the type of information they approve for release. Staff will be trained to understand partner services, and they will receive on-going training so that they are aware of any changes in services, funding, etc. This will enable them to make targeted referrals that will meet the customer's specific identified needs.

All partners are invited to share information in the one-stop and county locations. An identified area in the Center is reserved specifically for partner brochures and information.

Customer referrals will be made using a common referral form (Attachment \_\_\_\_). The form will be completed with the customer and scanned or faxed directly to the partner agency. A copy of the form will be retained by the referring partner, and then added to the tracking form.

Whenever possible, co-location best supports partners' ability to make direct referrals and provide program information. Currently, AARP, Title I, Wagner Peyser, and Promise Jobs are co-located. Title I youth staff provide services at the AEL site in Scott County. Due to size limitations, it is not possible to expand the partners co-located in the Center. As this situation changes, the leadership team hopes to bring all core partners on-site. County teams also allow for extensive collaboration among core partners.

In FY16, Region 9 made a commitment to common training for all core partner staff. This allowed staff to get to know one another, learn about WIOA and the impact it would have on all partners, and focus on developing collaborative processes moving forward. This practice will continue throughout the term of this MOU.

## **11. Increased and Maximized Access**

The Partners agree that meeting WIOA's mandate for increased access to the Region's workforce services—particularly for individuals with barriers to employment—must be a priority as we work together to deliver workforce services. This necessarily includes outreach to individuals with barriers to employment, a group that includes members of the following populations:

Individuals with disabilities, including but not limited to individuals with vision loss,

- 11.1. Displaced homemakers
- 11.2. Low-income individuals
- 11.3. Native Americans, including Indians, Alaska Natives and Native Hawaiians as those terms are defined in WIOA section 3
- 11.4. Individuals age 55 and older
- 11.5. Returning citizens (ex-offenders)
- 11.6. Homeless individuals



- 11.7. Youth who are in or have aged out of the foster care system
- 11.8. English language learners, a group that is also often referred to as individuals with Limited English Proficiency (LEP)
- 11.9. Individuals who have low levels of literacy
- 11.10. Individuals facing substantial cultural barriers
- 11.11. Eligible migrant and seasonal farmworkers
- 11.12. Single parents, including single pregnant women
- 11.13. Long-term unemployed individuals
- 11.14. Individuals within two years of exhausting lifetime eligibility under part A of title IV of the Social Security Act

To achieve the priority of increased access for individuals with barriers to employment, the parties will:

- Leverage the expert knowledge of its membership and collaborate to maximize access to workforce services;
- Conduct outreach to stakeholders and other organizations within the Region; and
- Participate in state workforce development accessibility initiatives.

## **12. Common Performance Measures.**

The Partners will collaborate to achieve common performance indicators outlined in the State of Iowa Unified State Plan and any modifications made thereto. This collaboration includes strategizing on approaches to attain these measures and providing data in the method and of the substance requested by state-level partner agencies.

## **13. Service Design.**

The Partners will work together to achieve an integrated partnership that seamlessly incorporates the services provided by Partner programs. The Partners will collaborate to develop and implement operational policies, procedures and proven and promising practices that reflect an integrated system of performance, communication and case management, and use technology to achieve integration and expanded service offerings.

### **13.1. Alignment of Services.**

The Partners will collaborate to develop policies, procedures and proven and promising practices to facilitate the organization and integration of workforce services by function (rather than by program) when permitted by a program's authorizing statute and as appropriate. This will include coordinating 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, Business Services Team). Service integration will focus on serving all customers seamlessly (including individuals with barriers to

employment) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope and requirements of each Partner Program.

### **13.2. Career Services.**

Career Services include a variety of self-help services and services requiring more staff involvement, generally provided to individuals deemed to be in need of more intensive/training services to obtain employment; or who are employed but deemed to be in need of more intensive or individualized services to obtain or retain employment that allows for self-sufficiency.

Each partner is responsible for the provision of services associated with the One-Stop system site. The levels of service begin with a set of basic career services available to the universal population. Further assessments may necessitate the need for more intensive or individualized services. These services, customized and based upon the Region 9 needs, are described in a detailed narrative and are outlined in Table format in the Attachment B documents.

