

ELEMENT FOUR

Universal Access *Reference: 29 CFR 37.54 (d)(1)(vi)*

The South Dakota Department of Labor and Regulation has communicated the obligation of recipients; including, Statewide (single delivery area) WIA, local employment service offices and state-program service providers) to make efforts, including outreach and technical assistance, to broaden the composition pool of those considered for participation or employment in their programs or activities in an effort to include members of both sexes, of the various racial and ethnic groups, and of various age groups, as well as individuals with disabilities. (See 29 CFR §37.42)

Statement of Commitment

The South Dakota Department of Labor and Regulation (SDDLRL), as the recipient of Workforce Investment Act funding, shall take all appropriate steps to ensure that universal access is provided to all programs and activities. Such steps shall include proactive outreach and technical assistance activities where appropriate.

The Employment Services System and Cooperative Agreements

South Dakota's employment service system, SDDLRL, through its 16 Local Offices, reaches nearly every segments of South Dakota's population. Those not directly reached by these local offices are assisted by a network of cooperative agreements with a variety of service providers and other organizations. These agreements are developed and maintained through the Central Office of SDDLRL. This network reaches such groups as veterans and current service members, the older worker population through the Senior Community Service Employment Program (SCSEP), and youth groups through association with local school systems and field offices. Persons with disabilities requesting additional services through the Division of Vocational Rehabilitation receive additional accommodation from qualified staff. Persons with disabilities may also receive advocacy from other disability advocacy groups such as Department of Disability Services (DDS).

Communication to Recipients

The State, through its grants, contracts and other such agreements shall require recipients to make efforts to provide equitable services among substantial segments of the population eligible for participation in WIA funded programs. These efforts shall be documented and shall include activities such as outreach to broaden the composition of the pool of those considered for participation, to include members of both sexes, the various race/ethnicity and age groups, and individuals with disabilities.

The State has incorporated into its two-year Plan of Service the means by which the state will extend service to all segments of the population. These plans address the need to reach potential applicants of both sexes, a cross-section of race/ethnic groups and age groups according to their incidence in the population. Outreach/advertising efforts may be reflected in cooperative agreements established with agencies representing the different groups. Agreements are signed by both agencies, are updated on a continuing basis and are reviewed by the State.

Monitoring

The State shall monitor and evaluate recipients of WIA funding regarding the provision of universal access through reporting instruments integrated into each contract or agreement. Reports furnished by the recipient to the state shall include efforts to expand services to all groups of potential applicants as well as a breakdown by gender, age, racial and ethnic group and disability.

Such monitoring shall be the responsibility of the grant administrator/manager or other person charged with the oversight of the specific agreement or contract.

Documentation for Element Four

ES/WIA/UI Local Office Review EO Assessment
Reference Element 2