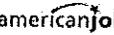


Nebraska Workforce Development Board

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Hilton Garden Inn Downtown/Haymarket
801 R Street—Husker Rooms 1&2
Lincoln, NE

October 16, 2015
1:00 pm

Meeting Agenda

1. Call to Order.....Mark Moravec
2. Roll CallYvette Montes
3. Notice of Publication.....Yvette Montes
4. Approval of Minutes.....Mark Moravec
5. New Business
 - A. Local Workforce Development Board Certifications*Stan Odenthal
 - B. Greater Omaha Local Plan Modification*Stan Odenthal
 - C. Group Discussion Report-Outs.....Board Members
 - D. Next Action Items for the Board.....Joan Modrell
 - E. 2016 Board Meeting Schedule.....Mark Moravec
 - February 12, 2016
 - April 8, 2016
 - June 17, 2016
 - October 21, 2016
6. Adjournment.....Mark Moravec

* Requires Motion and Vote

**Nebraska Workforce Investment Board
Meeting Minutes**

Hyatt Place
600 Q Street, Lincoln, NE
January 23, 2015
9:30 a.m. – 12:00 p.m. (CST)

Agenda Item #1 – Call to Order

The meeting of the Nebraska Workforce Investment Board (NWIB) was called to order on January 23, 2015 at approximately 9:30 a.m. by Mr. Mark Moravec, Chair.

Chair Moravec alerted the Board to the new members. While they could not be in attendance, the Chair recognized Roma Amundson, Lancaster County Commissioner and Joseph Acierno, the interim CEO of the Nebraska Department of Health and Human Services. The Chair also took the time to update the Board on the new Governor and Lieutenant Governor Pete Ricketts and Mike Foley respectively.

Agenda Item #2 – Roll Call

NWIB members present (16):

John Albin	Jim Hanson	Terri Ridder
Tammie Beck	Dacia Kruse	Brad Schroeder
Brian Deakin	John McNally	Jennifer Sedlacek
Mindy Fisher	Mark Moravec	Becky Stitt
Bud Fleischer	Michelle Olson	
Michael Geary	Vern Powers	

NWIB members absent (12):

Joseph Acierno	Matt Blomstedt	Don Nordell
Roma Amundson	Vanessa Brown	Ann Rouch
Cheryl Anderson	Lt. Governor Mike Foley	Carol Swigart
Dennis Baack	M. L. Martin	Clyde Tyndall

A quorum was established.

Ex-officio member absent (1):

Senator Galen Hadley

Other Guests in Attendance (12):

Shirley Carlson	Heartland Workforce Solutions
Misty Christo	Nebraska Department of Labor – Employment & Training
Seth Fager	Nebraska Department of Labor – Employment & Training Administrator
Amanda Felton	Nebraska Department of Labor – Employment & Training
Mary Findlay	Nebraska Department of Labor – Labor Market Information
Vicki Leech	City of Lincoln – Urban Development
Dan Mauk	North Platte Area Chamber & Development Corporation

Joan Modrell.....Nebraska Department of Labor – Employment & Training Director
 Jan Norlander-Jensen.....City of Lincoln – Urban Development
 Stan Odenthal.....Nebraska Department of Labor – Employment & Training
 Erin Porterfield.....Heartland Workforce Solutions
 Cherisa Price-Wells.....ResCare Workforce Services
 Brooke Siefker.....Nebraska Department of Labor – Employment & Training
 Thomas Ukinski.....Nebraska Department of Labor – Legal Counsel
 Pearl Van Zandt.....Nebraska Commission for the Blind and Visually Impaired

Agenda Item #3 – Notice of Publication

Amanda Felton, recorder for the Nebraska Workforce Investment Board, stated that notice of a public meeting was both posted and advertised in accordance with the Public Meetings Law. Notices were marked as exhibits and made part of the formal record of the meeting.

Agenda Item #4 – Approval of Minutes

Chair Moravec entertained a motion regarding the meeting minutes from October 31, 2014. Brian Deakin moved to approve the October 31, 2014 minutes as presented; Bud Fleischer seconded. No discussion ensued. A voice vote was taken and the motion carried unanimously.

Chair Moravec stated that dates, agendas, minutes and handouts for the full board, as well as the Executive Committee and the Performance Committee, can be found on the website at www.dol.nebraska.gov under the heading “Workforce Investment Act.”

Agenda Item #5 – Old Business

a) Performance Committee Report

Chair Moravec invited Becky Stitt, Chair of the Performance Committee, to report on the Committee’s review of the Dislocated Worker (DLW) allocation formula. Ms. Stitt began with reviewing the process thus far. The Committee had begun to review the existing DLW formula beginning at the August 20, 2014 meeting. At that meeting, after review of the data and discussion, the Committee tasked the State to provide multiple scenarios for a formula change. A follow-up meeting was scheduled for October 31, 2014.

At the October meeting the State provided the Committee with two scenarios based on the Committee’s previous recommendations. These scenarios provided the hypothetical calculations of what each local area’s allocation would have been over the last three program years using both scenarios. The Committee reviewed this data and requested the percentage of Dislocated Worker funds actually spent on dislocated workers in each local area be calculated. Another meeting was set for January 14, 2015, at which point the State would provide the information.

The January meeting provided the Committee with the requested information along with additional information on a multitude of other available data. Based on the data presented, the Committee voted to make a recommendation to the State Board to change the Dislocated Worker Formula. While there were additional data elements requested by the Committee at that meeting, such as cost-per-participant and performance elements, the Committee itself felt strong enough to move forward with a proposed formula change.

Ms. Stitt then gave the floor to Mr. Stan Odenthal, Program Coordinator with the Nebraska Department of Labor, to discuss in further detail the recommended changes to the DLW

allocation formula. He discussed how for Dislocated Worker (DLW) criteria, the weights are prescribed by the USDOL, but the percentage attributed to each weight is up to each State. He shared the current formula with the members. Mr. Odenthal informed the Board that the Greater Lincoln area asked that the formula be reviewed after receiving no funds for the Declining Industries weight. This led to an in depth look at the allocation formula as it is currently and the new formula recommend by the Performance Committee.

Mr. Odenthal presented for the members various statistics that the Performance Committee took into consideration with their recommendation. The information included the various ways that the other states divided their weight formula, the average percentage of weights nationwide, additional weights outside of the requirements, the previous employment of the DLW served throughout the state and how many were in the farmer/rancher occupation, and the measurement of the actual funds spent on Dislocated Workers for each Local Area vs. how much funding they were allotted.

Dan Mauk, Vice Chair for the Greater Nebraska Workforce Investment Board approached the members with some areas of concern. Mr. Mauk felt that the reduction in the Declining Industries weight from 20% to 5% was too severe. He also stressed that the Greater Nebraska area had a large and diverse population they served. He suggested that a weight be added to the formula to account for the number of participants served.

Lengthy discussion ensued. Topics covered included how funds DLW worker funds were used or transferred for the Local Areas, the small number of declining industries in Nebraska, and how funding for each Local Area would be effected. Mr. Odenthal reviewed for the Board the Hold Harmless clause that would come into effect under the Workforce Innovation and Opportunity Act (WIOA). This provision would ensure that each Local Area received no less than 90% of their previous two year average. This would prevent any area from having a dramatic shift in the amount of their funding from one year to the other.

Terri Ridder inquired into if a change was agreed upon, how long would the change be in effect. Mr. Odenthal stated that the Governor has the ability to change the allotment formula once a year. Joan Modrell, Director of the Employment and Training office with the Nebraska Department of Labor let the Board know that while the formula was reviewed each year that it had been nearly 7 years since a change had been enacted.