Attachment B “Partner Services Responsibilities” identifies the services each required partner will provide and the methods of service delivery each partner will use to ensure that integration and non-duplication of services is addressed.

### **13.3. Employer Services.**

WIOA requires that Local One-Stop Systems provide workforce services that meet the labor-market needs of employers. To meet this requirement, the Partners will collaborate to achieve an integrated approach to business services delivery. This will include the implementation of business-focused outreach and initiatives:

#### **13.3.1. Employer-Focused Outreach.**

The Partners will create an Integrated Business Services Team that includes local staff from each core partner agency to:

- a. Facilitate engagement of employers in workforce services programs;
- b. Offer and deliver quality business services that assist specific businesses and industry sectors in overcoming the challenges of recruiting, training, retaining, and developing talent for the regional economy;
- c. Identify and develop a clear understanding of industry skill needs, strategies for assisting employers and coordinating business services activities across programs;
- d. Incorporate an integrated and aligned business services strategy among partner to present a unified voice for the One-Stop Center in its communications with employers; and
- e. Engage employers to develop sector partnerships that are responsive to labor-market trends.

#### **13.3.2. Business-Focused Initiatives.**

The partners will develop policies, procedures and promising practices regarding

the development of programs and activities that may include but are not limited to implementation of initiatives such as:

- a. Incumbent worker training programs;
- b. On-the-job training;
- c. Customized training programs;
- d. Registered apprenticeships;
- e. Industry and sector partnerships;
- f. Career pathways; and
- g. Public-Private partnerships.

#### **13.4. Equal Opportunity.**

The parties agree to obey all applicable state and federal nondiscrimination laws. The parties shall not unlawfully discriminate against any customer, applicant for employment, or employee of a party to this MOU or other entity. The parties shall adhere to the policies, procedures, and guidance issued by the State of Iowa Workforce Development Board and state-level partner agencies regarding equal opportunity, nondiscrimination, and increased accessibility. Nothing in this Section shall be construed as limiting the parties' agreement to increase and maximize access for individuals with barriers to employment under Section 11 of this MOU.

#### **13.5. Integrated Management System.**

WIOA emphasizes technology as a critical tool in making possible all aspects of information exchange including client tracking, common case management, data collection, and reporting. Iowa Workforce Development, Iowa Vocational Rehabilitation Services, Iowa Department for the Blind, and Iowa Department of Education, Adult Education and Literacy, are working to develop technological enhancements that allow interfaces of common information needs for WIOA implementation. To support the use of these tools, the One-Stop Partner agrees to:

- 13.5.1. The principles of common reporting and shared information through electronic mechanisms including shared technology;
- 13.5.2. Commit to share information to the greatest extent allowable under their governing legislation and confidentiality requirements; and
- 13.5.3. Develop a process for shared case management that coordinates services and leverage funding to meet the employment needs of an individual job seeker/customer.

#### **13.6. Confidentiality.**

The parties agree to comply with provisions of WIOA, the Wagner-Peyser Act, the Rehabilitation Act of 1973, and the Adult Education and Literacy Act, and any other applicable requirement of state or federal law to assure that customer information shall be shared solely for the purpose of enrollment, referral, or provision of services. When required under applicable state or federal law, a release of information will be obtained from the customer before sharing confidential protected information. In carrying out their respective responsibilities, each party shall respect and abide by the confidentiality policies, procedures, and guidance of the other

parties.

#### **14. Amendment.**

This MOU may be amended at any time upon mutual agreement of the parties. Any amendment to this MOU must be consistent with federal, state or local laws, regulations, rules, plans, or policies. Any amendment of this MOU must involve the process outlined in this section.

A party may request to amend this MOU during its term. A party seeking an amendment must submit a written request to each party. The request must include:

- 14.1.** The requesting Partner's name;
- 14.2.** The reason(s) for the amendment request;
- 14.3.** Each section of this MOU that will require revision;
- 14.4.** The desired date for the amendment to take effect; and
- 14.5.** The signature of an authorized representative of the requesting Partner.

