



# WESTERN OKLAHOMA WORKFORCE DEVELOPMENT BOARD

1222 10<sup>th</sup> Street, Suite 115, Woodward, OK 73801

## Workforce Innovation and Opportunity Act

### Center Certification

**EQUAL OPPORTUNITY AND NONDISCRIMINATION STATEMENT:** All Recipients, and Sub-recipients /Subgrantees must comply with WIOA’s Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.



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“Equal opportunity employment/program. Auxiliary aids and services are available upon request to individuals with disabilities.”

## **Purpose**

To define the local procedures to be used, as guided by the Oklahoma Office of Workforce Development (OOWD), to prepare and submit for initial and subsequent center certification approval.

These guidelines:

- 1) Establish minimum criteria for Local Workforce Development Boards (LWDBs) to apply when assessing and certifying one-stop centers in their areas;
- 2) Provide procedures for LWDBs to evaluate and certify one-stop centers; and,
- 3) Prescribe timelines for local certification of one-stop centers and for reporting outcomes to the State.

## **Effective Date**

Policy approved by WOWDB Executive Committee **03.16.2022, Updated 06.28.2023**

**\* This document shall supersede and replace all prior versions and understandings, oral or written, of the Center Certification Policy**

**NOTE:** All WOWDB Policies and attachments are available for download at:

<https://wowdb.org/about-us/policies/>

## **Policy**

WIOA envisions high-quality one-stop-center systems that are business driven, customer-centered, integrated, and tailored to meet the needs of regional economies. The law emphasizes the need for partnerships and strategies that align workforce development, education, and economic development programs with regional needs.

Each local area must have at least one physical comprehensive one-stop center location that provides on-demand access to career services, training services, employment services, and all required programs and data. These State criteria and procedures set the standards for which local workforce boards must apply to ensure each comprehensive and affiliate one-stop center meets minimum criteria for certification. Per WIOA Sec. 121 (g)(3), LWDBs may develop additional criteria to respond to labor market, economic, demographic, or other conditions or priorities within their region or local area.

Western Oklahoma Workforce Development Area (WOWDA) comprehensive one-stop center location is designated in Enid, Oklahoma. Western Oklahoma Workforce Development Board (WOWDB) has chosen not to develop additional criteria for center certification in WOWDA.

High-quality, comprehensive one-stop centers are designed to:

- 1) Serve jobseekers and workers by increasing access to, and opportunities for, employment, education, training, and support services that help them overcome barriers and succeed in the labor market; and
- 2) Serve businesses by, at a minimum, developing (including the provision of education and training for their current workforce) and/or finding (internally and through access to other supports) workers possessing the skills required to keep their companies globally competitive.

WIOA Sec. 121(g)(1) requires the State workforce development board (state board), in consultation with chief local elected officials (CLEOs) and LWDBs, to establish objective criteria and procedures for use by LWDBs in assessing and certifying comprehensive and affiliate one-stop centers for effectiveness, including customer satisfaction, physical and technology accessibility, and continuous improvement. LWDBs must establish a certification team to certify one-stop sites in order for those sites to share infrastructure costs among the required partners. In order to ensure an aligned schedule of updating the certification criteria and conducting the certifications, the OOWD establishes that the certification team shall certify one-stop sites every two years. In accordance with 20 CFR 678.800 (a)(3), when the LWDB serves as the Oklahoma Works (One-Stop) Operator, the state board must certify the one-stop center.

WOWDB has established a two-person certification team consisting of WOWDB staff and Western Oklahoma Planning Region LWDB staff (non-WOWDB) or a workforce system partner staff (for centers where conflict of interest is not a concern).

Establishing State standard certification criteria helps ensure a minimum level of quality and consistency of services in Oklahoma Works (one-stop) centers throughout Oklahoma, regardless of their location. These criteria and procedures are also intended to ensure objectivity in the certification process while allowing local flexibility to develop additional criteria or service coordination requirements responding to the needs of their regional economies.

Oklahoma Workforce Development Issuance (OWDI) 01-2019, Change 1, is intended to provide guidance to the local workforce boards to ensure each comprehensive and affiliate one-stop center meets minimum criteria for certification by the appropriate date. LWDBs may develop additional criteria to respond to labor market, economic, demographic or other conditions or priorities within their region or local area.