Concern was raised by Vern Powers regarding what would happen regarding a spike in DLW enrollees for Local Areas that had already transferred their remaining DLW funds into the Adult category. Ms. Modrell stated that areas can request funds from the Rapid Response program to assist in emergency services.

Seth Fager, Administrator with the Greater Nebraska WIA, again emphasized the severity of the drop of Declining Industries from 20% to 5%. He also mentioned how the Greater Nebraska spends their funds as efficiently as possible, working to help the DLW population get back into the workforce as soon as possible.

After much discussion, Jim Hanson moved to approve the revised Dislocated Worker allocation formula as recommended from the Performance Committee. Bud Fleischer seconded the motion. No further discussion ensued.

Roll Call vote follows:

FOR: (13)

John Albin	Dacia Kruse	Terri Ridder
Brian Deakin	John McNally	Brad Schroeder
Mindy Fisher	Mark Moravec	Becky Stitt
Michael Geary	Michelle Olson	
Jim Hanson	Vern Powers	

ABSTAIN: (0)

AGAINST: (3)

Tammie Beck	Bud Fleischer	Jennifer Sedlacek
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ABSENT: (12)

Joseph Acierno	Matt Blomstedt	Don Nordell
Roma Amundson	Vanessa Brown	Ann Rouch
Cheryl Anderson	Lt. Governor Mike Foley	Carol Swigart
Dennis Baack	M. L. Martin	Clyde Tyndall

MOTION CARRIED

b) Workforce Innovation and Opportunity Act (WIOA) Transition

The Chair gave the floor to Ms. Modrell to review the upcoming WIOA transition. Ms. Modrell reviewed with the members the timeline regarding the various steps to implementation of WIOA. She informed the Board that the Federal Regulations that were expected mid-January of this year were postponed to sometime in the spring of 2015. She stated that the transition would not happen overnight, but that the Nebraska Department of Labor office would keep the Board informed of their steps.

c) Business and/or Partner Updates

Chair Moravec then invited the members to discuss what was happening in their areas. The business and/or partners gave a brief snapshot of conditions in their industry, business or agency and any new initiatives or trends.

Agenda Item #6 – New Business

a) Metro Labor Availability Study

Mary Findlay, Research Analyst with the Nebraska Department of Labor, Office of Labor Market Information, was invited to present on the Metro Labor Availability Study. Ms. Findlay began with sharing the 2.9% unemployment rate for Nebraska. She continued by explaining that the Metro Labor Availability Study was a household survey that was put together by a partnership with the Nebraska Department of Labor (NDOL), Nebraska Department of Economic Development (NDED), and the Bureau of Sociological Research at UNL. The areas covered included the Lincoln and Omaha regions.

One of the first questions the survey looked into was how many individuals were actively seeking new employment or that would take another job if the opportunity arose. The participants who indicated yes or maybe were considered job seekers actively seeking new employment and included in this study.

Ms. Findlay went on to review the statistics of the job seekers in the Metro area. Two-thirds or more of the job seekers were under 35 years of age, most were currently employed, and a majority were willing to commute. Ms. Modrell commented on a graph that indicated over 19% of the potential job seekers were willing jobs for a decrease in pay. Mary explained that some of the factors for this would include commuting costs, unfavorable schedules, or unfavorable work environments. Other information that was shared included the importance of using education in a potential job, obstacles of employment for job seekers, and barriers in training.

Ms. Findlay also provided a brief glimpse at the business survey conducted by the Lincoln chapter of the Association for Talent Development in partnership with the NDED, NDOL, and the University of Nebraska-Lincoln Bureau of Business Research. She compared the results between this study and the Metro Labor Availability household survey. The comparisons showed quite a bit of disconnect between the potential job seekers and the area businesses. Ms. Findlay stressed the need of education and training to merge what the job seekers are looking for with what the businesses are seeking.

b) Update from Local Workforce Investment Boards

Chair Moravec invited the Chairs of the local area Boards to present information on what was happening in their areas. Dan Mauk, Vice Chair of the Greater Nebraska Workforce Investment Board, began by discussing the activities in his local area. Mr. Mauk discussed the enrollment number for the area including 506 total enrollees with 241 Adult, 123 Dislocated Workers, and 142 Youth participants. The efforts to prepare for WIOA in the Greater Nebraska area was also discussed.

Mr. Mauk informed the members of the Soft Skills Initiative training that the area was partnering with Western Nebraska Community College. This program would be a 3 week training course that would focus on soft skills. Participants would receive a nationally recognized certificate for completing the course. There were also several employers in the area that agreed to be guaranteed interview sites for individuals who had completed the course.

Other topics reviewed by Mr. Mauk included enrolling participants into the Job Driven National Emergency Grant, job opportunities in the area, and outreach to potential job seekers. He ended by inviting the members and guests to the upcoming Greater Nebraska Workforce Investment Board meeting planned for February 4-5, 2015 in York, NE.

The floor was then given to Cherisa Price-Wells, member of the Greater Lincoln Workforce Investment Board, who was filling in for Carol Swigart for the Greater Lincoln area. Ms. Price-Wells began with discussing that even with the low unemployment rate, the American Job Center still saw people coming to their center for assistance. She discussed that the area's performance goals for 2014 had increased, but that they were on their way to meeting them.

Ms. Price-Wells gave the date of April 1, 2015 for the area's Veteran Job Fair. The event will be held at the Lancaster Event Center from 10:00 a.m. - 2:00 p.m. It will feature a job seeker

workshop and has been coordinated with the Lincoln Community Foundation, the Lincoln Chamber of Commerce, NDOL, and the National Guard.

Other upcoming events mentioned were the Lincoln Commission on Human Rights' Annual Civil Rights Conference on April 29, 2015 and the elections for Mayor and City Council on May 5, 2015. Ms. Price-Wells wound down with discussion of Greater Lincoln's efforts to prepare for WIOA and gave an update on the Career Academy program.

The presentation for the Heartland Workforce Solutions, came from Mr. Jim Hansen. Mr. Hansen informed the members of the area's efforts towards strategic planning to enhance their role as a collective impact organization. He reviewed how the Board's current focus is manufacturing industries followed by healthcare and IT.

Other topics that Mr. Hansen covered included the goal of their Performance Committee to identify a common intake system, completion of process maps, and WIOA preparation. Mr. Hansen informed the Board of that Goodwill received a re-entry grant that would help former corrections population reenter the workforce. The discussion concluded with an update that the Healthcare Supervisory training classes will begin again in March after graduating 11 participants last fall.

Agenda Item #7 – Upcoming Meetings

The Chair reminded the Board of the upcoming meetings which included a Performance Committee meeting on February 18th, an Executive Committee meeting on April 17th, another Performance Committee meeting on May 20th, and a full NWIB meeting on June 5th. He let the members know that the meetings for the second half of the year will be scheduled once further WIOA information is available.

Agenda Item #8 – Adjournment

It was moved by Jim Hansen to adjourn. Michael Geary seconded the motion. No discussion ensued. Motion carried by unanimous voice vote. Meeting adjourned at 11:40 a.m.

02/05/2015

AF

Motion to Approve the Greater Omaha Local Board Certification
October 16, 2015 Meeting of the
Nebraska Workforce Development Board (NWDB)

Local Board Certification, Agenda Item 5A

Background: In accordance with Section 107(c)(2) of the Workforce Innovation and Opportunity Act, the Governor is required to certify the Local Workforce Development Boards (local boards) biannually. Such certification shall be based on criteria established under Section 107(b) of the Act [Membership], and for a second or subsequent certification, the extent to which the local board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity.

Greater Omaha Workforce Development Local Area request to approve its Local Board.

Recommend approval of the motion.

