

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

Workforce Innovation & Opportunity Act

Annual Report - Program Year 2015

July 1, 2015 - June 30, 2016



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Pete Ricketts

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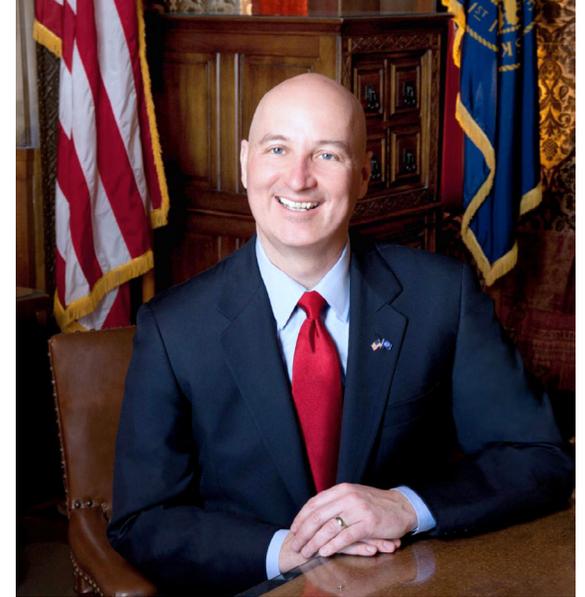
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ndol.wioa_policy@nebraska.gov.

Nebraska's **Vision**

Nebraska's Workforce System is driven to find skill gap solutions, resource solutions, innovation solutions, and work readiness solutions that create a skilled and ready workforce for Nebraska employers.

Nebraska's competitive advantage in today's global knowledge-based economy focuses on three highly interrelated building blocks:

- The underlying performance of specific industry clusters in Nebraska based on employment trends, economic output, and geographic patterns of development
- The position of Nebraska in innovation and high-growth entrepreneurial development
- The talent position of Nebraska overall and within its leading industries



"Nebraska saw record employment in 2015, the first year the state averaged 1 million non-farm jobs. Through the reemployment program, Columbus Works, and other initiatives outlined in this report, our state works to maintain high employment, support our employers, and grow Nebraska."

**Governor Pete Ricketts,
September 30, 2016**



"It's been exciting to see the success stories resulting from the programs serving workers and employers. Whether it's a professional being connected to a new opportunity or a dislocated worker taking classes to improve their employability, these programs are making a difference for hard-working Nebraskans."

**John H. Albin, September 30, 2016
Commissioner of Labor, State WIOA Liaison,
Nebraska Workforce Development Board Member
Nebraska Department of Labor**

Nebraska Workforce Development Board

Information regarding the Nebraska Workforce Development Board, the Executive Committee, the Strategic Direction Committee, and the System Alignment Committee is located at www.dol.nebraska.gov.

AGRICULTURE & FOOD PROCESSING

Becky Stitt

Western Sugar Cooperative, Scottsbluff
Executive and System Alignment Committees

ARCHITECTURE & CONSTRUCTION

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Kiewit & Sons, Omaha
Executive and Strategic Direction Committees

FINANCIAL & INSURANCE

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Cabela's, Kearney
Strategic Direction Committee

Bradley Schroeder (Vice Chair)

Blue Cross Blue Shield, Omaha
Executive Committee

HEALTH SERVICES

Terri Ridder

Franciscan Care Services, Inc., West Point
System Alignment Committee

MANUFACTURING

Brian Deakin

BD Medical, Holdrege
Executive and Strategic Direction Committees

Mark J. Moravec (Chair)

Chief Industries, Inc., Grand Island
Executive Committee

Carol Swigart

Hillaero Modification Center, Lincoln
System Alignment Committee

Lisa Wilson

Case New Holland Industrial, Grand Island
System Alignment Committee

"A dynamic, demand-driven workforce system fully integrates multiple partner services to meet the changing needs of businesses and individuals by providing the knowledge, skills, and resources for learning, earning, and living today and tomorrow."

Mark Moravec
Nebraska Workforce Development Board Chair,



Business Development Manager
Chief Industries, Inc.,
Grand Island, Nebraska

LABOR & WORKFORCE

Bradley B. Bird

Steamfitters and Plumbers Local 464, Omaha
Executive and Strategic Direction Committees

Jason Feldhaus

Nebraska Children and Families Foundation, Lincoln
Executive and System Alignment Committees

Allan Hale

National Electrical Contractors Association, Omaha
Strategic Direction Committee

Susan Martin

Nebraska State AFL-CIO, Omaha
Strategic Direction Committee

Michelle Olson

CHP International, Inc./Job Corps, Omaha
System Alignment Committee

RENEWABLE ENERGY

Don Nordel

Black Hills Energy, Lincoln
Executive and Strategic Direction Committees

TECHNOLOGY

James R. Hanson, Jr.

inTouch Communications, Omaha
System Alignment Committee

TRANSPORTATION, WAREHOUSING, & DISTRIBUTION LOGISTICS

Jennifer Sedlacek

Union Pacific Railroad, Omaha
Strategic Direction Committee

LOCAL GOVERNMENT

Vern Powers

Mayor, Hastings
Strategic Direction Committee

John Fagot

Mayor, Lexington
System Alignment Committee

STATE GOVERNMENT

Governor Pete Ricketts

State of Nebraska

Senator Heath Mello

Legislative District 5, Omaha
Strategic Direction Committee

STATE AGENCIES

John H. Albin

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Executive and System Alignment Committees

Matthew Blomstedt

Nebraska Department of Education, Lincoln
Executive and Strategic Direction Committees

Courtney Phillips

Nebraska Department of Health and Human Services, Lincoln
System Alignment Committee

Courtney Dentlinger

Nebraska Department of Economic Development
Executive and Strategic Direction Committees