After receipt of an amendment request, the parties must attempt to reach consensus on amending this MOU. If the parties reach unanimous agreement to amend this MOU, this MOU may be amended. Each party must execute the amended MOU via an authorized representative for the amended MOU to take effect. If a party objects to the requested amendment to this MOU and consensus on amending this MOU cannot be reached, the requesting party may utilize the Dispute Resolution process outlined in Section 15 to seek amendment of this MOU.

#### **15. Dispute Resolution.**

The parties agree to act in good faith to implement this MOU to help execute the local plan. However, should a dispute arise among the parties while attempting to implement the provisions contained in Phase I of this MOU that results in an impasse, the parties agree to utilize the following process:

- 15.1.** A written document detailing the dispute must be submitted to the State of Iowa Workforce Development Board, with a copy delivered by U.S. mail or email to each of the parties to this MOU.
- 15.2.** The State Workforce Development Board will appoint a standing committee to review and work with the parties to attempt to resolve the impasse. Impasses involving state level partners will have the participation of their respective executive director or administrator, or their designees, in all resolution activities.
- 15.3.** If the standing committee successfully brokers a resolution to the dispute, the parties must execute a written agreement containing the terms of the dispute resolution. The standing committee must then make a written report to the State Workforce Development Board at the first meeting to occur after the impasse is resolved and agreement between the parties is executed, detailing the dispute and the resolution. The State Workforce Development Board must publish the

standing committee's report on its website.

**15.4.** In the event the dispute cannot be resolved within thirty (30) days, the standing committee will make a recommendation to the State Workforce Development Board regarding a resolution to the impasse. At its next meeting, the State Workforce Development Board will vote on whether to adopt the standing committee's proposed resolution.

**15.4.1.** If the State Workforce Development Board votes to not adopt the standing committee's proposed resolution, the State Workforce Development Board may direct the standing committee to engage in further efforts to resolve the dispute or dissolve the standing committee and create another standing committee to take the initial standing committee's place.

**15.4.2.** If the State Workforce Development Board adopts the standing committee's proposed resolution, the standing committee must draft a report detailing the dispute, its efforts to resolve the dispute, and the resolution. The State Workforce Development Board must post the standing committee's report on its website.

The policies and procedures outlined in this section will not apply to any dispute among the parties regarding cost or resource sharing. Any dispute among the parties regarding cost or resource sharing must be subject to a separate and distinct dispute resolution process that will be outlined in Phase II of this MOU and be compliant with WIOA.

## **16. Termination.**

- 16.1.** The parties understand that implementation of the one-stop system is dependent on everyone's good faith effort to work together to improve services to the community. The parties also agree that this is a project where different ways of working together and providing services are being tried.
- 16.2.** In the event that it becomes necessary for one or more party to cease being a party to this MOU, said party shall notify the other parties and the State Workforce Development Board, in writing, ninety (90) days in advance of that intention.
- 16.3.** A party's termination in whole or in part of its participation in this MOU will not affect its duties and obligations under any applicable federal or state law, including but not limited to WIOA.
- 16.4.** A party's termination in whole or in part of its participation in this MOU will be effective only as to that entity.
- 16.5.** If a party terminates in whole or in part its participation in this MOU, this MOU will remain in full force and effect as to all other parties.
- 16.6.** A party's termination in whole or in part its participation in this MOU will trigger a review of the regional workforce development board's certification under WIOA section 107(c) and local workforce development area's designation under WIOA section 106(b) by the State Workforce Development Board which will result in recommendations to the Governor of the State of Iowa.

## **17. No Indemnification and Liability.**

By executing this MOU each partner agrees to work together to deliver Region 9 one-stop services for employers, employees, and those seeking employment. However, the parties are not legally “partners” to the extent that term encompasses joint and several liabilities under Iowa law. Each partner under this MOU is responsible for its own employees, representatives, agents, and subcontractors.