GREATER OMAHA WORKFORCE DEVELOPMENT BOARD

Appointee Name	Title	Company (A & P)	Sector	Optimum Policymaking	Bus Rep for H-3
Jones, Angela (Chairperson)	VP, Human Resources	Gonagra Foods	Bus	Yes	Yes
Abolafia, Steven	Director of Human Resources	Union Pacific	Bus	Yes	Yes
Anderson, Rodney	CPA/Managing Shareholder	Masimore, Magnuson, & Associates, PC	Bus	Yes	Yes
Barbee, Ovell	VP Human Resources	BC/BS of Nebraska	Bus	Yes	Yes
Bilek, Martin	Mayor's Chief of Staff	City of Omaha - Mayor's Office	Econ	Yes	N/A
Billups Rabick, Susan	Regional Director	Proteus, Inc.	Bus	Yes	Yes
Carlisle, Brenda	Commissioner	Commissioner Sarpy County	Econ	Yes	N/A
Cerio, Paul	Washington Cty Supervisor District 1	Washington County	Econ	Yes	N/A
Cook, Elizabeth	Director, Talent Acquisition	First National Bank	Bus	Yes	Yes
Cremeens- Risinger, Debra	Nebraska State Director	US DOL	Lab	Yes	N/A
DePriest, Francis "Jesse"	General Manager	NECO	Bus	Yes	Yes
Dixon, Deb	Office Director II	Nebraska Vocational Rehabilitation	Econ	Yes	N/A
Eastman, Mike	Regional Director	Nebraska Dept. of Labor	Econ	Yes	N/A
Hale, Allan	Executive Director	NECA	Bus	Yes	Yes
Hanson, Jr., James	Owner/Founder	InTouch Communications	Bus	Yes	Yes
Jones, Angela	VP, Human Resources	ConAgra Foods	Bus	Yes	Yes
Levison, Evangeline	Executive Director	ENCAP	Lab	Yes	N/A

GREATER OMAHA WORKFORCE DEVELOPMENT BOARD

McCormick, Jessica	VP, Workforce Strategy	NIMC, Inc.	Bus	Yes	Yes
McGree, Frank	President	Goodwill Industries, Inc.	Lab	Yes	N/A
McMullen, Terry	Branch Manager/President	TLK Air/Cargo Zone, LLC	Bus	Yes	Yes
Meisinger, Kurt	CPA Director	Frankel Zacharia, LLC.	Bus	Yes	Yes
Newman, Ronda	Associate Vice-President	Project Everlast	Lab	Yes	N/A
Owen, Bill	AVP, Effectiveness and Engagement	Metropolitan Community College	Educ	Yes	N/A
Parsons, Matthew	AVP, Facility Manager	Cargill	Bus	Yes	Yes
Petsch, Jean	Executive Director/CEO	Associated General Contractors	Bus	Yes	Yes
Proulx, Chris	President, Omaha Education Association	Omaha Public Schools	Lab	Yes	N/A
Robertson, Denise	Director, HR Operations	CHI Health	Bus	Yes	Yes
Rodgers, Chris	Director of Community & Gov Relations	Douglas County	Econ	Yes	N/A
Schulze, Bob	Director, Corporate HR	Valmont Industries, Inc.	Bus	Yes	Yes
Stewart, Doug	Sr. Director, Workforce Learning Solutions	Bellevue University	Educ	Yes	N/A
Thelen, Randy	SVP, Economic Development	Greater Omaha Chamber of Commerce	Econ	Yes	N/A
Turner, Brian	VP, General Manager	DiStefano Technology & Mfg.	Bus	Yes	Yes
Walsh, Jim	Recruiting Director	Truck Center Companies	Bus	Yes	Yes
Warren, Thomas	President/CEO	Urban League of Nebraska	Lab	Yes	N/A
Waugh II, James	Business Manager	Sheet Metal Workers Local #3	Lab	Yes	N/A
Woodring, Rachel	AP & Corporate Docs Supervisor	Lozier Corporation	Bus	Yes	Yes
VACANT			Bus		

GREATER OMAHA WORKFORCE DEVELOPMENT BOARD

VACANT				Bus		
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Sector:

- Bus: Representative of Business
- Lab: Representative of Workforce
- Edu: Representative of Adult Education
- Econ: Representatives of Government or Economic Dev.

Motion to Approve the Greater Nebraska Local Board Certification
October 16, 2015 Meeting of the
Nebraska Workforce Development Board (NWDB)

Local Board Certification, Agenda Item 5A

Background: In accordance with Section 107(c)(2) of the Workforce Innovation and Opportunity Act, the Governor is required to certify the Local Workforce Development Boards (local boards) biannually. Such certification shall be based on criteria established under Section 107(b) of the Act [Membership], and for a second or subsequent certification, the extent to which the local board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity.

Greater Nebraska Workforce Development Local Area request to approve its Local Board.

Recommend approval of the motion.

Motion to Approve the Greater Nebraska Local Board Certification
October 16, 2015 Meeting of the
Nebraska Workforce Development Board (NWDB)

Local Board Certification, Agenda Item 5A

Background: In accordance with Section 107(c)(2) of the Workforce Innovation and Opportunity Act, the Governor is required to certify the Local Workforce Development Boards (local boards) biannually. Such certification shall be based on criteria established under Section 107(b) of the Act [Membership], and for a second or subsequent certification, the extent to which the local board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity.

Greater Nebraska Workforce Development Local Area request to approve its Local Board.

Recommend approval of the motion.

GREATER NEBRASKA WORKFORCE DEVELOPMENT BOARD

Appointee Name	Title	Company (A & P)	Sector	Optimum Policymaking	Bus Rep for H-3
Wilson, Lisa (Chairperson)	HR/Safety Manager	Gibbon Packing, LLC	Bus	Yes	Yes
Anderson, Elaine	Office Director	Nebraska Dept. of Vocational Rehabilitation	Econ	Yes	N/A
Brozek, Wayne	Vice President of Aftermarket Operations	21 st Century Equipment	Bus	Yes	Yes
Callihan, Chris	Business Representative	IBEW Local 265	Lab	Yes	N/A
Chambers, Ann	Adult Education Director	Central Community College	Edu	Yes	N/A
Engle, Michelle	HR Manager	Westin Packaged Meats	Bus	Yes	Yes
Goehring, Cory	National Recruiter	Bosselman Companies	Bus	Yes	Yes
Kelly, Gary	Division Manager	Thompson Specialty Services	Lab	Yes	N/A
Kickland, Greta	Human Resources	Cameco Crow Butte Resources	Bus	Yes	Yes
Lamb, Roy	Training Director	IBEW Local 265	Lab	Yes	N/A
Lant, Charlene	Chief Administrative Officer	St. Mary's Hospital	Bus	Yes	Yes
Mauk, Dan	President	North Platte Chamber of Commerce	Econ	Yes	N/A
Miller, Kelsey	Regional Manager	Nebraska Dept. of Labor	Econ	Yes	N/A
Pfeifer, Denise	Human Resource Manager	Hamilton Sundstrand	Bus	Yes	Yes
Sandall-Bertrand, Peggy	Regional Manager	Advance Services, Inc.	Bus	Yes	Yes
Severson, Karen	Vice President	Northeast Community College	Edu	Yes	N/A
Smith, Jill	HR Manager	BD Diagnostics – Preanalytical Solutions	Bus	Yes	Yes
Weaver, Stacey	HR/Payroll Administrator	Chief Agri-Industries	Bus	Yes	Yes
VACANT			Lab		

Sector:

Bus: Representative of Business

Lab: Representative of Workforce

Edu: Representative of Adult Education

Econ: Representatives of Government or Economic Dev.