Leadership Organizational Chart

Governor Pete Ricketts

Nebraska Workforce Development Board

**Greater Lincoln
Workforce Development Area**

CEO: Mayor Chris Beutler

Workforce Development Board

Carol Swigart, Chair

**Greater Omaha
Workforce Development Area**

CEO: Mayor Jean Stothert

Workforce Development Board

Brian Turner, Chair

Local Area Youth Council

**Greater Nebraska
Workforce Development Area**

CEO: Chief Elected Officials Board*

Workforce Development Board

Lisa Wilson, Chair

* Chief Elected Officials Board

Region 1

Jack Andersen

County Commissioner,
Sheridan County

Kent Greenwalt

Mayor, City of Terrytown

Henry "Steve" Erdman

County Commissioner,
Morrill County

Region 2

John Fagot

Mayor, City of Lexington

Joe Hewgley

County Commissioner,
Lincoln County

William Stewart

County Commissioner,
Dawson County

Region 3

Stanley Clouse

Mayor, City of Kearney

Hal Haeker

Mayor, City of Alma

Pamela Lancaster

County Commissioner
Hall County

Region 4

Charles "Chuck" Harris

Mayor, City of York

Region 5

Sue Fuchtman

Mayor, City of Norfolk

Hilary Maricle

County Commissioner,
Boone County

Christian Ohl

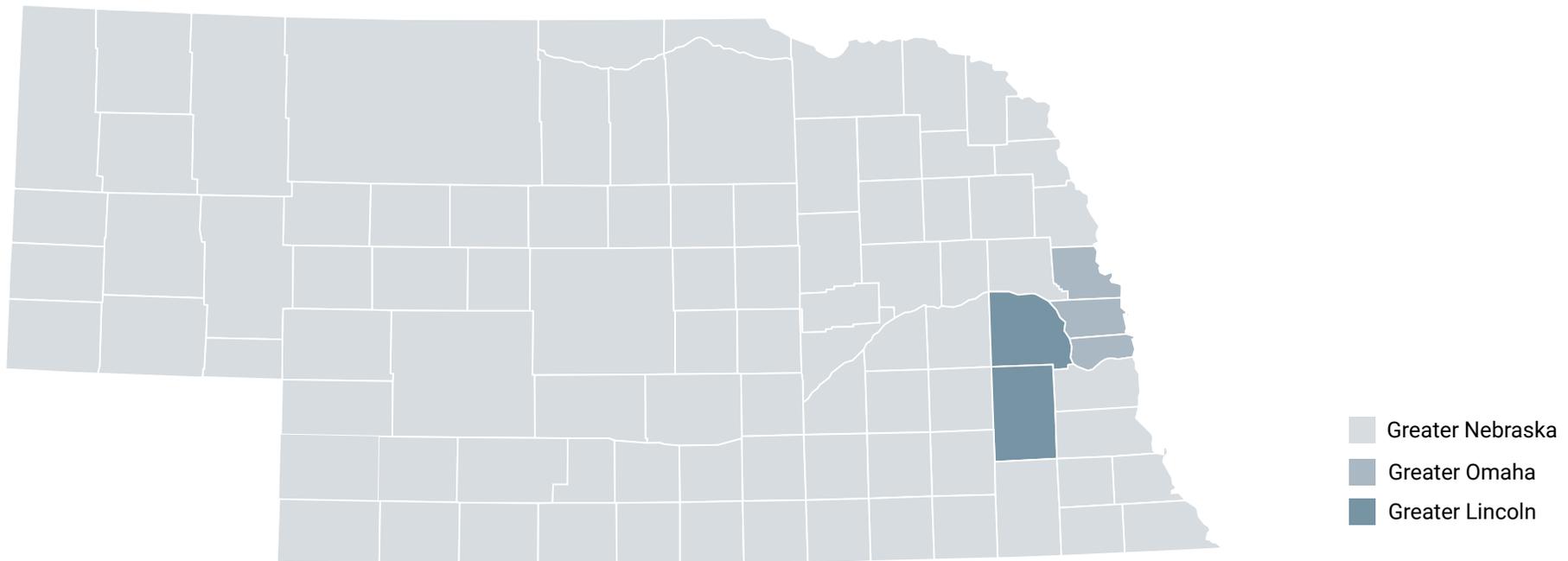
County Commissioner,
Madison County

Local Workforce Development Areas

Nebraska's Governor has designated three local areas:

1. Greater Omaha Local Workforce Development Area, serving Douglas, Sarpy, and Washington counties;
2. Greater Lincoln Local Workforce Development Area, serving Lancaster and Saunders counties; and
3. Greater Nebraska Local Workforce Development Area, serving the remaining 88 Nebraska counties.

Nebraska's local area structure has not changed from that under WIA, pursuant to WIOA Section 106(b)(2) and NDOL's Designation of Local Areas policy. The Greater Nebraska Local Area requested the same county make up as designated under WIA.



Comprehensive Listing of American Job Centers and Access Sites

Lincoln

American Job Center
 SCC Education Square Campus
 1111 O Street, Suite 205
 Lincoln, NE 68508
 402-441-1660
 amjobctr@lincoln.ne.gov

Grand Island

American Job Center
 203 East Stolley Park Rd, Ste. A
 Grand Island, NE 68801
 308-385-6300
 ndol.grandislandwfd@nebraska.gov

Omaha

American Job Center
 Heartland Workforce Solutions
 5752 Ames Ave.
 Omaha, NE 68104
 402-444-4700
 admin@hws-ne.org



Alliance

302 Box Butte Avenue
 Alliance, NE 69301
 308-763-2935
 ndol.alliancewfd@nebraska.gov

Beatrice

5109 West Scott Road Suite 413
 Beatrice, NE 68310
 402-223-6060
 ndol.beatricewfd@nebraska.gov

Columbus

3100 23rd Street, Suite 22
 Columbus, NE 68601
 402-564-7160
 ndol.columbuswfd@nebraska.gov

Hastings

2727 West 2nd Street, Suite 338
 Hastings, NE 68901
 402-462-1867
 ndol.hastingswfd@nebraska.gov

Lexington

1501 Plum Creek Parkway, Suite 3
 Lexington, NE 68850
 308-324-2064
 ndol.lexingtonwfd@nebraska.gov

Lincoln

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 Lincoln, NE 68508
 402-471-2275
 ndol.lincolnwfd@nebraska.gov

Nebraska City

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 Nebraska City, NE 68410
 402-873-3384
 ndol.nebraskacitywfd@nebraska.gov

Norfolk

105 East Norfolk Avenue, Suite 120
 Norfolk, NE 68701
 402-370-3430
 ndol.norfolkwfd@nebraska.gov

North Platte

306 East 6th, Suite 140
 North Platte, NE 69101
 308-535-8320
 ndol.northplattewfd@nebraska.gov

Omaha

5717 F Street
 Omaha, NE 68117
 402-595-3000
 ndol.omahawfd@nebraska.gov

Scottsbluff

505A Broadway, Suite 300
 Scottsbluff, NE 69361
 308-632-1420
 ndol.scottsbluffwfd@nebraska.gov

York

510 Lincoln Avenue
 York, NE 68467
 402-362-5891
 ndol.yorkwfd@nebraska.gov



- Greater Nebraska
- Greater Omaha
- Greater Lincoln
- ★ American Job Center
- Nebraska Department of Labor



Local Area WIOA Customer Base

Labor Force

Local Area	Labor Force
Greater Nebraska	445,722
Greater Omaha	391,299
Greater Lincoln	180,633

Source: Nebraska Department of Labor, Local Area Unemployment Statistics for PY2015

Employment

Local Area	Number of Employed Individuals
Greater Nebraska	432,187
Greater Omaha	378,868
Greater Lincoln	175,796

Source: Nebraska Department of Labor, Local Area Unemployment Statistics for PY2015

Unemployment

Local Area	Number of Unemployed Individuals
Greater Nebraska	13,535
Greater Omaha	12,432
Greater Lincoln	4,837

Source: Nebraska Department of Labor, Local Area Unemployment Statistics for PY2015

Participation Levels

Local Area	Number of Participants
Greater Nebraska	25,399
Greater Omaha	22,207
Greater Lincoln	7,941

Source: Participation levels as reported in Tables O on ETA Form 9091, PY 2015

State & Local WIOA Revenues

Title 1 Funding

Program	Funds
Adult	\$2,425,096
Dislocated Worker	\$1,931,641
Youth	\$2,016,308
Total	\$6,373,045

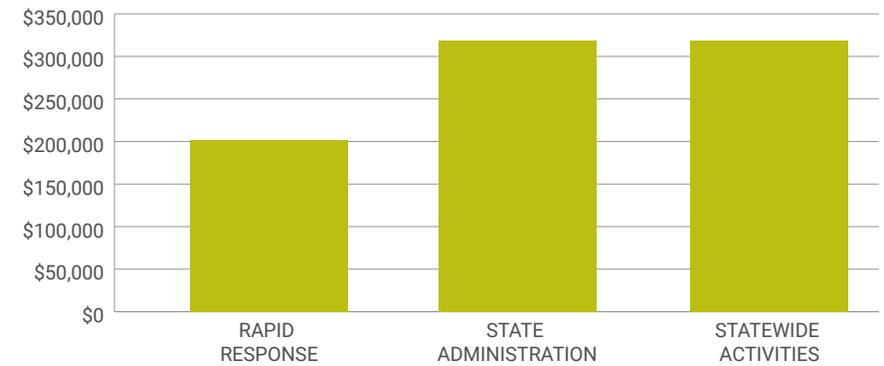
Source: U.S. Department of Labor, TEGL 29-14



State Level Funding

Program	Funds
Rapid Response	\$201,631
State Administration	\$318,653
Statewide Activities	\$318,653
Total	\$838,967