WOWDB has chosen not to develop additional criteria for center certification in WOWDA.

## Types of Oklahoma Works (One-Stop) Centers

### Comprehensive Center

A comprehensive one-stop center is a physical location where job seeker and employer customers can access the programs, services, and activities of all required one-stop partners. A comprehensive one-stop center must have at least one title I staff person physically present.

The comprehensive one-stop center must provide:

- 1) Career services, described in 20 CFR 678.430 and TEGL 16-16;
- 2) Access to training services described in 20 CFR 680.200;
- 3) Access to any employment and training activities carried out under sec.134(d) of WIOA;
- 4) Access to programs and activities carried out by one-stop partners listed in 20 CFR 678.400 through 678.410, including the Employment Service program authorized under the Wagner-Peyser Act, as amended by WIOA title III (Wagner-Peyser Act Employment Service program); and
- 5) Workforce and labor market information.

Customers must have access to these programs, services, and activities during regular business days and hours at a comprehensive one-stop center. The Local Workforce Development Board (LWDB) may establish other service hours at other times to accommodate the schedules of individuals who work on regular business days.

WOWDB has outlined “after business hours accommodation” in the WOWDB Public Relations and Communications policy.

“Access” to each partner program and its services means:

- 1) Having a program staff member physically present at the one-stop center;
- 2) Having a staff member from a different partner program physically present at the one-stop center appropriately trained to provide information to customers about the programs, services, and activities available through partner programs; or
- 3) Making available a direct linkage through technology to program staff who can provide meaningful information or services.

A “direct linkage” means providing direct connection at the one-stop center, within a reasonable time, by phone or through a real-time Web-based communication to a program staff member who can provide program information or services to the customer. A “direct linkage” cannot exclusively be providing a phone number or computer website that can be used at an individual’s home; providing information, pamphlets, or materials; or making arrangements for the customer to receive services at a later time or on a different day. If the direct linkage is provided via telephone, access must be a phone line dedicated to serving one-stop customers in a timely manner. If the direct linkage is provided via technology, access must enable trained staff to provide remote assistance through technology such as live web chat (e.g. Zoom, Teams, etc. ), video conference, or other similar technology that involves a form of one-on-one assistance. As applicable and practical, one-stop partners should make services

accessible to individuals electronically in a way that improves efficiency, coordination, and quality in the delivery of one-stop partner services.

All comprehensive one-stop centers and the technology they provide to Job Seekers must be accessible to individuals with disabilities, as described in 29 CFR part 38, the implementing regulations of WIOA sec.188. Oklahoma Works Access for All was developed as a system-wide effort and includes two parts to the Oklahoma's Accessibility Initiative certification in Oklahoma. One considers accessibility in the physical space and the other considers accessibility in technology. Both focus on the environments that Job Seekers interact with when participating in services provided by the Oklahoma Works Workforce System Partners. In the end, Oklahoma Works Workforce System Partners and Workforce Areas work through the Oklahoma Works Access for All process to achieve certification.

### **Affiliate Center**

An affiliated site, or affiliate one-stop center, is a site that makes available to job seeker and employer customers one or more of the one-stop partners' programs, services, and activities with a physical presence of combined staff more than 50 percent of the time the center is open. An affiliated site does not need to provide access to every required one-stop partner program. The frequency of program staff's physical presence in the affiliated site will be determined at the local level. Affiliated sites are access points in addition to the comprehensive one-stop center(s) in each local area. If used by local areas as a part of the service delivery strategy, affiliate sites must be established in a manner that supplements and enhances customer access to services. All affiliated sites must be accessible to individuals with disabilities, as described in 29 CFR part 38, the implementing regulations of WIOA sec. 188.

If Wagner-Peyser Act employment services are provided at an affiliated site, there must be at least one or more other partners in the affiliated site with a physical presence of combined staff more than 50 percent of the time the center is open. Additionally, the other partner must not be the partner administering local veterans' employment representatives, disabled veterans' outreach program specialists, or unemployment compensation programs. If Wagner-Peyser Act employment services and any of these 3 programs are provided at an affiliated site, an additional partner or partners must have a presence of combined staff in the center more than 50 percent of the time the center is open.

