

Military/Veteran Resource Network Application - Employment Service Providers

Submission Date	2016-06-02 18:08:24
Organization Name	Yuma Private Industry Council
Address	Street Address: 3834 W. 16th st. City: Yuma State / Province: AZ Postal / Zip Code: 85364 Country: United States
Phone	(928) 3290990
Fax	(928) 7830886
Website	www.ypic.com
What sector is your organization part of?	Government
Type of organization (check all that apply)	Government - State Business Employer Education (primary / secondary) Higher Education
Organization Mission and/or Charter:	To meet the unique and changing needs of our communities by providing quality workforce development and career resources that enhance economic growth.
Brief background of organization (year established, etc.):	The Yuma Private Industry Council is a private non-profit organization whose purpose is to provide job seeker and employer services in the Yuma County labor market. Incorporated in 1988, YPIC serves as the Private Sector partner in the Public/Private Workforce Development Partnership with the Yuma County Board of Supervisors. With the advent of the Workforce Investment Act (WIA), the Yuma County Board of Supervisors designated YPIC as the official operator or the "One-Stop" delivery system for workforce development services in Yuma County. The Yuma County Board of Supervisors appoints the Workforce Investment Board which is housed in the organizational framework of YPIC. The Board draws membership from the community and is made up of representatives from all areas of the public, private, and non-profit sectors. YPIC is a proud member of the Arizona Workforce Connection network which provides free services to job seekers in need of a job search assistance, training, and employment opportunities. Arizona Workforce Connection http://www.azjobconnection.gov is an integrated network of One-Stop Career Centers and web-based information and services designed to provide individuals with a comprehensive, simplified service that streamlines all of Arizona's workforce development programs.

Overview of organization's experience and expertise in delivering services, best practices used, etc.:	To improve the ability of job seekers to effectively connect with the labor market. To develop new program approaches designed to assist people to find employment. To expand and improve marketing efforts to promote public awareness, acceptance, and support for a comprehensive workforce system. To develop and enhance the quality and availability of labor market information at the county level and to integrate it with economic cluster data. To expand consumer access to the One-Stop delivers system. To provide for continuous improvement of the workforce system through the use of Total Quality Principles.
What area of the state do you serve?	Regional within Arizona
2. County/Counties:	Yuma
3. City/Local Area:	Yuma
Brief overview of programs, resources, services, etc.:	YPIC is a proud member of the Arizona Workforce Connection network which provides free services to job seekers in need of a job search assistance, training, and employment opportunities. Arizona Workforce Connection http://www.azjobconnection.gov is an integrated network of One-Stop Career Centers and web-based information and services designed to provide individuals with a comprehensive, simplified service that streamlines all of Arizona's workforce development programs.
General eligibility guidelines for programs, resources and/or services:	YPIC follows the guidelines provided by WYOA Structure.
Description of target audience:	YPIC's target audience is anyone within the community. YPIC serves those that are unemployed, underemployed, look to obtain basic adult education through a GED, look to obtain higher education. YPIC also serves those within the military/veteran population, disabled population, those with a low income and the offender population. YPIC also assists those who are looking to explore the labor market.
Cost for programs or services to service members, veterans and/or family members (or funding sources if no cost to individuals and families):	There is no cost as long as the individual is eligible under WYOA. WYOA is the funding source as well as grants.
Regulatory body that has oversight over organization and/or industry (if applicable) and any organizational memberships (e.g. chamber of commerce, alliances, associations, etc.):	WYOA has oversight over the organization.

**Our organization understands
and agrees to the following
Guiding Principles:**

1. Military service often fosters resilience and strength in service members, veterans and family members.
2. Military service impacts the individual and the family. A “military family” can include a service member or veteran, their spouse/significant other and children, as well as parents, siblings, extended family and friends.
3. The military is a distinct culture. While service members, veterans and their families experience the same life circumstances and events as civilians, both positive and negative, they also have a unique set of life experiences relating to service, deployment and reintegration that are distinct from civilian life.
4. As a community, we are committed to providing the best care and support to all those who serve. Since changes in military status affect eligibility for programs, resources and benefits, we seek to build a continuum of care that addresses the needs of the entire military, veteran and family population.
5. No one organization can meet all needs for the entire military and veteran population. Stronger collaboration between military, government and community partners supports service members, veterans and their families in connecting to the right program, resource and/or benefit at the right time. Organizations should also focus on collaboration to maximize available resources and minimize duplication of effort.
6. There should be no wrong door to which a service member, veteran or family member goes to for help. Each individual and organization should have at least the basic knowledge on the military/veteran systems of care to assist in connecting that individual or family to a more appropriate resource so that no one is turned away.
7. As a network of individuals and organizations who provide care and support to the military and veteran population, our goal is to assist service members, veterans and family members in being informed consumers who are empowered to make decisions to access those programs, resources & benefits that will meet their needs.
8. Every service member, veteran and family member has an individual experience and perspective which should be acknowledged and incorporated into the provision of care and support.

**Our organization understands
and agrees to the following
Ethical Considerations:**

1. The interest of the service member, veteran and family member should come first, above the interest of the provider or organization, financial or otherwise.
2. Any potential conflicts of interest should be disclosed up front.
3. Respect the service member, veteran and/or family member by providing accurate information that will assist them in making informed decisions about the care and support they access.
4. Organizations should only offer programs, services and resources that they are equipped or trained to deliver. Outreach and engagement of the military and veteran population should be within the scope of the role and function of the individual (training & experience) and the organization (policies, practices, procedures).
5. Organizations that outreach to the military/veteran population have an obligation to equip their personnel and organizations with the training necessary to understand: a) the unique aspects of the military experience b) the issues affecting these individuals and their families and c) the specific military/government programs and benefits available to this population. Organizations should consult with subject matter experts when necessary.
6. Outreach and messaging to the military and veteran population should be truthful, not misleading nor designed to incite fear, should always accurately and appropriately cite sources and present information in context.
7. Organizations should be cautious about promising outcomes. Information should clearly state if a program or service is evidence-based or independently documented to be effective. Statements about the effectiveness of programs or services should include information on success rates and the documented source of this information.
8. Coordination of care and follow up is essential when service members, veterans and family members are accessing multiple systems of care. Partners need to be actively engaging with other providers and systems as appropriate, while still respecting the confidentiality of the individual or family.