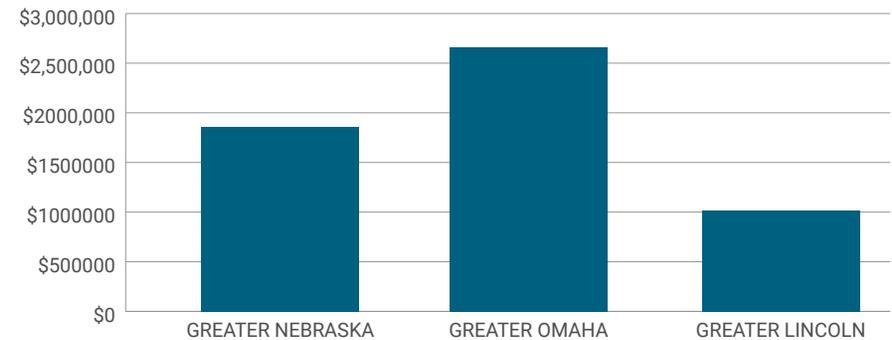
Source: Nebraska Department of Labor Issuance 14-07



Local Area Funding

Program	Funds
Greater Nebraska	\$1,862,453
Greater Omaha	\$2,658,306
Greater Lincoln	\$1,013,349
Total	\$5,534,108

Source: Nebraska Department of Labor Issuance 14-07



WIOA Financial Statement: Program Year 2015

	Funds Available	Expended/Obligation	Percent	Balance Remaining
Adult Program - Current Year	1,178,216.00	647,115.34	54.92%	531,100.66
Carry-in - Prior Years	1,229,233.05	1,229,164.40	99.99%	68.65
DLW Program - Current Year	1,246,741.00	356,214.31	28.57%	890,526.69
Carry-in - Prior Years	370,218.10	370,130.38	99.98%	87.72
Youth Program - Current Year	1,939,388.60	1,099,375.82	56.69%	840,012.78
Carry-in - Prior Years	515,819.43	515,816.58	100.00%	2.85
Out-of-School	1,783,979.54	1,224,149.63	68.62%	559,829.91
In-school	671,228.49	391,042.77	58.26%	280,185.72
Summer Youth	-	-		
Local Admin - Current Year	482,330.00	372,075.58	77.14%	110,254.42
Carry-in - Prior Years	175,520.18	175,517.38	100.00%	2.80
Rapid Response - Current Year	170,666.00	1,268.00	0.74%	169,398.00
Carry-in - Prior Years	385,208.10	218,772.75	56.79%	166,435.35
Governor's Funds - Current Year	981,026.00	372,749.31	38.00%	608,276.69
Carry-in - Prior Years	330,429.40	295,462.93	89.42%	34,966.47
Current Year Totals	5,998,367.60	2,848,798.36	47.49%	3,149,569.24
Carry-in Totals	3,006,428.26	2,804,864.42	93.30%	201,563.84
Combined Totals	9,004,795.86	5,653,662.78	62.79%	3,351,133.08

Source: Nebraska Department of Labor, Office of Finance, July 1, 2015 - June 30, 2016

A. Overview

During PY 2015, Nebraska made significant progress toward WIOA readiness.

1. Nebraska Workforce Innovation and Opportunity Act and Sector Partnership Program Act

In April 2016, the Nebraska Unicameral Legislature passed LB 1110, which created the Nebraska Workforce Innovation and Opportunity Act and the Sector Partnership Program Act. The Nebraska Workforce Innovation and Opportunity Act establishes principles and definitions to guide Nebraska's workforce investment system, particularly in carrying out the requirements of the Federal Workforce Innovation and Opportunity Act. The Sector Partnership Program Act, as introduced, was originally styled after model legislation provided by the National Skills Coalition and would have had a \$2 million cash fund transfer. Following introduction, Senator Heath Mello worked with state administration to amend the legislation and modify the proposal, taking it from what would have essentially been a grant program to a sustainable internal, publicly available, data and research foundation that can be used by multiple departments.

2. Workforce System Partner Planning

During March and April of 2016, Nebraska's State Plan partners convened to begin workforce system planning activities based on the goals and strategies identified in the Combined State Plan for Nebraska's Workforce System. State Plan partners involved in the planning activities include:

- Adult, dislocated worker, and youth programs (WIOA Title I)
- Adult Education (WIOA Title II)
- Wagner-Peyser (WIOA Title III)
- The Commission for the Blind and Visually Impaired (WIOA Title IV)
- Vocational Rehabilitation (WIOA Title IV)
- Jobs for Veterans State Grant (JVSG)
- Senior Community Service Employment Program (SCSEP)
- Temporary Assistance for Needy Families (TANF)
- Trade Adjustment Assistance (TAA)
- Unemployment Insurance (UI)

The planning process included refining the vision and guiding principles of Nebraska's workforce system. The workforce system partner planning process also involved identification of the workforce system partners best suited to coordinate the implementation of the 28 strategies detailed in the State Plan.

3. Public Sector Strategy

Another aspect of the workforce system partner planning process described above was the identification of the Nebraska Partner Council as the public sector entity described in Nebraska's State Plan. The Council was formed in 2013 and was introduced through the State of Nebraska Five-Year Integrated Workforce Plan for Title I of the Workforce Investment Act of 1998 and the Wagner-Peyser Act (July 1, 2012 – June 30, 2017). The creation of the Council enabled the development of cross-agency partnerships. The Council consists of state level leadership representing employment and training programs and interests. The Council's focus is ensuring a high degree of coordination and collaboration between agencies and ensuring the needs of priority populations are well represented.

Under Nebraska's 2016 – 2020 State Plan, the Nebraska Partner Council will have an active role in supporting the Nebraska Workforce Development Board in its implementation of the 28 strategies presented in the State Plan.

4. Nebraska Workforce Development Board

During PY 2015, the Nebraska Workforce Development Board engaged in strategic planning activities which resulted in the formation of two subcommittees. The Strategic Direction Committee and System Alignment Committee are responsible for implementation of essential Board's functions.

a. Strategic Direction Committee

The Strategic Direction Committee is charged with:

- Identifying regions in consultation with the local boards and CEOs and providing consultation to the Governor on the designation of local areas;
- Increasing activity in developing career pathways;
- Unifying workforce investment activities with education and supportive services in the development of career pathways; and
- Developing strategies for meeting the needs of employers and jobseekers through sector partnerships (with an emphasis on in-demand industries and occupations).

b. System Alignment Committee

The System Alignment Committee is charged with:

- Developing and implementing Nebraska's Combined State Plan;
- Providing recommendations to help align the workforce system in the state;
- Improving outreach and access to programs;
- Developing and implementing the one-stop system, including continuous improvement of the one-stop system;
- Providing assistance to local boards, one-stop operators and their partners;
- Assisting with planning, including training and supportive services to workers, jobseekers, and employers;
- Assisting the governor in the development and updating of comprehensive state performance accountability measures, including state-adjusted levels of performance, to assess the effectiveness of the four WIOA core programs under 101(d)(4);
- Developing policies to coordinate services;
- Developing criteria and procedures for local board to use in assessing core programs;
- Developing guidance to local boards on infrastructure costs and defining what one-stop partners must do to contribute to the services delivered through the one-stop system;
- Defining the role and contributions of one-stop partners, including equitable and efficient cost allocation;
- Developing strategies to improve technology for digital literacy, accelerating learning, accessibility, and professional development;
- Reviewing the Combined State Plan at the end of the first 2-year period of any 4-year plan to submit modifications relating to labor market information, economic conditions, or other factors affecting the plan; and
- Helping in the design of the evaluations of state programs under WIOA Section 116(e).