States, in conjunction with the Local WDB's, must examine lease agreements and property holdings throughout the one-stop delivery system in order to use property in an efficient and effective way. Where necessary and appropriate, States and Local WDBs must take expeditious steps to align lease expiration dates with efforts to consolidate one-stop operations into service points where Wagner-Peyser Act employment services are collated as soon as reasonably possible. These steps must be included in the State Plan.

## **Specialized Center**

Any network of one-stop partners or specialized centers, as described in 20 CFR 678.300(d)(3), must be connected to the comprehensive one-stop center and any appropriate affiliate one-stop centers, for example, by having processes in place to make referrals to these centers and the partner programs located in them. Wagner-Peyser Act employment services cannot stand alone in a specialized center. Unlike comprehensive and affiliate centers, specialized centers do not need to be certified.

## **Minimum Certification Criteria**

The Governor’s Council for Workforce and Economic Development (GCWED or The Council), in consultation with the CLEOs and LWDBs, must establish objective criteria and procedures for LWDBs to apply when certifying comprehensive and affiliate Oklahoma Works (One-Stop) Centers.

Categories comprising the Oklahoma Works (One-Stop) Center certification criteria include:

- Customer Focus
- Operations and Infrastructure
- Equal Opportunity and Accessibility
- Personnel
- Continuous Improvement

These categories of criteria stem from the four larger categories identified in WIOA. These are:

### **1) Effectiveness Criteria**

These criteria evaluate the comprehensive and affiliate Oklahoma Works (One-Stop) Center’s effectiveness in meeting the workforce development needs of participants and the employment needs of businesses. They also evaluate whether the center is operating in a cost-efficient manner, coordinating services among partner programs physically or through direct linkage on demand and in real time, and providing maximum access to partner program services at times that meet participant needs, including providing services outside of regular business hours where there is a workforce need, as identified by the LWDB. (20 CFR 678.800(b)). Effectiveness also means required partners focus on outcomes and have the capacity to measure attainment of goals and other outcomes.

Note- WOWDB has outlined “after business hours accommodation” in the WOWDB Public Relations and Communications policy.

### **2) Physical Accessibility Criteria**

Minimum certification criteria are required by WIOA to evaluate the comprehensive and affiliate Oklahoma Works (One-Stop) Center’s physical accessibility. This includes ensuring that the center’s location and layout are inclusive of individuals regardless of their range of abilities and mobility, and that reasonable accommodations for access are provided, when appropriate. This

also requires the physical characteristics of the facility to conform to checkpoints found in the Oklahoma Works Access for All initiative Physical Accessibility Checklist [https://www.okabletech.org/wp-content/uploads/2017/08/PhysicalSite\\_Accessibility\\_Checklist.docx](https://www.okabletech.org/wp-content/uploads/2017/08/PhysicalSite_Accessibility_Checklist.docx)

**Note :** Physical accessibility also involves technology accessibility (see details below in programmatic accessibility criteria).

### 3) Programmatic Accessibility Criteria

These criteria evaluate the comprehensive Oklahoma Works (One-Stop) Center's programmatic accessibility, ensuring it provides equal access to all required programs, services, and activities to eligible participants and to employers regardless of their range of abilities, mobility, age, language, learning style, intelligence, or education level. Essentially, services must be made available without unlawful discrimination.

Programmatic Accessibility actions include, but are not limited to:

- 1) Making reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination against any persons, including those with disabilities;
- 2) Administering programs in the most appropriate integrated setting;
- 3) Communicating with persons with disabilities as effectively as with others; and
- 4) Providing appropriate auxiliary aids and services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in and enjoy the benefits of, the program or activity.

#### Technology

In addition, minimum certification criteria are required in Oklahoma to evaluate the One-Stop Center's technology environment for accessibility. This includes ensuring that the center's website, social media and other software offered for use by Job Seekers is accessible. Such technology must adhere to the Web Content Accessibility Guidelines 2.0, Level AA. In addition, the center must conform to the Oklahoma Works Access for All Information and Communication Technology Checkpoints (<https://www.okabletech.org/employment-services/oklahoma-works-access-for-all/roadmap-for-accessibility-certification/information-and-communication-technology-ict-checkpoints/>) In instances where the center does not meet all of the checkpoints, the center will create an Equally Effective Alternative Access Plan.

