

# **Western Arkansas Workforce Investment Area**

## **Memorandum of Understanding**

### **Introduction**

This Memorandum of Understanding (MOU) is entered into in accordance with the Workforce Investment Act of 1998 (WIA). This agreement among the signature agencies and organizations describes how their resources will be utilized to better serve mutual customers in the Western Arkansas Workforce Investment Area, and the Fort Smith Workforce Center which is part of the Arkansas Workforce Investment System. It is understood that the Center will be a collaborative effort based on trust and teamwork among agencies working together as partners to accomplish a shared goal of improving the quality of life for individuals through employment, training, and education.

This collaboration will enhance economic development to better serve the present and future needs of employers in this area. This will be accomplished through a comprehensive workforce center located in Fort Smith.

### **Vision Statement**

The purpose of the Fort Smith Workforce Center is to advance the economic well being of our area by developing and maintaining a quality workforce. Workforce Center Partners will ensure universal access to services for all customers, provide customer choice in service and service delivery, and ensure accountability in performance and customer satisfaction. These services are designed to connect the unemployed citizen and dislocated worker to a job, prepare the underemployed citizen for a new job, and introduce youth to employment. This will be achieved through the co-location and integration of employment, training, education, and economic development services for youth, job seekers, workers, and employers.

### **Management and Structure**

Parties to this agreement will work as partners to ensure that all youth, jobseekers, workers, and employers will be served comprehensively, in a seamless system, which addresses their needs, merges common services across programs, and minimizes duplication.

Partners will retain responsibilities for reporting and monitoring of their respective programs. In addition, any tracking request by the Workforce Center will be done as required by the law.

Parties to this agreement will work under the direction of the center manager for all non-programmatic issues.

## **Duration**

This Memorandum of Understanding shall remain in effect until terminated by the repeal of the Workforce Investment Act of 1998 (WIA), otherwise by action of law, or in accordance with this section.

Any partner may withdraw from this MOU by giving written notice of intent to withdraw at least 60 calendar days in advance of the effective withdrawal date.

Withdrawal will in no way nullify the MOU for the other partners.

Notice shall be provided to all partners.

All partners may agree to the termination of this MOU in writing. Any partner may request modification of its terms.

Ratification of the request by all other partners will constitute the modification in question.

## **Confidentiality**

All partners agree to honor the attached Authorization to Obtain Information, which also is available to clients online in Arkansas JobLink. Exchanged information shall remain private and confidential in accordance with the terms of the Information Technology Resources policy in AJL and with the most restrictive confidentiality requirements of any of the partners collecting, receiving, or sharing information. Additionally, workforce center personnel and all partner staff accessing information must sign an AJL Security Form and recognize that client-counselor communications must be protected and the need for privacy accommodated. Managers are to keep the signed forms on file. All partners agree to enforce all partners' confidentiality requirements covered by this paragraph, if that partner has access to the State system.

## **Nondiscrimination and Equal Opportunity Provisions**

The partners of this agreement and respective staff assure that applicants, claimants, and participants of our Workforce Center programs shall not be discriminated against

on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief. Furthermore, if applicants are receiving WIA program benefits or are participating in any WIA Title I financially-assisted program or activity (Section 188 of WIA and 29 CFR Part 37.20 identifies civil rights laws) as a lawfully admitted immigrant authorized to work in the United States, they shall not be discriminated against in any way.

The partners to this agreement will agree on a One-Stop Equal Opportunity Officer for the workforce area who will process complaints of discrimination and attempt to address same as prescribed by 29 CFR Part 37, "Implementation of the Nondiscrimination and Equal Opportunity Provisions of WIA."

The partners to this agreement will abide by 29 CFR Part: Section 188 of WIA, and implementing directive issued by the State of Arkansas. The Workforce Center partners under this MOU assure that they will comply with the veteran's preference provisions of US Code 38, Section 4215.

## **Indemnification**

Any public liability claims against the State pertaining to the leased premises shall be submitted to the Arkansas Claims Commission for adjudication in accordance with Arkansas Code Annotated §19-10-201 et. seq.