Direct service staff have knowledge, experience and/or training related to:	<p>Key issues affecting the population around employment, including transitional issues, the differences between military and civilian workplaces, habits, etc.</p> <p>The effects of military service, deployment, reintegration and transition on the population, including physical, cognitive, psychological and/or psychosocial impacts on the individual and family.</p> <p>Combat & operational stressors.</p> <p>Military, government and community employment programs and systems.</p>
Total number of direct service staff:	30
Approximate number of direct service staff that have the above training and/or experience:	30
We have employees who are (check all that apply):	<p>Service members</p> <p>Veterans</p> <p>Family members</p> <p>Experienced in working with the military, veteran and/or family population</p>
We engage internal and external subject matter experts to advise and strengthen service delivery to the military, veteran and family population:	Yes
Additional detail on how our organization CONNECTS to the culture relating to the above areas, as well as any other relevant information:	YPIC has scheduled several training with the Arizona Coalition for Military Families and has opened the training to partners within the community as well. YPIC has hosted and attended two Military/Veteran Resource Navigator Training in Yuma.
Communications (print, web, etc.), content and messaging focused on the military and veteran population:	<p>Uses appropriate terminology and imagery</p> <p>Describes services offered</p> <p>Clearly indicates any eligibility criteria and costs</p>
Approximate number of employees in organization:	63
Number of individuals trained as Military/Veteran Resource Navigators within organization:	15
Titles/roles of individuals trained as Navigators (e.g. team leaders, employment counselors, etc.)	Career Advisors, Career Guidance Specialists, Eligibility Technicians, Disabled Veteran Outreach Program, Local Veteran Employment Representative, and Management staff
Our organization tracks the number of service members, veterans and/or family members served.	Yes

Our organization posts information for service members, veterans and family members on our website, in waiting rooms, etc.

Yes

Additional detail on how our organization ASKS the right questions at the right time relating to the above areas, as well as any other relevant information::

All staff and volunteers have basic awareness of key gateway resources (crisis lines and the Military/Veteran Resource Network) and can provide information to individuals and families as needed. When and how was this information distributed to all employees (e.g. email, intranet, handout, etc.):

Mark each area and provide details in text box below:

DVOP and LVER within Arizona @ Work track all the service members, veterans and family members served. They also, help recommend the military/veteran population to any other resources that are available to the individuals. YPIC goes beyond simply looking for employment, but helps with any other resources necessary to help.

Yes, many attended the Military/Veteran Resource Navigator Training in Yuma and dispersed information to their offices through email and meetings to explain the resources available and who to turn to in case of any questions.

Our organization has tailored programs and resources specifically for the military, veteran and/or family population:

Yes

YPIC conducts weekly training and workshops. YPIC works with Dress to Success, helps with application processes, conducts interview workshops, job fairs, resume assistance. YPIC has also partnered with Arizona Western College to have a veteran program to help service members, veterans and their families with higher education.

We have one or more individuals designated as points of contact (POCs) for the Military/Veteran Resource Network and the military/veteran community:

Yes

Our organization partners as appropriate and needed with public and private sector organizations to strengthen quality and coordination of care for service members, veterans and family members.

Yes

Training on the military, veteran and family population is incorporated into our new hire orientation and/or annual training calendar.	Yes
Our organization participates in relevant events, trainings and initiatives in the military/veteran community.	Yes
Additional detail on how our organization ENGAGES relating to the above areas, as well as any other relevant information:	YPIC conducts weekly meeting to keep engaged with what is going on within the community. The DVOP and LVER give a brief during the monthly meeting to discuss priority of service, tips on how to work with the military/veteran population and updates on helpful veteran services within the community.
POC Name	Mercedes MendiVil
Title	Program Director
Email	MMendivil@ypic.com
Phone	(928) 3290990
Is the organization POC for the Military/Veteran Resource Network will be someone other than the above, please provide their name, title, phone number and email.	N/A
Name	John DeWitt
Title	Veteran Program Director
Email	jdewitt@azdes.gov
Phone Number	(928) 3290990
Our organization acknowledges the following:	<p>This document and accompanying materials are an accurate reflection of our organization and our activities.</p> <p>It is recognized that the application and vetting process to become part of the Military/Veteran Resource Network is a voluntary process and that not every organization that applies will necessarily be granted approval.</p> <p>It is recognized that the goal of the Military/Veteran Resource Network and the application and vetting process is to recognize organizations that operate within the Guidelines for CARE, as outlined by the military/veteran community within Arizona. Organizations that are identified as no longer operating within these guidelines may be contacted and subsequently removed from the Military/Veteran Resource Network at the sole discretion of the Arizona Coalition for Military Families.</p> <p>The applicant organization releases the Arizona Coalition for Military Families, its directors, employees, contractors and agents, and any supportive/partner/member organizations and their representatives from any and all liability and waives all legal claims against any of the above who acts in good faith in accordance with the application and vetting process.</p> <p>If approved for participation in the Military/Veteran Resource Network, an organization Point-of-Contact will be designated and responsible for our organization's profile.</p>