

**Shared Vision, Values & Principles of Collaboration**  
**Between the**  
**DSHS Division of Vocational Rehabilitation (DSHS/DVR)**  
**and**  
**Washington Workforce Association (WWA)**

These shared vision, values, and principles of collaboration are mutually established by DSHS/DVR and WWA to reflect the partnership and integration of service delivery that DSHS/DVR and local Workforce Development Councils (WDCs) intend to carry out through implementation of the Workforce Innovation and Opportunities Act (WIOA).

DSHS/DVR and WDCs are partners in the development and operation of a WorkSource one-stop system that meets the needs of all customers, particularly those with significant barriers to employment. The following shared vision, values, and principles of collaboration are aimed serving individuals who experience disability barriers to employment, and will provide the basis for DSHS/DVR's role and commitments to be included in WorkSource Memorandum of Understanding with each local WDC.

**SHARED VISION & VALUES**

- All job seekers with disabilities who want to work can be employed when they receive services tailored to their needs and reasonable accommodations.
- WorkSource will provide a welcoming, inclusive environment that successfully serves job seekers with all types of disabilities. Within WorkSource and through all the services offered through the workforce system, job seekers with disabilities will experience an environment where they feel supported in addressing their employment challenges no matter how significant they may be.
- Job seekers with disabilities will receive WorkSource services and achieve successful outcomes to the same extent as those without disabilities.
- DSHS/DVR and WDCs will demonstrate collaboration and service delivery integration to assure job seekers with disabilities receive quality customer service within the WorkSource system, and will work jointly with employers to maximize the employment outcomes of job seekers with disabilities.
- DSHS/DVR and WDCs commit to sharing resources in a manner that prioritizes the customer's experience and needs as well as acknowledges the responsibilities and expertise of each organization.
- DSHS/DVR and WDCs will develop common understanding of the services, roles, and protocols for staff to use in serving customers with disabilities.

**PRINCIPLES OF COLLABORATION**

**What DSHS/DVR Will Do**

- Participate in a locally driven, fully integrated WorkSource service delivery system.
- Provide staff training, technical assistance and consultation to WorkSource partners on service delivery to individuals with disabilities, especially those with significant disabilities.

- Participate in annual reviews of WorkSource programmatic and physical accessibility.
- Assign DSHS/DVR staff at designated WorkSource locations, and pay for their occupancy costs (e.g., office space, equipment, utilities, etc.).
- The DSHS/DVR staff assigned at WorkSource locations will contribute to the success of the one-stop system by participating in the orientation, referral and joint service delivery to individuals with disabilities and DSHS/DVR customers within WorkSource.
- Participate in the development and implementation of the local WorkSource Business Plan and delivery of employer services aimed at the employment of job seekers with disabilities, especially employers that hold federal contracts and have an affirmative obligation to recruit and hire individuals with disabilities.
- Financially contribute to the cost of providing career services and infrastructure costs within the WorkSource system in proportion to the relative benefits received by DSHS/DVR customers.
- Contract with WDCs to provide specified services (to be identified) to DSHS/DVR customers.
- Refer and coordinate services for DSHS/DVR customers who are eligible and for whom funds are available so they receive Title I and III WorkSource services they need in order to achieve their employment goals and which are based on the local Memorandum of Understanding and local WorkSource protocols.

What WDCs Will Do

- Assure that the WorkSource system provides programmatically and physically accessible and integrated service delivery to job seekers with disabilities.
- Work with DSHS/DVR to implement successful orientation, referral and joint service delivery methods that assists job seekers with disabilities in receiving seamless services within the WorkSource system.
- Lead the development and the implementation of the local WorkSource Business Plan and establish the strategic direction to serve employers who seek to employ DSHS/DVR customers and other job seekers with disabilities.
- Lead and convene WorkSource partners to advocate for the needs of customers, particularly individuals who experience barriers to employment.
- Determine availability of WIOA Title I and III funds for DSHS/DVR customers who are eligible for services.

Andres Aguirre  
 Andres Aguirre  
 DSHS/DVR Director

10/29/15  
 Date

Cheryl Fambles  
 Cheryl Fambles  
 WWA President

10/29/15  
 Date