The full Oklahoma Works Access for All certification process (<https://www.okabletech.org/employment-services/oklahoma-works-access-for-all/roadmap-for-accessibility-certification/>) details the requirements necessary, and provides tools, to receive certification under Oklahoma Works Access for All initiative.

#### 4) Continuous Improvement Criteria

These criteria evaluate the comprehensive and affiliate Oklahoma Works (One-Stop) Center's continuous improvement, meaning the center has the mechanisms and processes in place and has the capacity to assess and improve upon the effectiveness, physical accessibility, and programmatic accessibility of the center. This includes a regular process for identifying and responding to technical assistance needs, a regular system of continuing professional staff development, and having systems in place to capture and respond to specific customer feedback. Continuous improvement also includes supporting the achievement of the negotiated levels of performance for the local indicators of performance (20 CFR 678.800(c)).

Detailed certification criteria are identified in Attachment A: Oklahoma Works (One-Stop) Center Certification Checklist (Certification Checklist). To evaluate one-stop centers on the required certification criteria, LWDBs must use the Certification Checklist. GCWED, in consultation with CLEOs and LWDBs, must review and update the Certification Checklist criteria every two years as part of the review and modification of the WIOA State Plan.

LWDBs may establish additional criteria and/or set higher standards for service coordination than those established by the State. If they do, they must also review and update those additional criteria and standards every two years as part of the WIOA Local Plan update process. Any additional criteria must be clearly identified in addenda to the Certification Checklist.

WOWDB has chosen not to develop additional criteria for center certification in WOWDA.

#### Types of Certifications

There are three possible certification determinations that may be assigned to an Oklahoma Works (One-Stop) Center: (1) certification, (2) provisional certification with a requirement that one-stop operators provide action plans and timelines for meeting certification standards, and (3) not certified or decertified.

Certification is determined by the following scoring benchmarks:

- **Full Certification:** Certification may be awarded if 100% of met/not met criteria and an average score of "2" or higher for each category is achieved.
- **Provisional Certification:** Provisional certification may be awarded if 75-100% of met/not met criteria and an average score of "1.5" or higher for each category of certification.
- **Not Certified or Decertified:** Centers may not be considered certified and/or will be decertified if less than 75% of met/not met criteria and/or the average score for each category is less than "1.5".



## Certification Procedures

### Center Evaluation and Certification Frequency

Oklahoma Works (One-Stop) Center sites will be evaluated and certified no less than once every two years. Centers applying for continued certification of the same type (comprehensive or affiliate) will be evaluated no less than once every two years. Centers applying for new certification and centers who have relocated to a new physical site must complete the certification review process within 60 days of being open for service to the public.

LWDBs may direct “for-cause” site evaluation and certification as determined appropriate and warranted, as a result of a complaint or concern.

### Certification Teams

Oklahoma Works (One-Stop) Center certification teams will be established by LWDBs and are responsible for conducting independent and objective evaluations of one-stop sites and making certification recommendations to LWDBs.

Certification teams:

- Must include a minimum of two evaluators;
- Shall identify one representative from the team as the primary contact person;
- Shall not include more than one LWDB staff member; and
- Must be free from conflicts of interest in the Center being evaluated. For example, those conducting the review and recommending certification must not include any program partner individual who is physically co-located in the center or a one-stop operator who is responsible for the delivery of career services within the center.

Certification teams may include local experts who represent targeted populations, experts from the state level, a third-party evaluator, or experts from outside of the local area to ensure evaluations are objective, so long as they have no conflict of interest with the comprehensive and affiliate site(s). It is recommended that the certification team include representatives from each of the core partner programs. Certification teams must not be comprised of its One-Stop Operator, or its fiscal agent. A LWDB board member may be a member of the certification team, but must abstain from the final WOWDB vote to certify any center that he/she evaluated.

WOWDB has established a two-person certification team consisting of WOWDB staff and Western Oklahoma Planning Region LWDB staff (non-WOWDB) or a workforce system partner staff (for centers where conflict of interest is not a concern).

