

II. Implementation of Local Memorandum Of Understanding

Describe promising practices and challenges with regard to local MOU Implementation.

The Northern Virginia Workforce Area #11 has sixteen (16) State, local and regional partner organizations that participate in our regional workforce activities and are signatories to the two-year Northern Virginia Umbrella Memorandum of Understanding (MOU). The MOU and our partner organization relationships have been renewed every two years since 2001. The signatories of the Local Memorandum of Understanding are: 1) Northern Virginia Workforce Investment Board 2) The *SkillSource* Group, Inc. 3) Fairfax County Government 4) Fairfax County Public Schools 5) Job Corps 6) Loudoun County Department of Family Services 7) Loudoun County Public Schools 8) City of Manassas 9) City of Manassas Park 10) National Council on Aging 11) Northern Virginia Community College 12) Prince William County Department of Social Services 13) Prince William Public Schools 14) Virginia Department for Aging and Rehabilitative Services 15) Virginia Department for Blind and Visually Impaired and 16) Virginia Employment Commission.

The Northern Virginia Workforce Area #11 Memorandum of Understanding is separated into several sections. The first Umbrella section, with signature lines, outlines the roles and responsibilities of the Northern Virginia Workforce System, its purpose and vision and the various requirements of the Agreement's terms and conditions. A second section, Appendices A, provides much greater details for each participating organization and outlines how the organization will contribute to the overall local Workforce System. In this section, the details of each organization's role will be different and will be tailored to reflect any changing policies or directives that are unique to that partner organization.

For 2014 – 2016 (the current MOU), the Northern Virginia Workforce System added a third section, Appendix B, which presents a systems-wide approach to the new State requirement for planning and implementing a Business Services Team within the local workforce investment board array of programs and services. This new section of the MOU outlines the purpose of the new Business Services Team, the anticipated use of common technology and how the work of the new business services initiative will be measured.

Since 2001, the Northern Virginia Workforce Area (#11) and its partners have not had any serious issues or challenges in reaching consensus and agreement on the Umbrella Memorandum of Understanding and its subsequent sections. Until 2014, there have not been major revisions to the MOU language or service descriptions that might create Partner organization concerns. But even with the addition of the new Appendix B, for implementing the Business Services Team approach, all Partner organization staff were involved in the planning and development of that service strategy and Partner approval was gained early in the planning process.

Completed versions of the local Memorandum of Understanding can be found on the NVWIB website at www.myskillsource.org.