

II. PURPOSE

This Subrecipient agreement is for the provision of One-Stop Operator Services, which provides services from one (1) staff person at the 1740 Paseo Boulevard, Kansas City, Missouri Central City location (One-Stop Operator Coordinator). This staff member will work under the direction of the Director of Career Services at each site. The Director of Career Services is responsible for day-to-day operational activities and makes operational decisions concerning customer flow, deployment of staff, and the overall quality and effectiveness of Missouri Job Center services. The employer of record for contracted staff under this Agreement is UAW-LETC, which manages internal human resource functions, including hiring, firing, benefits administration, and time and attendance reporting.

A. One-Stop Operator Services

The UAW-LETC will serve as the One-Stop Operator for the Central City, providing services to direct customer flow and intake at these Job Center sites.

Within the job seeker customer base, the focus will be to provide intake, referral, and follow-up to persons who are:

- Economically disadvantaged
- Have been terminated or laid off or received a notice of layoff or termination from employment
- Those who have been terminated or laid off or received a notice of layoff or termination from employment due to permanent plant closure or substantial layoff
- Self-Employed but is unemployed as a result of general economic conditions
- Displaced Homemakers
- Public assistance recipients
- Individuals with special needs, in need of skill training
- Incumbent workers seeking to improve their employment situation by upgrading their skills either for assignment within their current employer's workforce or to find higher-skilled, higher-wage jobs
- New entrants to the labor market
- All veterans
- Connection of economically disadvantaged in-school or out-of-school youth to youth programs
- Persons who are unemployed
- Persons who are underemployed
- Persons receiving food stamps

III. PROVISION OF SERVICES

A. One-Stop Operator Services

The One-Stop Operator Services provider UAW-LETC agrees to perform the following:

Task 1: Utilize a triage connection model under the auspices and in coordination with the Kansas City and Vicinity Workforce Development Board/FEC's Directors of Career Services to connect job seekers to the appropriate employment and training programs for youth, adults, veterans, and dislocated workers, offered by the Job Centers and any of its partners, also ensuring that weekly reports of these connections are submitted to the Director of Career Services, and the Managing Director of Planning, Compliance, and Partnership Coordinator.

Task 2: Provide documentation and follow-up for client connections to employment and training staff within the Full Employment Council, Managing Entity/Fiscal Agent Job Center as well as to the Managing Director of Planning, Compliance, and Partnership Systems.

Task 3: Provide documentation and follow-up for client connections made to specific personnel within the Missouri Job Center. This referral must be documented in Case Notes, identifying staff persons to whom the referral was made.

Task 4: The One-Stop operator will receive partner referrals for WIOA Services and follow up with those referred within 48 hours. The One-Stop operator will follow up with customers and schedule them for eligibility. If the customer states they are no longer interested in services, the referral must be resulted in the MoJobs system as "No Longer Interested." If the One-Stop operator has been unsuccessful in contacting them after at least three multiple contact attempts, the referral will result in MoJobs as "Multiple Contact Attempts." If either of these options is selected, a case must not be entered with a detailed explanation.

Task 5: Perform any other requirements/activities as may be requested by the Kansas City and Vicinity Workforce Development Board Functional Leader to ensure the appropriate connection and follow-up for Job Center customers.

Task 6: Make adjustments to connection, orientation, or program techniques as required by the Director of Career Services to facilitate quality service to Job Center customers.

Task 7: The One-Stop Operator may be directed to execute any of the following requirements based upon the needs of the Job Center and its clients, as requested by the Director of Career Services or the Job Center manager:

- Conducting center overviews and orientations of Job Center services;
- Providing follow-up services as determined by the Director of Career Services;
- Assist job seekers with a variety of employment and training services provided by the Center;
- Maintaining documentation of job seeker customer activities in MOJOBS, the State of Missouri's information management system; and
- Provide weekly and monthly reports to Job Center management.

Task 8: To coordinate and refer customers to One-Stop staff in addition to recruitment and outreach as may be requested. Specific staff receiving the referrals will be specified within the One-Stop Center. Facilitate referrals and conduct orientations as requested by the Full Employment Council Managing Entity.

Task 9: The Subrecipient will meet monthly with the Full Employment Council Directors of Career Services and Planning Director. This meeting must indicate day-to-day activities at the Paseo location. Each month, performance reports are to be submitted regarding contract performance to reports@feckc.org. The meeting contact for the UAW-LETC is the Program Coordinator or Apprenticeship Coordinator of UAW-LETC. The meeting contact for the Kansas City and Vicinity Workforce Development Board is the Managing Director of Planning, Compliance, and Partnership Systems.