5. Policy Development

WIOA policy development began during PY 2014 and continued throughout PY 2015. The Nebraska Department of Labor (NDOL) released 26 additional WIOA policies and ended PY 2015 with 40 WIOA policies. The WIOA policies provide direction and guidance to local workforce development areas on WIOA programs, fiscal activities, data management, state and local board activities and requirements, eligible training providers, and privacy. During PY 2015, NDOL began planning activities for finalization of existing policies and development of additional policies subsequent to the release of the WIOA final rules.

6. Local Area Activities

a. Greater Lincoln Workforce Development Area

To increase opportunities in work-based learning, the Greater Lincoln Workforce Development Area staff has been meeting since January 2016 with Constructors Inc. regarding hiring for various positions in highway construction, from truck drivers to heavy equipment operators to asphalt plant managers. Meetings have expanded to include the Association of General Contractors with plans to include Contractors Inc. and Southeast Community College in order to evaluate establishing a customized training program with truck driver training.

To increase the one-stop system focus on employer services, a Lincoln Business Task Force was formed with several system partners meeting monthly to develop ways to coordinate and improve service to businesses.

The Greater Lincoln Workforce Development Board established a standing One-stop System Committee. The committee identified three characteristics of a high-quality one-stop center:

- Excellent customer service to job seekers, workers and businesses;
- Innovative and effective service design; and
- Operates with integrated management systems and high-quality staffing.

The committee is working to produce a one-page briefing to be used in local and regional planning efforts during PY 2016.

The Greater Lincoln Workforce Development Board, as a planning function, has identified its top local workforce concerns as:

- Talent attraction;
- Developing a talent pipeline;
- Talent retention in the community and on the job;
- Effective work readiness training;
- Service to priority populations; and
- Addressing inter-generational poverty.

The Workforce Administrator for the Greater Lincoln Workforce Development Area along with several Greater Lincoln Workforce Development Board members participated in the Lincoln Partnership for Economic Development's (LPED) Task Force on Workforce Development which focuses on talent attraction, talent retention, and developing a talent pipeline.

Recommendations from the task force included:

- Encouraging companies to match wages of locations from which they are looking to draw talent;
- Adopting a community welcoming strategy;
- Adopting a global approach to business and talent recruitment;
- Strengthening the relationship between the University of Nebraska – Lincoln (UNL) and the business community;
- Expanding Greater Lincoln Workforce Development Board's re-branding efforts; and
- Facilitating employment activities for international students to secure employment upon graduation from UNL.

LPED has created a new position, Director of Talent Solutions, to begin implementing these recommendations.

Lincoln's Workforce Administrator and board members also serve on the Leadership Committee for Prosper Lincoln – Employment Skills. Prosper Lincoln is an initiative of the Lincoln Community Foundation whose work identified the importance of a talented workforce is vital to Lincoln's prosperity. The demand for increased knowledge and capabilities is at an all-time high. Developing employment skills helps to ensure careers with advancement opportunities, higher wages, and good benefits are possible. The goal is to provide opportunities for people to realize career aspirations.

By 2020, Prosper Lincoln will increase:

- Cross-sector initiatives to advocate for and improve workforce development.
- Ways for employers and potential employees to connect.
- Opportunities and support for skill training that address workforce needs.

Work to date under the Prosper Lincoln initiative has centered around networking to increase employment and training opportunities for priority populations while recognizing the great need to address inter-generational poverty.

Part of WIOA readiness activities in the Greater Lincoln Workforce Development area during PY 2015 included staff attendance at select trainings and conferences. Staff attended trainings and conferences that focused on the transition to the WIOA including:

- SMART Financial Grants Management training;
- National Association of Workforce Board's (NAWB) Forum: Technology, Community, and Transformation; and
- Various webinars.

The Greater Lincoln Workforce Development Board continues its participation in the Great Lakes Employment & Training Association (GLETA). GLETA is the voice of the local workforce system and has board members from Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin. GLETA provides a vehicle to exchange ideas, promote policy development, and serve as advocate for the local employment and training system as it transitions to WIOA.

Initiatives

Greater Lincoln Workforce Development Area initiatives focusing on WIOA target populations include staff participation in the following:

- New American's Task Force and WIOA Refugee Collaboration: both promote partnerships with community agencies that serve refugees and immigrants;
- Project Everlast/Education & Employment Committee: promotes partnerships with youth service providers serving foster care participants and youth aging out of foster care;
- Connective Youth Initiative: promotes partnerships with community agencies that serve youth;
- Project Search: a collaborative effort between Lincoln Public Schools, VR, and the Educational Services Unit serving youth with disabilities and focusing primarily on employment;
- Learn and Earn to Achieve Potential (LEAP): connects youth facing obstacles to higher education and employment;
- Collaboration efforts with Wagner-Peyser to focus service on Veterans and Unemployment Insurance recipients;
- Twice a month a Veterans Representative is at the American Job Center to meet with veterans and discuss employment issues; and
- Lincoln Housing Authority's Family Self-Sufficiency Program Coordinating Committee: promotes self-sufficiency among public-assistance recipients

A major initiative of the Greater Lincoln Workforce

Development Area for PY 2015 was revamping and reinvigorating marketing and outreach materials to recruit youth, particularly out-of-school youth. The YESS program (Youth Employment & Support Services) has a redesigned website to go along with print materials and advertising.

b. Greater Nebraska Workforce Development Area

Partnership Building

As part of WIOA readiness activities, each region of the Greater Nebraska Workforce Development Area has focused building partnerships in their local area, primary with Vocational Rehabilitation, Adult Education, Proteus and Visually Impaired.

Region 1 – Local staff participate on a community committee with the Scottsbluff Public Schools, “Every Child, Everywhere, Every Day” to help develop the community infrastructure needed to support students in becoming responsible citizens.

Also the local office has been attempting to build partnerships with the Nebraska Commission for the Deaf and Hard of Hearing, Indian Center, and ResCare personnel. Monthly meetings have been held since September 2015 with the core group. During these meetings, they have shared information regarding services that each agency offers, determined complementary areas of service and identification of how each organization can work together more seamlessly to provide better services to their customers.

Region 2 – The local office has collaborated with Business & Community Education (formerly Center for Enterprise) through Mid-Plains Community College to develop a career readiness course titled Workforce Foundations. This course started as a solution to area businesses stating they couldn't find anyone that was willing to show up to work on time, be a team player, show initiative, etc.

Workforce Foundations combines online learning with in-classroom training. The course is offered every 8 weeks and is currently in its 2nd session. A key component to the Workforce Foundations class is that it includes the National Career Readiness Certificate (NCRC) which is nationally recognized. Students take a pretest to determine how career ready they are and then a posttest to reflect their improvements. Each person walks away with a certificate showing their level of career readiness in which they can provide to employers looking to hire.

Region 3 – The local office has partnered with the Nebraska Department of Health and Human Services Supplemental Nutrition Assistance Program (SNAP). The pilot project involves co-enrolling participants in WIOA Title I programs and SNAP. The goal is to determine if the concept of designing services specifically targeting underemployed individuals has merit in placing them at better paying employment. The pilot speaks to the idea that there are individuals with skills and talents that are being underutilized. By taking a strategic approach to placement, we fill more higher skill jobs and the individual is at a better pay rate hopefully, benefit package and on a career pathway.

Region 4 – A Manufacturing Advisory Committee was formed which the local office is currently a part of. Staff are members of Southeast Community College Program Advisory Boards. The local office coordinates and holds an annual Youth "Explore It" Career Fair for southeast Nebraska high school students (attended by more than 300 youth).

Region 5 – A collaborative effort between Central Community College, Cargill, Platte Valley Literacy, and NDOL created a program to train incumbent and dislocated workers. This was in response to a re-tooling at the Cargill Plant in Columbus. Eighty (80) employees were laid off due to a need for higher skilled workers at the new plant. Because of the "Columbus Works" program, program participants now have the skills needed to work at the new facility. Participants attended classes five hours a day, where they gained skills in math, reading, writing, science, English language, and computers.