### Certification Process

Each LWDB will establish a process for center certification, which must be updated every two years as part of the Local Plan update process. This process must be established within a local policy, and include a timeline for the completion of the process. The LWDB center certification process must also establish

procedures and a timeline for the certification of new center locations and centers that have relocated. The process must include at least one on-site observation visit.

### **Provisional Certification**

Provisional Certifications must be accompanied by a detailed description of the issues/concerns identified so one-stop operators have sufficient information around which to develop required action plans and timelines.

### **Non-Certification**

If an existing comprehensive and affiliate one-stop center is ultimately not certified following a standard or “for-cause” evaluation, the LWDB and one-stop operator must have a plan to ensure continuity of service until certification concerns are resolved through the same or an alternate, certified American Job Center (AJC).

In the event that the Local Certification Team recommends that a comprehensive or affiliate one-stop center not be certified, the LWDB will send a letter signed by the Local Certification Team to the one-stop operator with specific corrective action items that must be taken before certification can be approved. A copy of the letter shall also be sent electronically to the CLEO and to OOWD. Once the one-stop operator informs the LWDB chair that all issues preventing certification have been resolved, the LWDB chair or designee can reconvene the Local Certification Team to conduct a follow-up evaluation using the same method as the initial evaluation.

### **Certification Approval**

Once the LWDB and CLEO approve the certification of a comprehensive or affiliate one-stop center, the LWDB chair or designee submits electronically all executed letters and copies of the completed Certification Checklist and necessary documentation to OOWD. The core and required partners must share infrastructure cost of the certified comprehensive center regardless of State or Local funding mechanism.

In order to be eligible to receive infrastructure funding under the state infrastructure funding mechanism, the one-stop center must be certified every 2 years.

### **Review of Certification Procedures**

Both the State board and LWDBs must review and update the evaluation criteria every two years as part of the review and modification of the state and local planning process.

WOWDA center certification process will follow guidance established by OOWD and WOWDB will review and update evaluation criteria as required by OOWD and in conjunction with the state and local

planning processes. WOWDB chooses to use the following example process provided in OWDI 01-2019, Change 1, for certification of WOWDA one-stop centers.

### **Ongoing Reporting of Certification Reviews and Approvals**

Each time a LWDB reviews and updates the certification criteria and process for the comprehensive or affiliate Oklahoma Works (One-Stop) Center, the LWDB must electronically submit an update to OOWD.

Each time a LWDB's certification team certifies/decertifies a comprehensive or affiliate one-stop center or provides an action plan for improvement, the LWDB must electronically submit the executed letter and a completed Certification Checklist with necessary documentation to OOWD.

**Timeline:** *Certification is a prerequisite for one-stop centers to be eligible to receive infrastructure funding.*

The timeline for the center certification process shall be as follows:

- By September 30, 2021 and every two years thereafter, all LWDBs submit center certification documentation as per the guidelines to OOWD.
- If a center does not meet certification requirements, the LWDB must set target dates and action plans to be completed by October 31, 2021 and every two years thereafter. The state may request updates and subsequent documentation for state board approval.

If a LWDB is unable to certify all of its comprehensive and affiliate Oklahoma Works (One-Stop) Centers by the deadline, the LWDB must electronically submit a Certification Extension request to OOWD by August 31<sup>st</sup> (30 days prior to the certification deadline).

The extension request must include:

- a list of centers not yet certified,
- an explanation of why they are not yet certified,
- a plan using the timeline below for how the LWDB that has uncertified centers will certify them, and a technical assistance request (if needed) to complete the certification by the timeline below.

### **Authorization for Clarifications and Additions**

The WOWDB Executive Director is authorized to issue additional instructions, guidance, approvals and/or forms to further implement the requirements of this policy, without making substantive change to the policy, except in situations when a new or updated state and federal guidance is issued.

## History

- 05.21.19 – OWDI 01-2019 released
- 12.18.19 – Approved Executive Committee
- 01.20.2022 – Update and Revised as per **OWDI #01-2019, Change 1**
- 06.28.2023 – Reviewed and updated formatting to ensure accessibility, update EOO Information.