Task 10: The subrecipient will meet monthly with the Full Employment Council and report (1) data related to contact with customers and (2.) One-Stop partner coordination and referral that results in successfully meeting WIOA Performance.

Task 11: The One-Stop operator will follow up with referrals made through the Apricot system, update the participant profile with the state ID, and other demographics, and enable in Connect. When the One-

Stop operator recruits individuals through outreach events or outreach to customers through the website, the One-Stop operator will indicate that they referred the customers in Apricot.

Specifically, these measures are:

WIOA Adult Negotiated Performance PY25	KCV LWDB Plan
Employment Q2 Adult	71%
Employment Q4 Adult	72%
Credential Adult	57%
Skill Gains Adult	50%
Median Wage	\$8,200.00

Dislocated Negotiated Performance PY25	KCV LWDB Plan
Employment Q2 DW	69%
Employment Q4 DW	68%
Credential DW	66%
Skill Gains DW	58%
Median Wage	\$9,000.00

WIOA Youth Negotiated Performance PY25	KCV LWDB Plan
Employment Q2 Youth	70%
Employment Q4 Youth	70%
Credential Youth	65%
Skill Gains Youth	43%
Median Wage	\$4,500.00

The One Stop Operator may not:

- Convene system stakeholders to assist in the development of the Local Plan;
- Prepare and submit Local Plans;
- Be responsible for oversight of itself;
- Manage or participate in the competitive selection process for OSOs;
- Select or terminate other OSOs, Career Services, or Youth Services providers;
- Negotiate local performance-accountability measures; or
- Develop or submit budgets for activities of the LWDB.

IV. REPORTING REQUIREMENTS

The Subrecipient will submit weekly reports of activities to the Director of Career Services regarding activities performed under the contract. The Subrecipient shall complete a monthly written summary report to the Full Employment Council, Managing Entity, no later than the 5th of the month, which documents for the preceding month all Subrecipient activities related to this scope of work, which for this contract are connections to Job Center teams, external workforce partners, and specific activities such as orientation, career assessments and other activities as directed by the Director of Career Services.

V. STAFF TRAINING PROVISIONS

UAW-LETC's contracted staff members will attend MOJOBS training and any other necessary training sessions as required by the Director of Career Services.

VI. ADMINISTRATIVE PROVISIONS

UAW-LETC further agrees that:

1. Final selected candidates for the One-Stop Operator positions will be jointly interviewed by the Director of Career Services at the One-Stop Job Center. All positions funded through this effort must be advertised with the Missouri Job Centers.
2. Staff hired for the position will comply with E-Verify requirements and adhere to Kansas City and Vicinity Workforce Development Board/FEC confidentiality requirements and other requirements as proscribed by federal, state, and Kansas City and Vicinity Workforce Development Board/FEC policies.
3. UAW-LETC agrees to provide services for the minimum hours of operation for the Kansas City and Vicinity Workforce Development Board Job Centers, which is 8:00 a.m. to 5:00 p.m., Monday through Friday, and according to the Missouri Job Centers' official days of service.
4. UAW-LETC agrees to provide services during these hours and days, except the designated days for the following holidays:
 - New Year's Day
 - Martin Luther King, Jr. Day
 - President's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve and Christmas Day
5. In the event of staff turnover, UAW-LETC will replace full-time staff within a maximum of 45 days and part-time staff within a maximum of 14 days. Selections and terminations are to be made with the needs of the Job Center taking precedent.
6. UAW-LETC agrees to discipline and/or terminate ineffective employees within a reasonable amount of time.
7. UAW-LETC will designate a single point of contact, aside from contracted staff members, who will work with the Director of Career Services in reference to administrative and policy matters.
8. UAW-LETC on-site staff will participate in regular weekly meetings in person, or more frequently if required by the Director of Career Services.
9. All job postings UAW-LETC will place for the contracted positions will be registered with the Kansas City and Vicinity Workforce Development Board Missouri Job Center, unless registered with another Job Center.