Motion to Approve the Greater Lincoln Local Board Certification
October 16, 2015 Meeting of the
Nebraska Workforce Development Board (NWDB)

Local Board Certification, Agenda Item 5A

Background: In accordance with Section 107(c)(2) of the Workforce Innovation and Opportunity Act, the Governor is required to certify the Local Workforce Development Boards (local boards) biannually. Such certification shall be based on criteria established under Section 107(b) of the Act [Membership], and for a second or subsequent certification, the extent to which the local board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity.

Greater Lincoln Workforce Development Local Area request to approve its Local Board.

Recommend approval of the motion.

GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Appointee Name	Title	Company (A & P)	Sector	Optimum Policymaking	Bus Rep for H-3
Swigart, Carol (Chairperson)	President	Hillaero Modification Center	Bus	Yes	Yes
Armstrong, Rod	Vice President of Strategic Partnerships	AIM	Bus	Yes	Yes
Bergman, Jessica	Office Director	Nebraska Vocational Rehabilitation	Econ	Yes	N/A
Bornemeier, Tim	Vice President	World's Foremost Bank	Bus	Yes	Yes
Brandenburgh, Cheryl	Economic Development Manager	Black Hills Energy	Bus	Yes	Yes
Caldwell, Angela	Branch Manager	Manpower	Bus	Yes	Yes
Cremeens-Risinger, Debra	Nebraska State Director	USDOL – Office of Apprenticeship	Lab	Yes	N/A
Fallon, Susan	Regional Workforce Development Manager	Nebraska Dept. of Labor	Econ	Yes	N/A
Goertzen, Jane	Branch Manager	Crete Carrier	Bus	Yes	Yes
Haverty, Pat	Vice President	Lincoln Partnership for Economic Development	Bus	Yes	Yes
Holloway, Leon	Human Resource Manager	Duncan Aviation	Bus	Yes	Yes
Illich, Paul	President	Southeast Community College	Edu	Yes	N/A
Kaminski, Ron	Business Manager	Laborers International Union of North America	Lab	Yes	N/A
Markey, John	Business Manager	IBEW Local 265	Lab	Yes	N/A
Marshall, Richard	Business Representative	North Central States Regional Council of Carpenters	Lab	Yes	N/A
Ostermeyer, Amy	Human Resources Director	Bryan Health	Bus	Yes	Yes
Panko-Haberman, Julie	Supervisor Learning & Development	LES	Bus	Yes	Yes

GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Pickrel, Joanne	CEO	Goodwill Industries	Lab	Yes	N/A
Post, Sherla	Senior Vice President – HR & Talent Management	Cornhusker Bank	Bus	Yes	Yes
Price-Wells, Cherisa	Project Director for Nebraska and Kansas	ResCare Workforce Services	Bus	Yes	Yes
Schreck, Jill	Deputy Director, Economic Support	Nebraska Dept, of Health & Human Services	Econ	Yes	N/A
See, VI	Executive Director	Community Action Partnership of Lancaster & Saunders	Lab	Yes	N/A
Shotkoski, Elizabeth	Recruiter	Gallup	Bus	Yes	Yes
Sterns, Randy	Executive Consulting Leader	IBM-Kenexa	Bus	Yes	Yes
Targoff, Gary	Assistant General Manager – Education	Nebraska Educational Telecommunications	Edu	Yes	N/A
Unrein, Gary	System Maintenance Technician	IBEW 1536	Lab	Yes	N/A
White, Susan	Human Resources Manager	SourceOne Inc.	Bus	Yes	Yes
Wimes, Sherri	Vice President – HR & Talent	Ameritas	Bus	Yes	Yes

Sector:

Bus: Representative of Business

Lab: Representative of Workforce

Edu: Representative of Adult Education

Econ: Representatives of Government or Economic Dev.

Motion to Approve the Greater Omaha Local Plan Modification
October 16, 2015 Meeting of the
Nebraska Workforce Development Board (NWDB)

Local Area Plan Modification, Agenda Item 5B

Background: In accordance with Section 134(b)(4) of the Workforce Innovation and Opportunity Act, a local board may transfer, if such transfer is approved by the Governor, up to and including 100 percent of the funds allocated to the local area under the Adult or Dislocated Worker programs, between such programs.

The Greater Omaha Workforce Development Local Area has requested to transfer the following amount of funds:

- Transfer \$500,000 of Dislocated Worker funds to the Adult program with \$295,000 coming from FY15 funds and \$205,000 coming from FY16 funds, effective 10/1/15.

Recommend approval of the motion.

Nebraska Workforce Development Board

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Hilton Garden Inn Downtown/Haymarket
801 R Street—Husker Rooms 1&2
Lincoln, NE

October 16, 2015
9:00 am

Meeting Schedule

9:00-9:15	Welcome	Mark Moravec
9:15-10:00	Board Member Orientation	Joan Modrell
10:15-11:30	Topics for Group Discussion <ul style="list-style-type: none">• Bylaws and Board Structure• Eligible Training Provider Criteria• WIOA Regional Planning Areas and Local Area Designations	Board Members
11:30-12:30	Working Lunch (Provided for Board Membership) <ul style="list-style-type: none">• Career Readiness Measurement Tool• Workforce Development System— Focus Group Results	Seth Derner, Vivayic Stan Odenthal, Nebraska Dept. of Labor
12:30-1:00	Break	
1:00-2:30	Nebraska Workforce Development Board Meeting	Mark Moravec

ORIENTATION

NEBRASKA WORKFORCE DEVELOPMENT BOARD

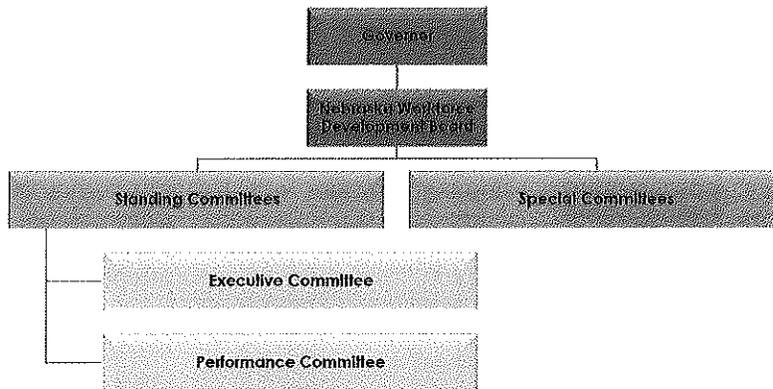
October 16, 2015

Hilton Garden Inn, Lincoln, Nebraska

Nebraska Workforce Development Board

What is the Workforce Development Board?

- The Nebraska Workforce Development Board is established by the Governor in accordance with Section 101 of the Workforce Innovation and Opportunity Act of 2014 (WIOA)



Nebraska Workforce Development Board

Purpose:

- 1) To convene State, regional, and local workforce system partners to:
 - Enhance the capacity and performance of the workforce development system;
 - Align and improve outcomes and effectiveness of Federally-funded and other workforce programs and investments; and
- 2) Through these efforts:
 - Promote economic growth;
 - Engage business, education, economic development, labor representatives and other stakeholders to participate in a systematic way to address workforce needs
 - Assist to achieve the State's strategic and operational vision and goals as outlined in the State Combined Plan.

3

Nebraska Workforce Development Board Membership

Who serves on the Nebraska Workforce Development Board?