Additionally, the local office partnered with Northeast Community College to offer a manufacturing boot camp at the extended campus in West Point. This program provided workforce readiness skills, which were identified by local employers including: Case Agriculture, Smeal Fire Apparatus, and Brehmer.

Initiatives

Target populations

Dislocated Workers – This past year saw a number of plant closings and reductions in workforce, most notably, CommScope, Cargill, CNH, Land O' Frost, and Commercial Resins. WIOA staff have participated in the Rapid Response events and provided follow up services.

Developmentally Disabled – Greater Nebraska Region 1 staff worked with ESU #13 staff to provide services to their older students, most particularly those students that attend LifeLink, an alternative school to serve 18-21 year old students throughout the Panhandle. Over the year, we have hosted the students on tours of the resource room, including NEworks and Alison, presented resume workshops to the students, assisted them in writing resumes, planned and participated in an on-site job fair in the spring of 2016 to assist them in finding summer and long-term employment.

High School Drop-outs – Greater Nebraska Region 1 staff strategized with the Adult Education Director in developing a partnership to provide Career Services to their students to move them away from being a "GED factory" to a Career Readiness Class. We have and will continue to provide workshops and assistance to help the participants succeed in long term career planning.

Ex-Offender populations – Greater Nebraska Region 1 staff is strengthening the relationship between the Region 1 ResCare Offender Program and the Career Center. We receive referrals from the Case Manager and work to help them find employment or training to improve their employment opportunities.

Veteran population – Priority of Service is assessed and those individuals needing more intensive service are referred appropriately. Veterans with SBE's are offered services from DVOP as well as information on WIOA and training opportunities available if need is identified.

MSFW – Greater Nebraska staff from Regions 1 and 5 are partnering with Proteus in Regions 1 and 5 to ensure that we are meeting the needs of this population. The population decreased over the years due to mechanization and changes in farming practices.

c. Greater Omaha Workforce Development Area

During PY 2015, Greater Omaha Workforce Development Area staff participated in WIOA readiness activities:

- Contractor training that covered Uniform Guidance;
- Local planning and fund development for the Workforce Learning Network data system with the partners;
- Staff together with partners attended several WIOA readiness webinars through Workforce GPS;
- Planning began for Nebraska Department of Labor (NDOL) staff to relocate to the American Job Center at 5752 Ames Street in Omaha
- ResCare provided several training opportunities including staff and partners to begin to conceptualize the idea of a more collaborative workforce system that included partners. Those training opportunities were provided by ResCare Corporate and included:
 - WIOA 101
 - RAYS – ResCare Customer Service Training
 - Business Services Consultant Training
 - Training on the Various ResCare tools available (Resume Pro, Talent Market, ResCare Academy)

Omaha Public Schools NCRC Research Project

In partnership with Omaha Public Schools, Heartland Workforce Solutions will be offering the National Career Readiness Certificate assessment to high school juniors and seniors from schools within our service area. The predominant focus will be on the following secondary schools: Benson High, Bryan High, Burke High, Central High, North High, Northwest High, South High. The purpose of this effort is to assess, and subsequently address barriers to employment, and to have a positive impact on career readiness levels of secondary students who live and go to school in areas of high unemployment and high poverty.

Regional Workforce Collaborative

Heartland Workforce Solutions participates and co-leads within a collaborative team of representatives from our region, who are contributors to the local workforce system. In addition to HWS, the Greater Omaha Chamber and Iowa Western Community College/IowaWORKS share facilitation duties for the collaborative. The main purpose of the group is to align our efforts, across jurisdictions, to be responsive to the needs of business expansion, retention, relocation, and workforce needs. Quarterly assembly of the group has been established to strengthen rapport and working relationships within our region.

Initiatives

Heartland Workforce Solutions has looked at several different ways to create innovative ideas at bringing the services offered to where the job seekers are. This includes beginning conversations with other sites, such as DO Space and a presence in the South Omaha Community to offer services that are currently only provided at the American Job Center. Discussions began about how can staff meet the job seekers where they are. Ideas began surrounding going to places such as the Sienna Francis house, the Open Door Mission, etc.

All of those initiatives begin in PY 2015 with follow up and action steps needing to take place in PY 2016, some of which include:

- Opportunity Youth – an initiative convened by United Way in cooperation with community partners to create a model of effective service for crisis response and employment services to disconnected youth;
- A collaboration with Douglas County Corrections to identify AJC opportunities inside of the county jail for career and employment readiness;
- A collaboration with Latino Center of the Midlands to identify service delivery opportunities for South Omaha and its Spanish speaking residents; and
- Began a partnership with Munroe Meyer Institute to start discussions and look for referral and funding opportunities in order to better meet the needs of individuals with a disability.

As part of its WIOA-readiness activities for PY 2015, the Greater Omaha Workforce Development Board, through its Business Relations team launched two initiatives, which are ongoing:

- Career Readiness to Eliminate Disparities (CRED) Strategy: The CRED Strategy aims to fill the gap between the labor shortage and the unemployed population in concentrated portions of the service area that reflect high-poverty/high-unemployment. National Career Readiness Certificate® (NCRC) is the main tool that will be used to execute the CRED Strategy. The strategy is dedicated to driving economic growth and stability in the region by:
 - design and delivery of creative solutions to connecting career seekers to businesses seeking talent,
 - engaging and equipping local service providers/agencies with features, benefits, and ROI information associated with the National Career Readiness Certification,
 - ensuring that job candidates possess a literacy level and the basic math skills necessary for gainful employment;
 - prepare workers with essential employability skills to be hired, retained and ultimately be successful;
 - support individuals as they pursue their career paths through assessments, coaching, training, and attaining educational and employment credentials; and
 - support area businesses by helping to identify, hire and retain qualified workers.
- Business & Industry Partnership Committee: The Business & Industry Partnership Committee engages industry and business partnerships to maximize the value of Heartland Workforce Solution's (HWS) services to employers. The Committee works to secure active employer participation in client development and placement, while connecting businesses to community workforce readiness programs in order to support a healthy and viable economy. Since the Committee's inception in PY 2015, it has:
 - helped to steer the approach for HWS's combined business outreach with partners; and
 - developed and refined the sector strategy partnerships by engaging with industry associations and councils.



Photo courtesy of Cargill



d. Partnerships

One of Nebraska's most notable and successful workforce system partnerships came about following a planned, temporary facility shutdown at Cargill Meat Solutions in Columbus, Nebraska. In September 2015, Cargill announced the temporary shutdown would occur in December 2015 in order to convert Cargill's Columbus facility from ground beef production to cooked meat production. As a result, 79 Cargill employees were laid off.

In response, the "Columbus Works" Program was developed and put into action. The "Columbus Works" program was organized by Cargill, Central Community College, Platte Valley Literacy, ESU 7 (county Educational Service Unit), Columbus Family Resource Center, and the Nebraska Departments of Economic Development, Education, and Labor.

The program was supported by a \$465,000 grant from the Nebraska Department of Labor drawn on WIOA Title I Dislocated Worker and Nebraska Worker Training program funds.

NEres Program



In July 2015, Governor Pete Ricketts and the Nebraska Department of Labor (NDOL) announced the launch of Nebraska's new reemployment system aimed at helping unemployment claimants reenter the workforce. NDOL leadership presented this first-in-the-nation program at the July 2015 Workforce Innovation Opportunity Act conference in Chicago.

Nebraska's program is unique compared to other states in that nearly all jobseekers who receive unemployment benefits will be required to enroll in an individualized reemployment plan to remain eligible for benefits. NDOL staff meets with each worker to develop their individualized reemployment plan shortly after an application is submitted for unemployment benefits. A portion of the program is funded through the U.S. Department of Labor's Reemployment Services and Eligibility Assessment (RESEA) program. NDOL previously utilized a limited version of this program (also referred to as NEres) for jobseekers with a high probability of exhausting their benefits.