## **Systematic Referral Process for Workforce Center Customers**

It is agreed that the Workforce System partners of this signed MOU will conduct referral for services in the following manner. Common intake will be used to determine the customer's needs. This will allow staff to make the appropriate referral. The following process will be used for all customers referred for services.

- ◆ Customers will receive a written referral form with the date, time, and place of the appointment.
- ◆ The maximum amount of time to schedule a customer appointment should not exceed three working days.

## **Arkansas Workforce Center Performance Criteria**

It is agreed that the local workforce center will strive to achieve the following standard of quality service for its customers, employees, and partners.

All partner agencies can expect:

- ◆ To be listed as a source for applicable referrals for services rendered to customers.
- ◆ To work in a safe and professional environment.

All job seekers or those seeking employment enhancement can expect:

- ◆ Prompt and courteous service from the staff.
- ◆ The services designed to assist customers in achieving their educational and/or job placement goals.
- ◆ Access to job listings, which includes job description, salary, location, and required experience/education.
- ◆ Unbiased and/or non-discriminatory pre-screening practices.
- ◆ Courteous service from staff representatives.

Employer customers can expect:

- ◆ Ability to post their job openings either openly for access by any job seeker or in a masked format so that potential applicants are screened.
- ◆ Courteous service from staff representatives.
- ◆ Access to job applicants, either screened by the Workforce center or self-referred.

All employees can expect:

- ◆ To work in a safe and professional environment.
- ◆ To receive the best tools to achieve the desired outcomes for their customers.
- ◆ To be fairly compensated for their-services.

All partners will:

- ◆ Deliver high quality services through the Workforce Centers.
- ◆ Make a positive attempt to place customers in jobs with family sustaining wages.

- ◆ Make a positive attempt to place customers in jobs for a minimum of 180 days.

### **Governance of the Workforce Delivery System**

In accordance with WIA section 117(d), the Western Arkansas Workforce Investment Board will select a One-Stop operator with the agreement of the chief elected officials and conduct oversight of the workforce system, youth activities and employment and training activities under title I of WIA, in partnership with the chief elected officials.

In accordance with WIA section 121(d), the agreement between the Local Board and the One- Stop operator shall specify the operator's role. That role may range between simply coordinating service providers within the center, to being the primary provider of services within the center, to coordinating activities throughout the local workforce system.

Each partner in the Workforce delivery system agrees to abide by the Federal and State laws and regulations that apply to their individual programs.

## Confidential Personal Information Release

I hereby authorize the Arkansas Workforce Center to use and exchange all pertinent personal information with all One-Stop partners as necessary to better serve my needs.

I understand that all exchanged information shall remain private and confidential in accordance with the most restrictive confidentiality requirements of any of the Workforce Center Partners collecting, receiving, or sharing information.

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Printed name

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Signature

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Date

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Witness

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Date

All partners/programs are expected to participate in the workforce center to the extent allowed by law. For example, the centers need recognize that Arkansas Rehabilitation Services, Division of Services to the Blind, as well as the LVER/DVOP Veterans representatives are restricted by specific federal statutory law to work activities associated with these three programs. The following are the services that will be delivered through the Workforce Center, along with those agencies responsible for delivering the services and the various funding sources that each will bring to the operation:

Core Services	Agencies	Funding Sources
Intake	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins
One-Stop Services Orientation	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins
Assessment	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)

Core Services	Agencies	Funding Sources
Job Search, Placement Assistance, Career Counseling	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Labor Market Information	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Local Area Performance and One-Stop Delivery System Information	WAEDA DWS	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B
Local Area Supportive Services Information & Referral	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Filing UI Claims Information	DWS	WIA Title III, Subtitle A, Wagner-Peyser Subtitle B



Core Services	Agencies	Funding Sources
Establishing Eligibility WtW Financial, Training and Education	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Follow-up Title I Individuals Unsubsidized Employment	Adult Education/Lit WAEDA Job Corps	WIA Title II WIA Title I, Subtitle B WIA Title I, Subtitle C (Job Corps)
Eligibility Determination Title I of WIA	WAEDA	WIA Title I, Subtitle B
Resource Room Usage	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Job Referrals	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Talent Referrals	DWS	WIA Title III, Subtitle A, Wagner-Peyser Subtitle B
Screened	DWS	WIA Title III, Subtitle A, Wagner-Peyser Subtitle B
Job Clubs	Experience Works	Older Americans Act of 1965 Title V