- To meet the WIOA requirements, board membership must include:
 - the Governor;
 - a member from the legislature, appointed by the appropriate presiding officers of the legislature; and
 - members appointed by the Governor, of which:
 - a majority shall be representatives of businesses in the State, who:
 - are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority, and who, in addition, may be members of a local board;
 - represent businesses that provide employment opportunities that include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the state; and
 - are appointed from among individuals nominated by state business organizations and business trade associations;

4

Nebraska Workforce Development Board Membership (continued)

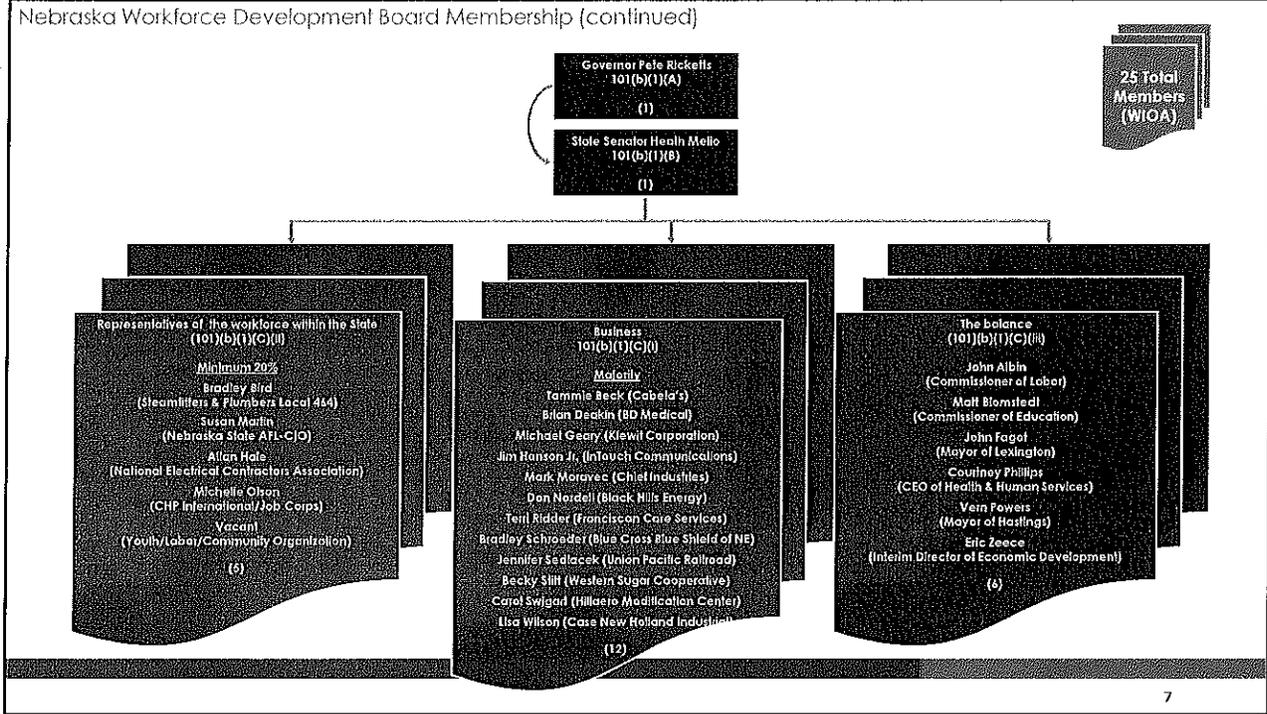
- not less than twenty (20) percent shall be representatives of the workforce within the State, who:
 - shall include representatives of labor organizations, who have been nominated by state labor federations;
 - shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program;
 - may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, and education needs of individuals with barriers to employment, including organizations that serve Veterans or that provide or support competitive, integrated employment for individuals with disabilities; and
 - may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, and education needs of eligible youth, including representatives of organizations that serve out-of-school youth; and

5

Nebraska Workforce Development Board Membership (continued)

- the balance:
 - shall include representatives of government, who:
 - shall include the lead state officials with primary responsibility for the core programs; and
 - shall include chief elected officials (collectively representing both cities and counties, where appropriate); and
 - may include such other representatives and officials as the Governor may designate, such as:
 - the state agency officials from agencies that are One-Stop partners not specified above, including additional One-Stop partners whose programs are covered by the state plan, if any;
 - state agency officials responsible for economic development or juvenile justice programs in the state;
 - Individuals who represent an Indian tribe or tribal organization; and
 - state agency officials responsible for education programs in the state, including chief executive officers of community colleges and other institutions of higher education.

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Nebraska Workforce Development Board

Let's talk about the Workforce Innovation and Opportunity Act (WIOA)...

"Legislation versus Program"

WIOA Legislation

Vision Statement

The Workforce Innovation and Opportunity Act (WIOA) was created to provide state and local areas the flexibility to collaborate across systems in an effort to better address the employment and skill needs of current employees, jobseekers, and employers. WIOA accomplishes this by prescribing:

1. **A stronger alignment** of the workforce, education, and economic development systems; and
2. **Improving the structure and delivery** in the system to assist America's workers in achieving a family-sustaining wage while providing America's employers with the skilled workers they need to compete on a global level.

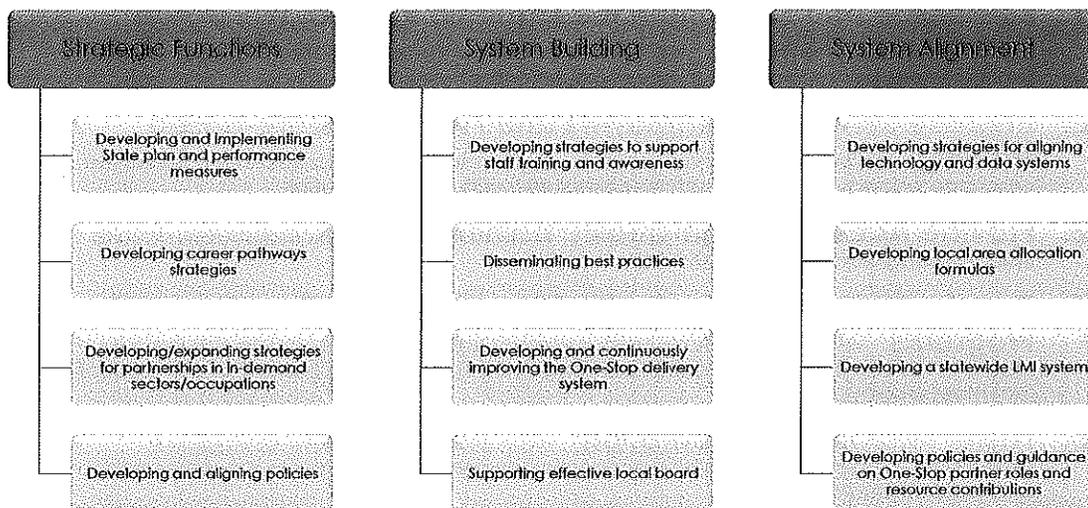
WIOA Legislative Reforms

1. **Streamline and Strengthen the Strategic Roles of Workforce Development Boards:** WIOA makes state and local boards more agile and well-positioned to meet local and regional employers' workforce needs.
2. **Improve Services to Employers and Promotes Work-based Training:** WIOA contributes to economic growth and business expansion by ensuring the workforce system is job-driven, matching employers with skilled individuals.
3. **Provide Access to High-quality Training:** WIOA helps jobseekers acquire industry-recognized credentials for in-demand jobs.
4. **Require States to Strategically Align Workforce Development Programs:** WIOA ensures that employment and training services provided by the core programs are coordinated and complementary so that jobseekers acquires skills and credentials that meet employers' needs.
5. **Foster Regional Collaboration:** WIOA promotes alignment of workforce development programs with regional economic development strategies to meet the needs of local and regional employers.