**MEMORANDUM OF UNDERSTANDING**  
Signature Page, continued

*Denison Job Corps*

*Job Corps*

Mark Douglas, Director

*Jim Whitmire*

Date

*Ottumwa Job Corps*

*Job Corps*

Jim Whitmire, Director

*Mark Douglas*

Date

*6/22/16*

*Proteus, Inc.*

*Migrant/ Seasonal Farmworker*

Jesus Soto, Chief Executive Officer

*Please see attached*

Date

*Iowa Workforce Development*

*Veterans Services*

Marketa Oliver, Division Administrator

Date

*06.22.16*

*Community Action of Eastern Iowa*

*Community Action*

Roxanna Claude, Director

Date

*6-15-16*

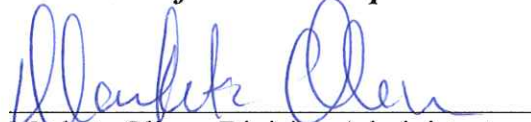
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***Iowa Workforce Development***

***Trade Adjustment Act***

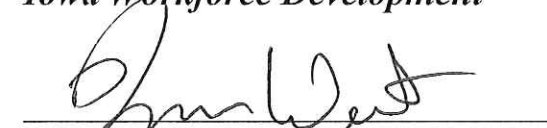
  
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Marketa Oliver, Division Administrator

06.22.16  
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Date

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***Iowa Workforce Development***

***Unemployment Compensation***

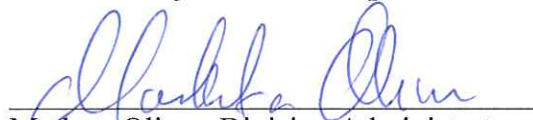
  
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Marketa Oliver, Division Administrator  
*Ryan West*

6/22/16  
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Date

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***Iowa Workforce Development***

***Title III Wagner-Peyser***

  
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Marketa Oliver, Division Administrator

06-22-16  
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Date

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***Iowa Workforce Development***

***TANF/PROMISE JOBS***

  
\_\_\_\_\_  
Marketa Oliver, Division Administrator

06.22.16  
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Date

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***California Indian Manpower***

***Native American Programs***

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Date

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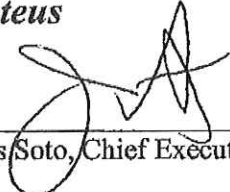
# MEMORANDUM OF UNDERSTANDING

Signature Page, continued  
Agreement 7/01/2016- 6/30/2019

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in the Regions.

**Proteus**

*Migrant/ Seasonal, Farmworker*



Jesus Soto, Chief Executive Officer

5/27/2016

Date

# MEMORANDUM OF UNDERSTANDING

## Signature Page


Region 9

Agreement 7/01/2016- 6/30/2019

By signing this Memorandum of Understanding, all partners have reviewed the MOU and find it accurately reflects a general understanding of their involvement in the Region 9 One-Stop System.

*Denison Job Corps*

*Job Corps*

  
\_\_\_\_\_  
Jim Whitmire, Director

  
\_\_\_\_\_  
Date



# MEMORANDUM OF UNDERSTANDING

## Signature Page

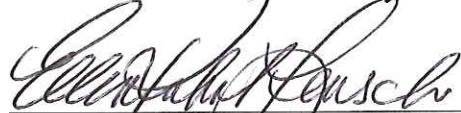
Region 9

Agreement 7/01/2016- 6/30/2019

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*Eastern Iowa Community Colleges*

*Title I Adult, Dislocated Worker and Youth*

  
Ellen Kabat-Lensch, Vice Chancellor

6.10.16  
Date

*Eastern Iowa Community Colleges*

*Title II Adult Education and Literacy*

  
Scott Schneider, Dean of Adult Education

6/14/16  
Date

*Iowa Vocational Rehabilitation*

*Title IV Vocational Rehabilitation*

  
Chad Pratz, Regional Supervisor

6/7/16  
Date

*Safer Foundation*

*Offender and Prevention Services*

  
Sue Davison

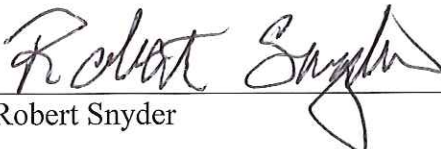
6/14/16  
Date


**MEMORANDUM OF UNDERSTANDING**

Signature Page, continued

*Department of Labor – Bureau of  
Apprenticeships*


*Registered Apprenticeships*

  
\_\_\_\_\_  
Robert Snyder

  
\_\_\_\_\_  
Date

*Iowa Department for the Blind*

*Title IV Vocational Rehabilitation*

  
\_\_\_\_\_  
Keri Osterhaus, Vocational Rehabilitation  
Program Supervisor Administrator