<b>Core Services</b>	<b>Agencies</b>	<b>Funding Sources</b>
Internet Browsing Job, Information & Training Searches	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Internet Accounts Career Kit, Personnel Kit		
<b>For Employees</b>	<b>Agencies</b>	<b>Funding Sources</b>
Labor Market Information	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Training Program Information	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Svcs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
<b>For Employers</b>		

Core Services	Agencies	Funding Sources
Skills Assessment	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Screened Referrals	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
WOTC & WtW Tax Credits	DWS DHS Ark Rehab Services	WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services WIA Title IV Rehabilitation Act
Access to Talent Bank		
Access to Economic Development Information	WAEDA ATU-Ozark Job Corps	WIA Title I, Subtitle B Perkins WIA Title I, Subtitle C (Job Corps)
Job Restructuring	Job Corps Ark Rehab Services VA*	WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act WIA Title I, Subtitle D (Disabled Veterans Only)
Labor Law Information	WAEDA DWS ATU-Ozark Adult Education/Lit	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Perkins WIA Title II

Intensive Services	Agencies	Funding Sources
Comprehensive and Specialized Assessments of Skills Levels and Service Needs	WAEDA DWS/TEA Ark Rehab Services Experience Works Adult Education/Lit Job Corps ATU-Ozark Div. Srvs. for the Blind American Indian Center Migrant Seas. Farm Wrk VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II WIA Title I, Subtitle C (Job Corps) Perkins WIA Title I, Subtitle D (Disabled Veterans Only)
Individual Employment Plan Development	WAEDA DWS(Vets Only) ATU-Ozark Job Corps Ark Rehab Services Experience Works	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Perkins WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V
Group Counseling	WAEDA ATU-Ozark Job Corps Ark Rehab Services Adult Education/Lit	WIA Title I, Subtitle B Perkins WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act WIA Title II
Individual Counseling and Career Planning	WAEDA ATU-Ozark Job Corps Ark Rehab Services DWS/TEA Experience Works VA*	WIA Title I, Subtitle B Perkins WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Older Americans Act of 1965 Title V WIA Title I, Subtitle D (Disabled Veterans Only)
Case Management for Participants Seeking Training	WAEDA DWS/TAA Job Corps Ark Rehab Services Experience Works VA* Div. Srvs. for the Blind Migrant Seas. Farm Wrk	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title I, Subtitle D (Disabled Veterans Only)

<b>Intensive Services</b>	<b>Agencies</b>	<b>Funding Sources</b>
Short Term Prevocational Services – learning, communications, interviewing, personal maintenance, professional conduct – to prepare individuals for unsubsidized employment or training	WAEDA ATU-Ozark DWS/TAA Job Corps Ark Rehab Services Experience Works ATU-Ozark Adult Education/Lit VA*	WIA Title I, Subtitle B Perkins WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V Perkins WIA Title II WIA Title I, Subtitle D (Disabled Veterans Only)

<b>Training Services</b>	<b>Agencies</b>	<b>Funding Sources</b>
Occupational Skills Training	WAEDA Adult Education/Lit TAA/DWS TEA Ark Rehab Services VA*	WIA Title I, Subtitle B Perkins WIA Title III, Subtitle A, Wagner-Peyser Subtitle B Department of Human Services/DWS WIA Title IV Rehabilitation Act WIA Title I, Subtitle D (Disabled Veterans Only)
On-the-Job Training	WAEDA DWS (Vets Only) Job Corps Ark Rehab Services Experience Works VA*	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title I, Subtitle D (Disabled Veterans Only)
Programs combining workplace training with related instruction	WAEDA Job Corps Ark Rehab Services Adult Education/Lit	WIA Title I, Subtitle B WIA Title I, Subtitle C (Job Corps) WIA Title IV Rehabilitation Act WIA Title II
Training programs operated by the private sector	ATU-Ozark	Perkins
Skill Upgrading and Retraining	WAEDA ATU-Ozark TAA/DWS Ark Rehab Services Experience Works Adult Education/Lit VA	WIA Title I, Subtitle B Perkins WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V WIA Title II WIA Title I, Subtitle D
Entrepreneurial Training		