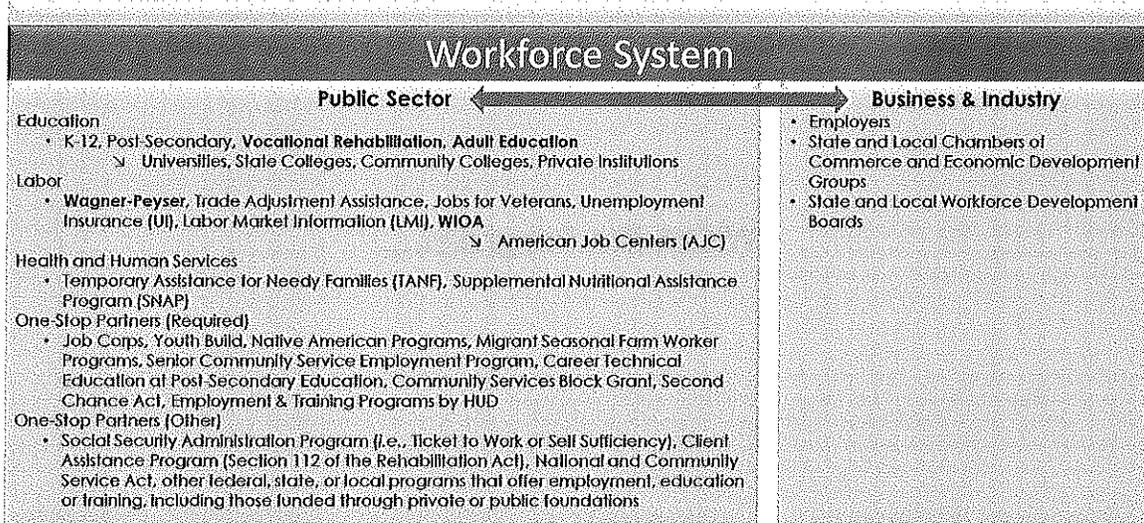
WIOA Legislative Reforms (continued)

- 6. Promote Accountability and Transparency:** WIOA ensures that Federal investments in employment and training programs are evidence-based and data-driven and accountable to participants and taxpayers.
- 7. Improve the American Job Center (AJC) System:** WIOA increases the quality and accessibility of services that jobseekers and employers receive at their local AJCs.
- 8. Make Key Investments in Serving Disconnected Youth and Other Vulnerable Populations:** WIOA prepares vulnerable youth and other job seekers for successful employment through increasing the use of proven service models.
- 9. Improve Services to Individuals with Disabilities:** WIOA increases access for individuals with disabilities' to high quality workforce services and prepares them for competitive integrated employment.
- 10. Enhance Workforce Services for the Unemployed and other Job Seekers:** WIOA ensures that unemployed and other jobseekers have access to high-quality workforce services.

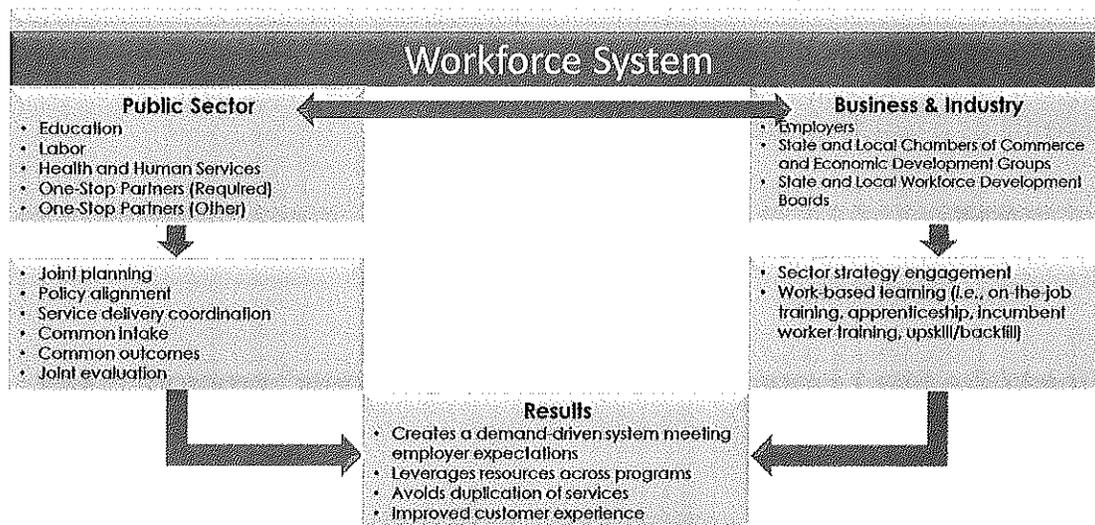
State Board responsibilities to assist the Governor



Who are the partners?



How do we create a Workforce System?



WIOA the Program...

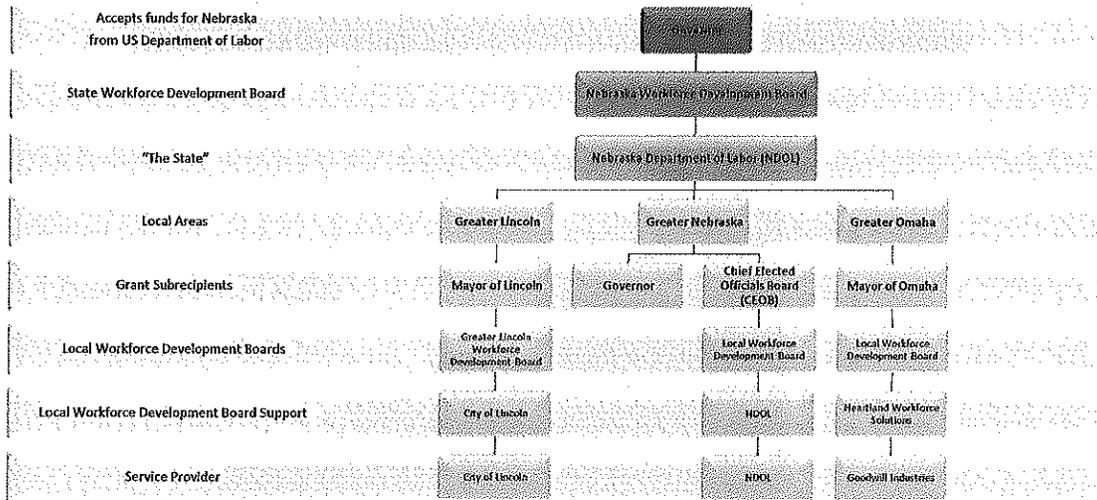
WIOA Program

Title 1 of the Workforce Innovation and Opportunity Act (WIOA) identifies 3 funding streams:

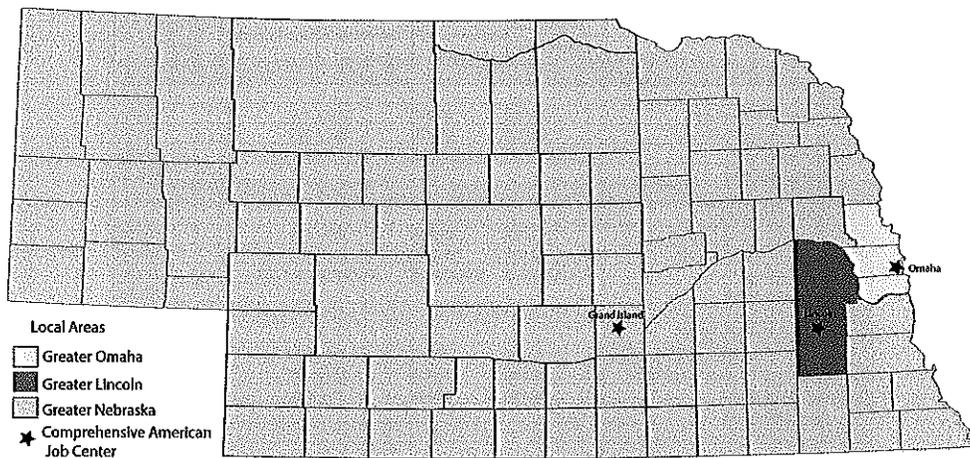
- Adult
- Youth (16 – 24 year olds)
- Dislocated Worker

The WIOA Title 1 Program is a required “Core Partner” program under the legislation.