NEres includes the following components:

- **Personal Individualized Plans** – The workers will have individual employment plans to identify goals and objectives and determine the appropriate combination of services for the participant to meet their employment goals. These plans are designed to help engage the individuals and provide them with a clear understanding of where they are going.
- **Virtual Online Recruiter** – All participants will register in NEworks, the state's employment website. An account allows individuals access to employment tools and resources, such as a resume builder, a messaging center to communicate with employers and workforce staff, free online learning resources, job search options including a virtual recruiter to identify personalized employment opportunities, and access to their individual employment plan.
- **Career Interest Assessment** – Nebraska Career Connections assessments will be utilized to provide reliable career guidance and direction to the worker. The assessments cover career interests, skills confidence, and work values. Assessment results will be reviewed with individuals to ensure they represent an accurate picture of the individual and to identify areas of knowledge, skill, and ability that they can leverage as productive members of the workforce.
- **Data-Driven Opportunities** – Labor market information will be used in conjunction with assessments and previous work experience to determine options and opportunities that exist in the current job market.



"This program provides the one-on-one assistance that workers need as they look to transition off unemployment benefits and into good jobs that fit their skills and experience," said Governor Ricketts. "Providing Nebraskans with an individualized plan as they seek new employment opportunities will aid them in expeditiously reentering the workforce."

Governor Ricketts also said that this first-in-the-nation reemployment program furthered the overall goal of his administration to Grow Nebraska by connecting Nebraskans with good jobs across the state.

"Previously, only claimants who were identified as the most likely to exhaust benefits were enrolled in a more limited version of this program," said Commissioner of Labor John H. Albin. "We are now taking a more aggressive approach to accelerate the reemployment process for all jobseekers to ensure that all of our agency's customers have the highest level of support as they seek reemployment."

"The RESEA program provides funding to states to bring claimants into American Job Centers and introduce them to the myriad of reemployment services available to support their return to work," said John Scott, Unemployment Insurance Chief/Region 5 for the U.S. Department of Labor. "Claimants work with skilled staff who help them develop individual reemployment plans based on the local labor market. Each claimant receives reemployment service(s) that best address his/her personal needs. The RESEA program is truly a unique opportunity to jump start claimants' reemployment efforts. We look forward to Nebraska's continued success and congratulate you on your successful proposal."

NDOL's new NERes program took effect October 1, 2015 and was launched in conjunction with the U.S. Department of Labor. The initiative includes training workers in using the electronic resume and job search functions in NEworks, NDOL's employment website.

In June 2016, Governor Ricketts was honored by the National Foundation for Unemployment Compensation and Workers' Compensation (UWC) for his advocacy of the NERes program. During a ceremony at the 35th Annual National Unemployment Insurance Conference in Kansas City, the UWC presented the Governor with the J. Eldred Hill, Jr. Award for excellence in the public policy arena in service to the employer community. "I am honored to receive this award on behalf of the Department of Labor and the State of Nebraska," said Governor Ricketts. "I thank the Foundation for recognizing the success of Nebraska's unique, first-in-the-nation reemployment program. It's exciting to see the impact that this program is having on both job seekers and employers across Nebraska." "The Governor's support has been key in transforming the unemployment insurance program into a reemployment program," said Commissioner of Labor John H. Albin. "Since we launched our reemployment program, other states have taken an interest, and we look forward to continued opportunities to share our success stories with them."



Eligible Training Provider Program



Nebraska's Eligible Training Provider Program was greatly transformed during PY 2015. The Nebraska Workforce Development Board along with key stakeholders in local workforce development areas took part in the development of Eligible Training Provider criteria and requirements. Training providers were also involved with transformation process, attending a webinar in November 2015. During the webinar, training providers were educated on the requirements under WIOA and Nebraska's criteria for Eligible Training Providers and given the opportunity to ask questions and provide comments and suggestions for implementation of Nebraska's Eligible Training Provider Program under WIOA.

During the first calendar quarter of 2016, NDOL received 522 applications for eligibility from 23 training providers from Nebraska and western Iowa. Of the 522 program applications, 483 program were determined eligible. Of the 483 eligible programs, 80% are associated with "H3" Nebraska occupations. "H3" refers to high wage, high skill, high demand. Labor market information, economic development information, and "real time" job market information are combined to determine the high skill, high wage, high demand occupations within Nebraska.

During the second calendar quarter of 2016, NDOL contacted 77 Nebraska sponsors of active Registered Apprenticeship programs. The sponsors were invited to include their programs on Nebraska's Eligible Training Provider List. Seven sponsors immediately requested additional information.

At the close of PY 2015, Nebraska's Eligible Training Provider List contained 14 Registered Apprenticeship programs, including two programs for incarcerated offenders.

During PY 2015, NDOL also continued planning and implementation of its online Eligible Training Provider List (ETPL) which will be hosted on NDOL's NEworks website. The formal public launch of Nebraska's online Eligible Training Provider List is scheduled for the third calendar quarter of 2016.

Program Performance & Customer Satisfaction

The program performance data reported in Tables B through Q are derived from NEworks (Nebraska's Management Information System). NEworks meets WIA and WIOA Title I regulatory and reporting requirements for tracking WIA and WIOA Title I participants and has the functionality to integrate both state and Wage Record Interchange System (WRIS) unemployment insurance data into participant records to allow for federal reporting from a statewide and regional perspective. Data validation policy and procedures were followed during PY 2015, ensuring the accuracy of the data reported.

The use of Unemployment Insurance (UI) wage records for ascertaining data for many of the performance measures is cost effective and brings credibility to the measurement process. Nebraska is a participant in the Wage Record Interchange System 2 (WRIS2) and currently is one of 39 states, the District of Columbia, and the Commonwealth of Puerto Rico participating in WRIS2.

A. Program Performance

For PY 2015, Nebraska exceeded performance measures for eight of the nine WIA common measures and met the remaining WIA common measure. The state's adult and dislocated worker programs performed very well on all three measures (entered employment, employment retention, and average earnings). The state exceeded two of three measures for the youth (14 – 21) program (placement in employment or education and attainment of degree or certificate) and met the remaining measure for the youth (14 – 21) program (literacy and numeracy gains).

B. Customer Satisfaction

1. Greater Lincoln Workforce Development Area

The One-stop System Committee of the Greater Lincoln Workforce Development Board created a basic customer satisfaction survey and requested that all system partners distribute the survey and collect results from clients receiving employment and training services during June 2016. This basic survey collected customer responses to whether customers:

- Were satisfied with the employment/training related service received;
- Felt they were treated as a valued customer; and
- Would recommend the one-stop center services to a friend or family member.

The one-stop system partners collected the following number of surveys:

One-stop System Partner	Number of surveys collected
Employment Services	78
Adult Education	65
Vocational Rehabilitation	40
ResCare	18
Goodwill Industries	16
NCBVI	7
Adult/Dislocated Worker	6
Youth	2
Total	232

The number of surveys distributed by one-stop system partners is estimated at 380 with 232 responses collected, for a response rate of 61%.