<b>Training Services</b>	<b>Agencies</b>	<b>Funding Sources</b>
Job Readiness Training	WAEDA ATU-Ozark Job Corps TAA/DWS Ark Rehab Services TEA	WIA Title I, Subtitle B Perkins WIA Title I, Subtitle C (Job Corps) WIA Title III, Subtitle A, Wagner-Peyser Subtitle B WIA Title IV Rehabilitation Act Welfare Reform Act (Dept. of Human Services)
Adult Education and Literacy activities provided in combination with any of the above training services	WAEDA Job Corps ATU-Ozark Adult Education/Lit	WIA Title I, Subtitle B WIA Title I, Subtitle C (Job Corps) Perkins WIA Title II
Customized training conducted with a commitment by an employer to employ upon successful completion of training	ATU-Ozark Ark Rehab Services Experience Works	Perkins WIA Title IV Rehabilitation Act Older Americans Act of 1965 Title V

<b>Other Support Services</b>	<b>Agencies</b>	<b>Funding Resources</b>
Needs related payments	WAEDA	WIA Title I, Subtitle B
Transportation	WAEDA TAA/DWS	WIA Title I, Subtitle B WIA Title III, Subtitle A, Wagner-Peyser Subtitle B

**WESTERN ARKANSAS WORKFORCE INVESTMENT BOARD  
MEMORANDUM OF UNDERSTANDING**

Workforce Center Partner Experience Works  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner Arkansas Human Development Corporation  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner Cass Job Corps Center  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner DHS Division of Services for the Blind  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner Arkansas Rehabilitative Services  
Contact Person Robert P. Treviño  
Address 525 W. Capitol Ave, Little Rock, AR 72201  
Telephone and E-Mail (501) 296-6604 robert.trevino@arkansas.gov  
Fax Number (501) 296-1141  
Signature [Handwritten Signature] Date May 11, 2021

**WESTERN ARKANSAS WORKFORCE INVESTMENT BOARD  
MEMORANDUM OF UNDERSTANDING**

Workforce Center Partner Western Arkansas Employment Development Agency  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature [Signature] Date 4/24/12

Workforce Center Partner Fort Smith Adult Education  
Contact Person \_\_\_\_\_  
Address 5524 JONES  
501 507th St. Fort Smith, AR 72901  
Telephone and E-Mail 479 784-8185 gudlog@fortsmithadulthood.org  
Fax Number 479 784-8184  
Signature [Signature] Date 4/24/12

Workforce Center Partner Arkansas Department of Workforce Services  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner Arkansas Tech University, Ozark Campus  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone and E-Mail \_\_\_\_\_  
Fax Number \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Workforce Center Partner \_\_\_\_\_  
Contact Person \_\_\_\_\_  
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Workforce Center Partner \_\_\_\_\_  
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**WESTERN ARKANSAS WORKFORCE INVESTMENT BOARD  
MEMORANDUM OF UNDERSTANDING**

**Western Arkansas Consortium Members:**

  
\_\_\_\_\_  
Gary Udouj, Director  
Fort Smith Adult Education Center

4/24/12  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
Martha Anne Holt, Executive Director  
Western Arkansas Employment  
Development Agency, Inc.

4/24/12  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Vickie Spicer, Manager  
Arkansas Employment Security Department

4-24-12  
\_\_\_\_\_  
Date

**WITH THE APPROVAL OF THE WESTERN ARKANSAS LWIB:**

  
\_\_\_\_\_  
Wingo Johnson, Chairperson  
Western Arkansas Workforce Investment Board

\_\_\_\_\_  
Date

**WITH THE APPROVAL OF THE WESTERN ARKANSAS CEOs:**

\_\_\_\_\_  
Joe Powell, Chairperson  
Western Arkansas Chief Elected Officials

\_\_\_\_\_  
Date