**\* This document shall supersede and replace all prior versions and understandings, oral or written, of the Center Certification Policy**

## References

- The Workforce Innovation and Opportunity Act (WIOA) Sections 101(d)(6), 121(e)(2), 121(g)(1), 121(g)(3)
- Training and Employment Guidance Letter (TEGL) 16-16
- 20 CFR 678.800 (a)(3), and 188 CFR 678 Subpart F; 20 CFR 678.400-430; 20 CFR 678.800(b)); 20 CFR 361.400-430; 29 CFR 38; 34 CFR 463.410-430; 20 CFR 678.300(d)(3)
- Title I of the Americans with Disabilities Act, which applies to employment settings ([http://www.ada.gov/ada\\_title\\_I.htm](http://www.ada.gov/ada_title_I.htm))
- Title II of the Americans with Disabilities Act, which applies to state and local governments ([http://www.ada.gov/ada\\_title\\_II.htm](http://www.ada.gov/ada_title_II.htm) )
- Title III of the Americans with Disabilities Act, which applies to private places of public accommodation ([http://www.ada.gov/ada\\_title\\_III.htm](http://www.ada.gov/ada_title_III.htm) )
- Oklahoma Works Access for All initiative (<https://www.okabletech.org/employment-services/oklahoma-works-access-for-all/>)
- Oklahoma Office of Workforce Development Oklahoma Workforce Development Issuance #01-2019

## Attachments

**Attachment A:** Center Certification Evaluation Criteria

**Attachment ZZ:** Vital Service and Information Notice

**NOTE:** All WOWDB Policies and attachments are available for download at:

<https://wowdb.org/about-us/policies/>

## Oklahoma Works AJC Certification Checklist (for Affiliate & Comprehensive Centers)

### Center Information

Local Area Name:			
Oklahoma Works AJC Name & Address:			
Type of center:	Comprehensive	Affiliate	Specialized
Date of On-Site Evaluation:			

### Certification Team

Evaluator Name:			
Evaluator Email:			
Evaluator Phone Number:			

### Scoring

	# Items Met	# Items Not Met	Avg. Section Score
Customer Focus			
Operations & Infrastructure			
Equal Opportunity & Accessibility			
Continuous Improvement			
Personnel			

### Per OWDI #01-2019, Change 1:

- **Full certification** may be awarded if 100% met/not met criteria *and* an average score of “2” or higher for each category is achieved.
- **Provisional certification** may be awarded if 75-99.99% of met/not met criteria *and* an average score of “1.5” or higher is achieved for each category of certification.
- **Not certified or decertified** is achieved if less than 75% of the met/not met criteria *and/or* the average score for each category is less than “1.5”.

## Customer Focus

Local Area Name:	
Oklahoma Works AJC Name & Address:	
Type of center:	Comprehensive      Affiliate      Specialized
Date of On-Site Evaluation:	
Evaluator Name:	

## Must Meet Criteria

		Met	Not Met
CF.1	The AJC provides access to customers for skill development and training opportunities in a wide range of skill levels and levels of experience.		
CF.2	Customers have access to both on-site and virtual services including: basic and individualized career services, training services, education services, employment services, supportive services, and business services at/through the one-stop center.		
CF.3	Center hours are easily identifiable. The center ensures that customers are provided access to services in normal business hours and is able to assist customers outside of regular business hours to accommodate customers' work, child care, or transportation needs. Discussions regarding business hours are conducted periodically within the center meetings.		
CF.4	A customer satisfaction feedback process is in place and issues are addressed regularly.		
CF.5	The center implements the veteran's preference and priority of service requirements.		
CF.6	The one-stop is striving to meet the Oklahoma Works Workforce Access for All Standards and/or there is an active EEAAP plan in place for continuous improvement. Technology is available to assist all customers.		
CF.7	The one-stop center regularly identifies areas of needed technical assistance to improve business results and taps available resources to obtain needed assistance.		
CF.8	The one-stop center actively conducts outreach and provides access to non-co-located partner customers to participate in one-stop center-based services such as workshops and recruitment events.		
CF.9	Staff can explain the circumstances when individuals with disabilities receive separate or different services and that they are ensured to be as effective as services provided to others.		