  
\_\_\_\_\_  
Date

*Eastern Iowa Community Colleges*

*Career Technical Education*

  
\_\_\_\_\_  
Daniel Marvin, Dean of Career and Technical Ed.

  
\_\_\_\_\_  
Date

*AARP Foundation*

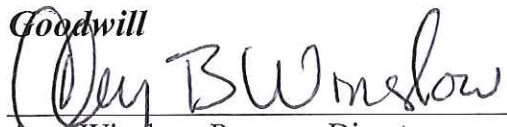
*Title V Older American Act*

  
\_\_\_\_\_  
Cindi Cannavo, Iowa State Manager

  
\_\_\_\_\_  
Date

*Goodwill*

*Employment and Training Services*

  
\_\_\_\_\_  
Amy Winslow, Program Director

  
\_\_\_\_\_  
Date

# MEMORANDUM OF UNDERSTANDING

## Signature Page

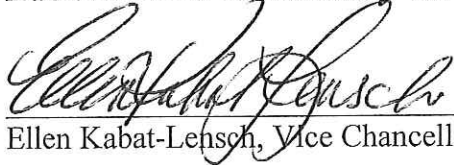
### Region 9

Agreement 7/01/2016- 6/30/2019

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*Eastern Iowa Community Colleges*

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Scott Schneider, Dean of Adult Education

6/14/16  
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Chad Pratz, Regional Supervisor

6/7/16  
Date

*Safer Foundation*

*Offender and Prevention Services*

  
Sue Davison

6/14/16  
Date

**MEMORANDUM OF UNDERSTANDING**  
Signature Page, continued

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*Denison Job Corps*

*Job Corps*

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Mark Douglas, Director

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Date

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*Ottumwa Job Corps*

*Job Corps*

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Jim Whitmire, Director

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Date

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*Proteus, Inc.*

*Migrant/ Seasonal Farmworker*

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Jesus Soto, Chief Executive Officer

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Date

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*Iowa Workforce Development*

*Veterans Services*

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Marketa Oliver, Division Administrator

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Date

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*Community Action of Eastern Iowa*

*Community Action*

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*Roxanna Claude*  
Roxanna Claude, Director

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*6-15-16*  
Date

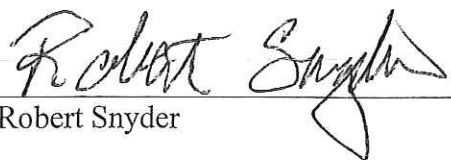
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**MEMORANDUM OF UNDERSTANDING**

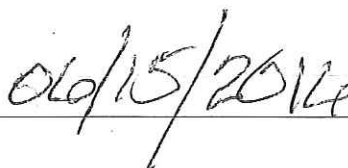
Signature Page, continued

*Department of Labor – Bureau of  
Apprenticeships*

*Registered Apprenticeships*

  
\_\_\_\_\_

Robert Snyder

  
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Date

*Iowa Department for the Blind*

*Title IV Vocational Rehabilitation*


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Keri Osterhaus, Vocational Rehabilitation  
Program Supervisor

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Date

*Eastern Iowa Community Colleges*

*Career Technical Education*

  
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Daniel Marvin, Dean of Career and Technical Ed.

  
\_\_\_\_\_  
Date

*AARP Foundation*

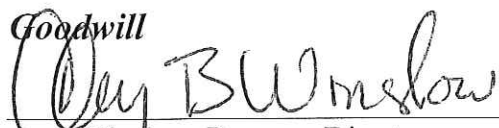
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Cindi Cannavo, Iowa State Manager

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Date

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Amy Winslow, Program Director

  
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Date