Survey Results	Percentage
226 of 232 respondents were satisfied with the service	97.41%
223 of 232 respondents felt treated as a valued customer	96.12%
222 of 232 would recommend services to a friend or family member	95.69%

The One-stop System Committee created a separate customer satisfaction survey for use in the American Job Center Resource Room. Of 203 surveys distributed, 85 were completed for a response rate of 41.8%. A summary of responses follows (Note: not every respondent answered every question):

American Job Center Resource Room Survey Results						
Survey completions n = 85 (Not every respondent answered every question)						
Survey Questions	Response	Number	Response	Number	Response	Number
Employed	yes	24	no	48	-	-
Mark all of the services you came for today:						
Help finding a job	-	60	-	-	-	-
Filing for Unemployment Insurance benefits	-	27	-	-	-	-
Labor Market Information	-	10	-	-	-	-
Testing/Assessments	-	7	-	-	-	-
Friendly greeting & treated with respect	yes	85	no	0	NA	0
Staff answered my questions	yes	84	no	0	NA	1
NEworks website helpful	yes	73	no	3	NA	8
Confident using NEworks on my own	yes	68	no	8	NA	0
Recommend to friend/family	yes	82	no	1	NA	1

Based on the survey results, the One-stop System Committee identified factors for consideration in development of revised customer satisfaction measures for PY 2016:

- Survey data elements should target factors that measure the effectiveness of the one-stop system;
- Survey sample size must relate statistically to the total customer population;
- PY 2015 sample size is not generalizable to the entire customer population;
- Survey methodology should include technology-based surveys in addition to paper surveys;
- Frequency of surveying should be standardized;
- Survey terminology should be standardized;
- Employers must be included in customer-satisfaction survey activities;
- Customer-satisfaction surveys should include data elements that are relevant to all one-stop system partners;
- Customer-satisfaction surveys should include data elements that address factors of interest to the Greater Lincoln Workforce Development Board; and
- Identifying a methodology for determining one-stop system trends.

An employer survey was not developed for PY 2015.

2. Greater Nebraska Workforce Development Area

During PY 2015, the Greater Nebraska Workforce Development Board began development of customer-satisfaction survey plan:

- The board will take a systematic approach to collecting surveys;
- All participants and employers receiving services will be invited to participate;
- Workforce Coordinators will encourage participation; and
- The board will develop a survey.

The goal is to collect surveys from at least 10% of the population served. The board believes this will provide adequate feedback from local area customers and provide a good overview of the entire local area. Collected information will be reviewed by the board and used as a reference for creating future local area practices and policies.

The Greater Nebraska Workforce Development Board recognizes the importance to measure service quality. The board's System Planning Committee will work to establish a survey that is relevant to determining customer satisfaction for participants and employers. The proposed survey will explore the needs of our customers and seek to uncover gaps in services. The surveys will be administered by email and paper.

The process of developing new customer satisfaction measures will start in October of PY 2016. A discussion on the methodology of the survey will occur and questions for the survey will be established at this time. A working survey should be ready for use by late November of PY 2016.

3. Greater Omaha Workforce Development Area

Customer satisfaction is measured utilizing random sample surveys. The survey is given out at random times during the month to randomly selected participants as they enter the American Job Center. The survey collects data about the customer's experience within the center. The goal is continued performance improvement.

Through the survey process, one issue that the American Job Center staff have been able to identify and continue to work on with one-stop center partners is the flow of participants as they enter the center. Many participants do not know what is next and we have been able to identify in our communication with them that this is important.

There were a total of 1,015 satisfaction surveys collected in PY15 from customers visiting the American Job Center. The response rate is currently not tracked, although we believe that the response rate is 100% because everyone who is given a survey responds. Survey results show that 97-100% of those surveyed on a monthly basis were satisfied with the services.

The surveys are used to assist the American Job Center staff in identifying what services are bringing the job seeker to the center, on what date, and during what time frame. Other questions are used to identify if an individual feels that their individual circumstances were addressed in an efficient and effective matter that was helpful to them. Wait times are also addressed in the survey. The convenience of our location has been a common theme, along with the array of services available to the participants.

As noted earlier, our goal is continuous improvement. Any survey participant who responded with less than a satisfied or highly satisfied remark is contacted, provided there is contact information supplied by the surveyed participant. This allows American Job Center staff to learn from those negative experiences and continue to improve in creation of an innovative and efficient one-stop center.

The Greater Omaha Workforce Development Board's Performance Committee monitors the Customer Satisfaction survey results and makes recommendations for changes and performance improvement methods.

C. Status of State Evaluation Activities

For PY 2015, Nebraska was granted a waiver regarding the requirement that the state conduct evaluation activities. Therefore, due to limited funding for statewide activities, no new formal evaluations were conducted.

Waivers

During PY 2015, Nebraska operated under the following waivers, pursuant to TEGE 01-15:

A. Waiver of Period of Initial Eligibility for Training Providers

This waiver was discontinued as of July 1, 2015.

B. Waiver of the Requirement to Conduct Evaluations of Workforce Investment Activities for Adults, Dislocated Workers and Youth

This waiver allows the State to accept the Local Areas' customer satisfaction surveys as the approved tool to evaluate continuous improvement. This waiver remained in place because new WIOA reporting requirements were not fully implemented until June 30, 2016.

C. Waiver of Requiring Provisions of Incentive Grants to Local Areas

This waiver allows the State to prioritize the use of Governor's Reserve funds for required statewide activities in order to operate within a reduced budget.

D. Waiver to Replace Performance Measures with Common Measures

Replacing the WIA 17 performance measures with the WIA Common Measures has streamlined administrative processes, fostered greater flexibility when negotiating performance measures with the local boards, simplified service delivery, and improved consistency and reliability of data collection, reporting and validation. This waiver remained in place because new WIOA reporting requirements were not fully implemented until June 30, 2016.

E. Waiver of the Required Maximum 50% OJT Employer Reimbursement

Nebraska's state-local-level policies on on-the-job training adhere to the provisions of WIOA Secs. 3(44), 122(h), and 134(c)(3)(H) as they relate to the employer reimbursement rate.

F. Waiver of Transfer Authority

Nebraska's state-local-level policies on local workforce development board transfer authority adhere to the provisions of WIOA Sec. 133(b)(4).

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Tables B, C, & D. Adult Program

B. Results

Reported Information	Negotiated Performance Level		Actual Performance		
Entered Employment Rate	75%		83.1%	201 242	numerator denominator
Employment Retention Rate	88%		88.2%	285 323	numerator denominator
Six Month Average Earnings	\$11,000		\$12,867	\$3,396,953 264	numerator denominator

C. Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving							
	Intensive/Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	80.3%	94 117	88%	22 25	73.3%	11 15	80%	20 25
Employment Retention Rate	84.6%	121 143	92%	23 25	76.5%	13 17	84.2%	16 19
Six Month Average Earnings	\$10,951.70	\$1,259,448 115	\$16,471	\$378,828 23	\$9,814	\$117,764 12	\$12,937	\$194,048 15

D. Other Outcome Information for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	0%	0 1	78.9%	41 52	84.7%
Employment Retention Rate	100%	2 2	87.5%	49 56	88.3%	234 265
Average Earnings	\$27,766	\$55,533 2	\$11,380	\$523,500 46	\$13,046	\$2,817,921 216

Tables E, F, & G. Dislocated Worker Program

E. Results

Reported Information	Negotiated Performance Level		Actual Performance		
Entered Employment Rate	89%		91%	172 189	numerator denominator
Employment Retention Rate	94%		95%	151 159	numerator denominator
Six Month Average Earnings	\$15,000		\$15,159	\$2,122,253 140	numerator denominator

F. Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	89.5%	17 19	100%	3 3	88.7%	47 53	0%	0 1
Employment Retention Rate	90.9%	10 11	100%	2 2	93.6%	44 47	66.7%	2 3
Six Month Average Earnings	\$20,906	\$188,150 9	\$16,693	\$33,387 2	\$15,197	\$638,528 42	\$6,823	\$13,646 2

G. Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	92.6%	25 27	91.3%	73 80	90.2%
Employment Retention Rate	100%	15 15	93.9%	46 49	94.7%	90 95
Average Earnings	\$17,517	\$262,760 15	\$14,991	\$644,593 43	\$14,816	\$1,214,900 82