Nebraska WIOA Program Structure

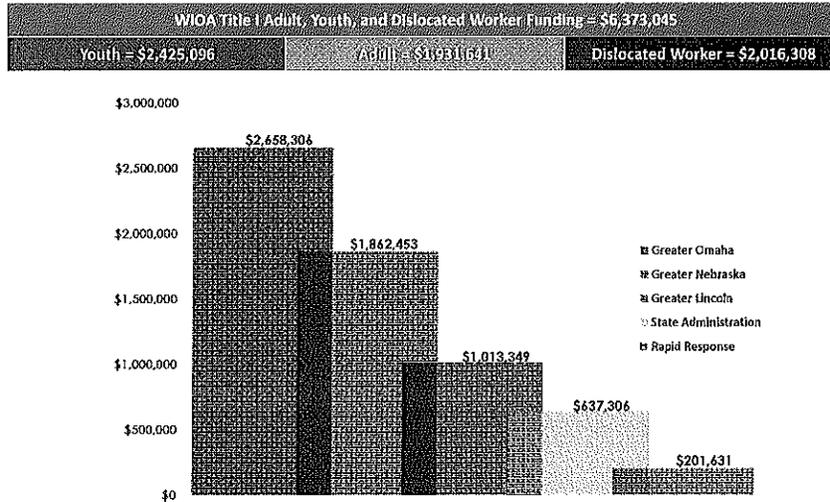


Nebraska WIOA Current Local Areas and AJC Locations



Nebraska Workforce Development Board

Program Year 2015-2016 Funding



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Nebraska Workforce Development Board

Program Year 2014 Performance – WIA Title I Programs

Performance Measure	Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard
ADULTS				
1. Entered employment rate	75.0%	80.2%	203 / 253	106.9%
2. Employment retention rate	88.0%	91.7%	287 / 313	104.3%
3. Average earnings *	\$11,000.00	\$12,631.00	\$3,217,368 / 259	114.8%
Aggregate Score				108.7%
DISLOCATED WORKERS				
4. Entered employment rate	89.0%	88.9%	160 / 180	99.9%
5. Employment retention rate	94.0%	94.5%	171 / 181	100.5%
6. Average earnings *	\$15,000.00	\$15,429.00	\$2,514,988.00 / 163	102.9%
Aggregate Score				101.1%
YOUTH COMMON MEASURES				
7. Placement in Employment/Education	71.0%	79.0%	105 / 133	111.3%
8. Attainment of Degree / Certificate	68.0%	75.4%	156 / 207	110.9%
9. Literacy & Numeracy	60.0%	66.1%	76 / 115	110.2%
Aggregate Score				110.8%
To be eligible for Federal Incentive, the State must be at or above 90% of each performance Measure's goal and have above 100% in each Aggregate Score.				
* Average earnings rounded in accordance with ETA 9091 Report Tables B and E.				

What's been done so far?

- Since January 2015, NDOL has issued 37 preliminary **policies** on WIOA compliance issues to the local areas, with 10 to 15 **policies** in the queue
- Since February 2015, the "**Core Partners**" have held team planning meetings
- In collaboration with the Core Partners, NDOL hosted 3 **Focus Group** sessions in 6 locations to discuss workforce system building topics, over 250 attendees participated
 - July 29th – Lincoln
 - August 13th – Grand Island, Norfolk, North Platte, and Scottsbluff
 - August 20th – Omaha

What's been done so far? (continued)

- A **Core Partner "Kickoff"** meeting with field management teams was held in Grand Island on August 12th
- Planning regions/local area designations **consultations** have been held with local chief elected officials and board members
- On September 17th, the Departments of Labor, Education, and Economic Development hosted a "**Sector Strategies – Next Generation**" meeting
- On September 18th, the Core Partners held a planning session on the **Combined State Plan**
- On October 28th, all **One-Stop Partners** will meet to determine participation in the **Combined State Plan**

Where do we start?

- Determine board structure to drive strategic and operational design
- Review and recommend criteria for eligible training providers
- Review and recommend WIOA planning regions and local area designations

What's next?

- Board involvement of Combined State Plan – draft by December 31, 2015, final by March 3, 2016
- Sector Strategy initiative
- Designation of WIOA local areas
- Establish objective criteria for One-Stop certification

Group discussion activity

Consultation with board members on the following topics:

- Board bylaws and structure
- Criteria for eligible training providers
- WIOA planning regions and local area designations

Directions: Pick your 2 favorite topics – find the table that matches one of your topics – discuss for 30 to 40 minutes – repeat.

NDOL Team

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Meeting Schedules, Communication, and Expense Reimbursement

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NWDB Planning and Coordination

Joan Modrell, Director
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Stan Odenthal, Administrator of Workforce Services
Office of Employment & Training
Nebraska Department of Labor
Phone: 402.471.1932
Email: stan.odenthal@nebraska.gov

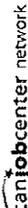
WIOA State Plan, Policy, and Annual Report

Deb Andersen, Policy Coordinator
Office of Employment & Training
Nebraska Department of Labor
Phone: 402.471.0284
Email: deb.andersen@nebraska.gov

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Nebraska

Workforce Development Board

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Current Board Members under WIOA Sec. 101 (b)

Name	Sector	Organization	Location	Email
John Albin	Agency Official	Nebraska Department of Labor	Lincoln	john.albin@nebraska.gov
Tammie Beck	Business	Cabela's	Kearney	tammie.beck@cabelas.com
Bradley (Brad) Bird	Labor	Steamfitters and Plumbers Local 464	Omaha	bbird@lu464.org
Matthew (Matt) Blomstedt	Agency Official	Nebraska Department of Education	Lincoln	matt.blomstedt@nebraska.gov
Brian Deakin	Business	BD Medical	Holdrege	brian_deakin@bd.com
John Fagot	Local Official	Mayor of Lexington	Lexington	frae@hamilton.net
Michael Geary	Business	Kiewit Corporation	Omaha	michael.geary@kiewit.com
Allan Hale	Apprenticeship	National Electrical Contractors Association	Omaha	Allan@neneca.com
James (Jim) Hanson	Business	InTouch Communications	Omaha	jim@intouchcommunications.com
Susan (Sue) Martin	Labor	Nebraska State AFL-CIO	Omaha	s.martin@neaf-cio.org
Senator Health Mello	State Senator	Nebraska State Legislature	Lincoln	hmello@leg.ne.gov
Mark Moravec	Business	Chief Industries, Inc.	Grand Island	mark.moravec@chiefind.com
Chair				
Don Nordell	Business	Black Hills Energy	Lincoln	don.nordell@blackhillscorp.com
Michelle Olson	Youth	CHP International Inc./Job Corps	Omaha	michelle.olson@jobcorpsnebraska.com
Courtney Phillips	Agency Official	Nebraska Department of Health and Human Services	Lincoln	courtney.phillips@nebraska.gov
Vern Powers	Local Official	Mayor of Hastings	Hastings	vpowers@cityofhastings.org
Governor Pete Ricketts	Governor	State of Nebraska	Lincoln	pete.ricketts@nebraska.gov
Terri Ridder	Business	Franciscan Care Services, Inc.	West Point	tridder@fcswp.org
Bradley (Brad) Schroeder	Business	Blue Cross Blue Shield of Nebraska	Omaha	brad.schroeder@bcbsne.com
Vice-Chair				
Jennifer Sedlacek	Business	Union Pacific Railroad	Omaha	jcsedlacek@up.com
Becky Stitt	Business	Western Sugar Cooperative	Scottsbluff	bstitt@westernsugar.com
Carol Swigart	Business	Hillaero Modification Center	Lincoln	cswigart@windstream.net
Lisa Wilson	Business	Case New Holland Industrial	Grand Island	lisa.wilson@chnind.com
Eric Zeece	Agency Official	Nebraska Department of Economic Development (Interim)	Lincoln	eric.zeece@nebraska.gov