**Scored Criteria**

		<b>Score</b>		
CF.10A	The one-stop center has a system in place to promptly greet all customers, identify their needs and reason for their visit, and quickly connect them to appropriate services.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
CF.11B	One-stop center staff is readily available to assist customers and staff are integrated in the one-stop system (and not just their specific program). All staff contribute to providing a positive experience for every customer.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
CF.12C	The one-stop center offers a wide range of one-stop center-based services for employers including referral of qualified candidates, on-site recruitment, pre-employment testing, skills verification, and hiring and training subsidies. All one-stop center staff are able to make knowledgeable referrals to partner programs.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation

**Evaluator Notes**

## Operations and Infrastructure

Local Area Name:	
Oklahoma Works AJC Name & Address:	
Type of center:	Comprehensive      Affiliate      Specialized
Date of On-Site Evaluation:	
Evaluator Name:	

## Must Meet Criteria

		Met	Not Met
OI.1	The “Oklahoma Works a proud partner of the American Job Center network” identifier is highly visible inside and outside of the facility and meets state criteria. <b><i>If Not: There is a plan in place for the center to display “Oklahoma Works a proud partner of the American Job Center network” inside and outside of the facility and meets state criteria.</i></b>		
OI.2	Adequate parking (including accessible parking) is available for customers who drive to the facility.		
OI.3	Meeting rooms are available to meet partner and/or job seeker and business customer demands.		
OI.4	Safety and security precautions are in place to protect both customers and staff.		
OI.5	The resource area has workspace and computer stations available to meet customer needs. Assistive technology, devices or other auxiliary aids are readily available to assist those with disabilities and those who are non-English speaking.		
OI.6	Resource areas include up-to-date information about the services and supportive services available. The one-stop center’s resources include bilingual materials or an on-demand translation service, if needed.		
OI.7	Internet access is available at the center. There is a policy in place to prevent abuse and misconduct of internet access.		
OI.8	All services are available on demand through a direct connection with the one-stop center within a reasonable time, either through onsite staff or via real-time technology consistent with the “direct linkage” requirement. Phone, real-time Web-based communications or other technology is physically present, enables real-time interaction (e.g., via Skype). <b><i>(Comprehensive Center only)</i></b>		



**Scored Criteria**

		<b>Score</b>		
OI.9A	The center reflects a professional and friendly environment. The one-stop center has a system in place to promptly greet all customers, identify their needs and reason for their visit, and quickly connect them to appropriate services	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
OI.10B	The one-stop center strives to increase the number and percentage of all customers placed in high wage, sustainable employment.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
OI.11C	The required one-stop partners meet on a regular basis to discuss the one-stop system and the one-stop center's contribution to the system, and makes recommendations for continuous improvement.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation

**Evaluator Notes**

### Equal Opportunity & Accessibility

Local Area Name:	
Oklahoma Works AJC Name & Address:	
Type of center:	Comprehensive      Affiliate      Specialized
Date of On-Site Evaluation:	
Evaluator Name:	

### Must Meet Criteria

		Met	Not Met
EOA.1	The physical and programmatic accessibility of the one-stop center has been assessed by the local board, as required in 20 CFR 679.370.		
EOA.2	The Emergency Action plan is up to date and easily accessible. (29 CFR Part 1910.38; 29 CFR Part 1910.38)		
EOA.3	The one-stop is accessible consistent with Oklahoma’s Accessibility Initiative standards found on the ABLE Tech website and is accessible to the Web Content Accessibility Guidelines 2.0, AA.		
EOA.4	The Local Equal Opportunity Officer periodically reviews the one-stop center’s policies, procedures, and facility for accessibility and equal opportunity and provides recommendations and technical assistance.		
EOA.5	There are procedures in place to receive and respond to programmatic grievances and complaints.		
EOA.6	All program services are made available to and are accessible to all individuals, including those with disabilities as detailed in the Oklahoma Works Workforce Access for All initiative.		
EOA.7	Phone, real-time Web-based communications or other technology is physically present, enables real-time interaction (e.g., via Skype) and is accessible to the Web Content Accessibility Guidelines 2.0,AA		

**Scored Criteria**

		<b>Score</b>		
EOA.8A	Assistive technology devices or other auxiliary aids are readily available.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
EOA.9B	The one-stop center's resources include bilingual materials or an on-demand translation service and are tailored to the populations served.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
EOA.10C	Program partner staff are able to demonstrate they know how to use assistive technologies and are aware of the available resources.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation

**Evaluator Notes**

## Continuous Improvement

Local Area Name:	
Oklahoma Works AJC Name & Address:	
Type of center:	Comprehensive      Affiliate      Specialized
Date of On-Site Evaluation:	
Evaluator Name:	

## Must Meet Criteria

		Met	Not Met
CI.1	The policies, processes, and actions of the one-stop center support the achievement of all partners' negotiated local levels of performance.		
CI.2	Performance data is tracked for daily operations and overall one-stop center performance and trends are identified.		
CI.3	Customer satisfaction survey records indicate regular data collection. Customer satisfaction surveys are segmented by the type of customer (employer or job seeker) and allows for comments to be provided by customers.		

## Scored Criteria

		Score		
CI.4A	The one-stop center regularly uses results from performance reports and customer satisfaction surveys to identify strategies and set goals in order to improve outcomes	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
CI.5B	A process is in place to receive and resolve customer complaints promptly and effectively.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
CI.6C	The one-stop center strives to increase the number and percentage of all customers receiving skill development and training services.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation

## Evaluator Notes

## Personnel

Local Area Name:	
Oklahoma Works AJC Name & Address:	
Type of center:	Comprehensive      Affiliate      Specialized
Date of On-Site Evaluation:	
Evaluator Name:	

## Must Meet Criteria

		Met	Not Met
P.1	Roles and responsibilities of the one-stop operator within the Oklahoma Works One-Stop Center are clearly defined.		
P.2	Professional Development is provided to all one-stop center staff, including customer service and customer-centered design training.		
P.3	Program partner staff trainings are regularly provided on Equal Opportunity practices.		
P.4	Staff at the one-stop center are cross-trained and provided information on all required programs, services, and activities in the one-stop center and have received an orientation to all partner programs and services		
P.5	There is evidence that career services are provided within the Oklahoma Works One-Stop Center.		
P.6	If there is at least one Wagner-Peyser ES staff physically located in the center, then there is at least one other system partner physically present in the center. <b>(Comprehensive Center only)</b>		
P.7	All one-stop center staff are able to make knowledgeable referrals to partner programs.		
P.8	The one-stop center has regular staff meetings with one-stop center staff to build relationships, provide updates on center activities, and discuss strategies for one-stop center improvement.		
P.9	Continuous improvement plans are developed when required partners or customers identify barriers to participation in services.		

**Scored Criteria**

		<b>Score</b>		
P.10A	The center engages in an interactive process to identify and provide reasonable accommodations and meet individual’s needs, as necessary (e.g. - allowing an individual with cognitive disabilities extra time to complete forms). The process includes a procedures for handling requests for accommodations.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
P.11B	One-stop center staff are able to demonstrate on how they use labor market information to help customers identify career pathways, develop in-demand skills and credentials, and find jobs.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation
P.12C	Program partner staff are able to effectively and appropriately communicate with individuals with disabilities.	3 - Exceeds expectations	2 - Meets expectations	1 - Meets minimum expectation

**Evaluator Notes**



## Vital Service and Information Notice

### Authorization for Clarifications and Additions

The WOWDB Executive Director is authorized to issue additional instructions, guidance, approvals and/or forms to further implement the requirements of policy, without making substantive change to the policy, except in situations when a new or updated state and federal guidance is issued.

### Pursuant to 29 CFR 38.9(g)(3), the following notice is given:

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### If English is not your preferred language, please contact Equal Opportunity (EO) Officers:

#### Local EO Officer –

Venita McGuire  
Local Equal Opportunity Officer  
Western Oklahoma Workforce Development  
Board  
1222 10<sup>th</sup> St., Suite 115, Woodward, OK 73801  
580.256.8553 extension #2  
[eoofficer@wowdb.org](mailto:eoofficer@wowdb.org)

#### State EO Officer -

Karla Jackson  
State Equal Opportunity Officer  
Oklahoma Office of Workforce Development  
900 N. Stiles Ave.  
Oklahoma City, OK 73104  
Tel: 405.208.9620  
TTY: 711 or 800-722-0353  
Email: [eoofficer@okcommerce.gov](mailto:eoofficer@okcommerce.gov)

#### English

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#### Marshallese

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#### Spanish

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