Tables H.1 & H.1.A. Youth (14-21) Program Results

H.1 Results

Reported Information	Negotiated Performance Level	Actual Performance
Placement in Employment or Education Rate	71%	75.9% 101 numerator 133 denominator
Attainment of Degree or Certificate Rate	68%	71.7% 147 numerator 205 denominator
Literacy and Numeracy Gains	60%	56.3% 58 numerator 103 denominator

H.1.A. Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	67.6%	25 37	0%	0 0	69.4%	34 49	74.4%	61 82
Attainment of Degree or Certificate Rate	75.6%	31 41	0%	0 0	81.8%	54 66	56.4%	62 110
Literacy and Numeracy Gains	42.3%	11 26	0%	0 0	60.7%	17 28	56.3%	58 103

Tables L & M. Other Reported Information & Participation Levels

L. Other Reported Information

	Adults		Dislocated Workers		Youth	
12 Month Employment Retention Rate	85.8%	271 316	97.1%	168 173	90.1%	82 91
12 Months Earnings Increase (Adults & Older Youth) OR 12 Months Earnings Replacement (Dislocated Workers)	\$5,367	\$1,508,030 281	\$101	\$2,492,170 2,460,638	\$8,299	\$663,915 80
Placements in Non-traditional Employment	3.5%	7 201	4.7%	8 172	3.0%	2 66
Wages at Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment	\$6,381	\$1,142,128 179	\$7,505	\$1,230,798 164	\$4,122	\$251,470 61
Entry Into Unsubsidized Employment Related to Training Received of Those Who Completed Training Services	71.3%	114 160	87.8%	65 74		

M. Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adults	55,107	48,113
Total Adults (self-service only)	53,737	47,417
WIA Adults	54,624	47,866
WIA Dislocated Workers	486	248
Total Youth (14-21)	471	251
Younger Youth	222	98
Older Youth	249	153
Out-of-School Youth	317	171
In-School Youth	154	80

Table N. Cost of Program Activities

Expenditures from 7/1/2015 - 6/30/2016

Program Activity		Total Federal Spending
Local Adults		\$1,876,280
Local Dislocated Workers		\$726,345
Local Youth		\$1,615,192
Rapid Response		\$220,041
Statewide Required Activities	Incentives Distributed to Local Areas	\$12,300
		Capacity Building
		\$0.00
		Technical Assistance
		\$0.00
Statewide Allowable Activities	MIS	\$58,927
		Software Applications
		\$39,283
		Statewide Capacity Building
		\$0.00
		Miscellaneous
		\$191,446
Total of All Federal Spending Listed Above		\$4,739,814

Table O. Greater Nebraska Workforce Investment Area

Greater Nebraska Workforce Development Board; ETA #: 31015

Total Participants Served	Adults	24,833	
	Dislocated Workers	408	
	Older Youth (19-21)	81	
	Younger Youth (14-18)	77	
Total Exitters	Adults	22,220	
	Dislocated Workers	199	
	Older Youth (19-21)	47	
	Younger Youth (14-18)	35	
Reported Information		Negotiated Performance Level	Actual Performance Level
Adults	Entered Employment Rate	83%	84%
	Retention Rate	88%	89%
	6-months Average Earnings	\$10,166	\$13,761
	Credential/Diploma Rates	0%	62%
Dislocated Workers	Entered Employment Rate	89%	91%
	Retention Rate	94%	96%
	6-months Average Earnings	\$15,000	\$14,699
	Credential/Diploma Rates	0%	57%
Older Youth (19-21)	Entered Employment Rate	0%	83%
	Retention Rate	0%	97%
	6-months Earnings Increase	\$0.00	\$11,393
	Credential/Diploma Rates	0%	72%
Younger Youth (14-18)	Retention Rate	0%	88%
	Credential/Diploma Rates	0%	80%
Youth (14-21)	Skill Attainment Rate (Younger Youth)	0%	80%
	Placement in Employment or Education	77%	76%
	Attainment of Degree or Certificate	70%	88%
	Literacy & Numeracy Gains	67%	58%

Overall Status of Local Performance

Not Met

Met

Exceeded

Table O. Greater Lincoln Workforce Investment Area

Greater Lincoln Workforce Development Board; ETA #: 31005

Total Participants Served	Adults	7,868	
	Dislocated Workers	25	
	Older Youth (19-21)	26	
	Younger Youth (14-18)	22	
Total Exiters	Adults	6,907	
	Dislocated Workers	10	
	Older Youth (19-21)	16	
	Younger Youth (14-18)	10	
Reported Information		Negotiated Performance Level	Actual Performance Level
Adults	Entered Employment Rate	93.8%	100%
	Retention Rate	95%	100%
	6-months Average Earnings	\$12,875	\$19,005
	Credential/Diploma Rates	0%	72%
Dislocated Workers	Entered Employment Rate	95.3%	100%
	Retention Rate	98.3%	100%
	6-months Average Earnings	\$16,074	\$17,248
	Credential/Diploma Rates	0%	89%
Older Youth (19-21)	Entered Employment Rate	0%	71%
	Retention Rate	0%	100%
	6-months Earnings Increase	\$0.00	\$3,963
	Credential/Diploma Rates	0%	40%
Younger Youth (14-18)	Retention Rate	0%	75%
	Credential/Diploma Rates	0%	50%
Youth (14-21)	Skill Attainment Rate (Younger Youth)	0%	100%
	Placement in Employment or Education	61%	73%
	Attainment of Degree or Certificate	74%	73%
	Literacy & Numeracy Gains	59%	71%

Overall Status of Local Performance

Not Met

Met

Exceeded

Table O. Greater Omaha Tri County Workforce Investment Area

Greater Nebraska Workforce Development Board; ETA #: 31010

Total Participants Served	Adults	21,904
	Dislocated Workers	38
	Older Youth (19-21)	142
	Younger Youth (14-18)	123
Total Exitters	Adults	18,721
	Dislocated Workers	28
	Older Youth (19-21)	90
	Younger Youth (14-18)	53

Reported Information		Negotiated Performance Level	Actual Performance Level
Adults	Entered Employment Rate	72%	79%
	Retention Rate	88%	86%
	6-months Average Earnings	\$11,358	\$11,234
	Credential/Diploma Rates	0%	43%
Dislocated Workers	Entered Employment Rate	89%	88%
	Retention Rate	94%	83%
	6-months Average Earnings	\$16,182	\$17,523
	Credential/Diploma Rates	0%	41%
Older Youth (19-21)	Entered Employment Rate	0%	75%
	Retention Rate	0%	85%
	6-months Earnings Increase	\$0.00	\$4,617
	Credential/Diploma Rates	0%	33%
Younger Youth (14-18)	Retention Rate	0%	71%
	Credential/Diploma Rates	0%	70%
Youth (14-21)	Skill Attainment Rate (Younger Youth)	0%	92%
	Placement in Employment or Education	72%	76%
	Attainment of Degree or Certificate	68%	58%
	Literacy & Numeracy Gains	61%	55%

Overall Status of Local Performance

Not Met

Met

Exceeded

Tables P & Q. Veterans' Services

P. Veteran Priority of Service

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	2,208	0.00%
Covered Entrants Who Received a Service During the Entry Period	2,207	100%
Convered Entrants Who Received a Staff-Assisted Service During the Entry Period	106	4.8%

Q. Veterans' Outcomes by Special Populations

	Post 9/11 Era Veterans		Post 9/11 Era Veterans Who Received at Least Intensive Services		TAP Workshop Veterans	
	Rate	N	Rate	N	Rate	N
Entered Employment Rate	87.5%	7 8	87.5%	7 8	100%	3 3
Employment Retention Rate	100.0%	9 9	100.0%	9 9	100%	1 1
6-months Average Earnings	\$21,434	\$171,473 8	\$21,434	\$171,473 8	\$0.00	\$0.00 0

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