10. UAW-LETC understands that this contract is contingent upon funding availability.
11. The UAW-LETC will provide a full indemnification and hold harmless of any liability the Kansas City and Vicinity Workforce Development Board or its governing bodies for any activities conducted by the Subrecipient. This includes a full statement of responsibility for reimbursing the Kansas City and Vicinity Workforce Development Board for any costs or expenditures which are disallowed in an audit, or any other claims which might be made against a program operator by a WIOA participant or other interested party.
12. The UAW-LETC shall assume all legal and financial responsibility of its staff for taxes, FICA, employee fringe benefits, workers compensation, employee insurance, minimum wage requirements, overtime and other responsibilities related to its employees. The UAW-LETC agrees to hold the State of Missouri and the Kansas City and Vicinity Workforce Development Board Region, or Full Employment Council, fiscal agent, its officers, agents, and employees, harmless from and against any and all loss; cost (including attorney fees); and damage of any kind related to such matters. The Subrecipient will be responsible for informing their staff of the above statements.
13. Kansas City and Vicinity Workforce Development Board/FEC will monitor contracts, overall program assessment, management of information system access, and implementation of the continuous improvement process.

VII. OTHER PROVISIONS

1. Compensation

The compensation for the services to be provided in the agreement will be in accordance with a budget prepared by the Subrecipient and approved by the Kansas City and Vicinity Workforce Development Board/FEC. The Subrecipient will submit monthly invoices for all work related to this scope on or before the 5th of the following month. Invoices requesting payment will be submitted to reports@feckc.org, along with a written progress report. The Managing Director of Planning, Compliance, and Partnership Systems will review the submitted documentation and submit it to the Chief Operating Officer for approval for payment, who will then forward invoices for payment to the Chief Fiscal Officer. All invoices will be numbered, dated, and submitted in duplicate and contain full descriptive information or services furnished. Invoices should be accompanied by supporting documentation, including documentation of employee hours charged to this contract. Payment will be made within 30 days after receipt of invoice, provided that the documentation has been accepted or services performed have been acceptable.

2. Subrecipient Agreement Period

The current agreement is for a period of one year, beginning from July 1, 2025, to June 30, 2026.

3. Remedies upon Breach

UAW-LETC acknowledges that any breach or evasion of the terms set forth in this Agreement (whether actual or threatened) will result in immediate and irreparable harm to Kansas City and Vicinity Workforce Development Board/FEC and authorizes Kansas City and Vicinity Workforce Development Board/FEC to pursue injunctive relief and/or specific provisions of the Agreement as intended to be exclusive of any other remedy, and each and every remedy shall be cumulative and shall be in addition to every other remedy given hereunder or now or hereafter existing by law.

4. Assignability

UAW-LETC may not assign or delegate its rights and obligations under this Agreement without the prior consent of Kansas City and Vicinity Workforce Development Board/FEC, and any purported assignment

or delegation without Kansas City and Vicinity Workforce Development Board/FEC's prior written consent shall be null and void.

5. Severability

In the event one or more of the provisions contained in this Agreement or any application thereof shall be invalid, illegal, or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions of this Agreement or any other application thereof shall not, in any way, be affected or impaired thereby.

6. Governing law: Jurisdiction

This Agreement is made and entered into in the State of Missouri and shall be governed by and construed in accordance with the laws of the State of Missouri.

7. Miscellaneous

This Agreement constitutes the complete understanding of the parties hereto on the subject matter of the Agreement. This agreement supersedes all prior representations and understandings, whether oral or written. The obligations under this Agreement are binding upon UAW-LETC heirs, executors, administrators, or other legal representatives or assigns and this Agreement insures to the benefit of Kansas City and Vicinity Workforce Development Board/FEC, its successors and assigns.

8. EEO Policy Statement

As a recipient of federal funds for programs pursuant to the Workforce Innovation Opportunity Act (WIOA), the service provider is prohibited from (i) discrimination against any individual on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, by excluding such individual from participation in WIOA-funded program or activity; (ii) denying the benefits of any WIOA-funded program or activity to any individual on such grounds; (iii) subjecting any individual to discrimination on such grounds under any WIOA-funded program or activity; and (iv) denying employment in the administration of or in connection with any WIOA-funded program or activity to any individual on such grounds.

UAW-Labor Employment Training Corporation's designated Equal Opportunity Officer is to report on equal opportunity matters directly to the Full Employment Council, Managing Entity /Fiscal Agent of the Kansas City and Vicinity Workforce Development Board. The Full Employment Council, Managing Entity /Fiscal Agent of the Kansas City and Vicinity Workforce Development Board may, from time to time, conduct compliance reviews to determine compliance with the nondiscrimination and equal opportunity provisions of WIOA and its pertinent regulations, as well as specific regulations as may be promulgated by the American Job Center. The service provider will institute corrective action as requested and approved by the Full Employment Council, Managing Entity/Fiscal Agent of the Kansas City and Vicinity Workforce Development Board, to be in compliance with this provision. Noncompliance with these provisions may result, after an opportunity for a hearing, in the termination or discontinuance of funding.