WIOA Consultation Requirements

Section	Action	Consultation Requirements	Timeline
101(d)(3)(E)	Identification of Regions, including planning regions.	State Board after consultation with local boards and chief elected officials;	Before the second full program year after the date of enactment of this Act. By 06/30/16
106(a)(1)	Identification of Regions	State after consultation with the local boards and chief elected officials in the local areas	Before the second full program year after the date of enactment of this Act. By 06/30/16
106(b)	Designation of Local Areas	Governor through consultation with the State board and after consultation with chief elected officials and local boards, and after consideration of comments received through the public comment process	During the first 2 full program years following the date of enactment of this Act. By 06/30/17.
106(c)(2)	Require regional plans.	The State after consultation with local boards and chief elected officials for the planning regions.	No timeline given
121(g)	Establish objective criteria and procedures for use by local boards in assessing at least once every 3 years for one-stop certification.	The State Board in consultation with chief elected officials and local boards.	Prior to one-stop continuous improvement certification.
121(h)(1)(B)	Provide guidance for infrastructure funding.	The Governor , after consultation with chief elected officials, local boards, and the State board	Prior to infrastructure funding requirements going into effect on 07/01/2016.
121(h)(1)(C)	Determine the portion of funds to be provided by each one-stop partner (only if no agreement is reached)	The Governor , after consultation with chief elected officials, local boards, and the State board.	Infrastructure funding requirements going into effect on 07/01/2016.
122(a)	Establish criteria, information requirements, and procedures regarding the eligibility of providers to receive funds.	The Governor , after consultation with the State board.	7/1/15 to 12/31/15

128(b)	Allocate the funds that are allotted to the State for youth activities and statewide workforce investment activities under section 127(b)(1)(C)	<u>The Governor</u> after consulting with chief elected officials and local boards in the local areas	Prior to Youth Allocation. 04/01/15.
133(b)	Allocate the funds that are allotted to the State for adult and dislocated worker employment and training activities and statewide workforce investment activities.	<u>The Governor</u> after consulting with chief elected officials and local boards in the local areas	Prior to Adult and Dislocated Worker Allocations. 07/01/15.

SEC 101. STATE WORKFORCE DEVELOPMENT BOARDS.

101(d)(3)(E) (Page 18)

E) **the identification of regions, including planning regions**, for the purposes of section 106(a), and the designation of local areas under section 106, after consultation with local boards and chief elected officials;

SEC. 106. WORKFORCE DEVELOPMENT AREAS.

106(a)(1) (Page 28)

(a) **REGIONS.— (1) IDENTIFICATION.**—Before the second full program year after the date of enactment of this Act, in order for a State to receive an allotment under section 127(b) or 132(b) and as part of the process for developing the State plan, a **State shall identify regions** in the State after consultation with the local boards and chief elected officials in the local areas and consistent with the considerations described in subsection (b)(1)(B).

(b) LOCAL AREAS.—

(1) IN GENERAL.—

(A) PROCESS.—Except as provided in subsection (d), and consistent with paragraphs (2) and (3), in order for a State to receive an allotment under section 127(b) or 132(b), the **Governor of the State shall designate local workforce development areas within the State—**

(i) through consultation with the State board; and

(ii) after consultation with chief elected officials and local boards, and after consideration of comments received through the public comment process as described in section 102(b)(2)(E)(iii)(II).

106(c)(2) – (Page 30)

(2) REGIONAL PLANS.—The State, after consultation with local boards and chief elected officials for the planning regions, shall **require the local boards and chief elected officials within a planning region to prepare, submit, and obtain approval of a single regional plan** that includes a description of the activities described in paragraph (1) and that incorporates local plans for each of the local areas in the planning region. The State shall provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.

121(g) (page 63)

(g) CERTIFICATION AND CONTINUOUS IMPROVEMENT OF ONESTOP CENTERS.—

(1) IN GENERAL.—In order to be eligible to receive infrastructure funding described in subsection (h), the State board, in consultation with chief elected officials and local boards, **shall establish objective criteria and procedures for use by local boards in assessing at least once every 3 years** the effectiveness, physical and programmatic accessibility in accordance with section 188, if applicable, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), and continuous improvement of one-stop centers and the one-stop delivery system, consistent with the requirements of section 101(d)(6).

(A) be developed in a manner that is consistent with the guidelines, guidance, and policies provided by the Governor and by the State board, in consultation with the chief elected officials and local boards, for such partners' participation under subsections (h)(1) and (i); and

121(h)(1)(B) (page 64)

B) GUIDANCE FOR INFRASTRUCTURE FUNDING.—In addition to carrying out the requirements relating to the State infrastructure funding mechanism described in paragraph (2), the Governor, after consultation

with chief elected officials, local boards, and the State board, and consistent with the guidance and policies provided by the State board under subparagraphs (B) and (C)(i) of section 101(d)(7), **shall provide**, for the use of local areas under subparagraph (A)(i)(I)—

(i) **guidelines for State-administered one-stop partner programs**, for determining such programs' contributions to a one-stop delivery system, based on such programs' proportionate use of such system consistent with chapter II of title 2, Code of Federal Regulations (or any corresponding similar regulation or ruling), including determining funding for the costs of infrastructure, which contributions shall be negotiated pursuant to the memorandum of understanding under subsection (c); and

(ii) **guidance to assist local boards, chief elected officials**, and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in such areas.

121(h)(1)(C) (page 65)

(C) DETERMINATION OF GOVERNOR.—

(i) IN GENERAL.—Subject to clause (ii) and subparagraph (D), the Governor, after consultation with chief elected officials, local boards, and the State board, **shall determine the portion of funds to be provided under subparagraph (B) by each one-stop partner** from each program described in subparagraph (B). In making such determination for the purpose of determining funding contributions, for funding pursuant to clause (i)(II) or (ii) of paragraph (1)(A) by each partner, the Governor shall calculate amounts for the proportionate use of the one-stop centers in the State, consistent with chapter II of title 2, Code of Federal Regulations (or any corresponding similar regulation or ruling), taking into account the costs of administration of the one-stop delivery system for purposes not related to one-stop centers, for each partner. The Governor shall exclude from such determination of funds the amounts for proportionate use of one-stop centers attributable to the programs of one-stop partners for those local areas of the State where the costs of infrastructure of one-stop centers are funded under the option described in paragraph (1)(A)(i)(I). The Governor shall also take into account the statutory requirements for each partner program and the partner program's ability to fulfill such requirements.

SEC. 122. IDENTIFICATION OF ELIGIBLE PROVIDERS OF TRAINING SERVICES. (page 68)

(a) ELIGIBILITY.—

(1) IN GENERAL.—Except as provided in subsection (h), the Governor, after consultation with the State board, **shall establish criteria, information requirements, and procedures regarding the eligibility of providers** of training services to receive funds provided under section 133(b) for the provision of training services in local areas in the State.

SEC. 128. WITHIN STATE ALLOCATIONS (Page 78)

(b) WITHIN STATE ALLOCATIONS.— (1) METHODS.—The Governor, acting in accordance with the State plan, and after consulting with chief elected officials and local boards in the local areas, **shall allocate the funds that are allotted to the State for youth activities and statewide workforce investment activities under section 127(b)(1)(C) and** are not reserved under subsection (a), in accordance with paragraph (2) or (3)

SEC. 133. WITHIN STATE ALLOCATIONS (page 92)

(b) WITHIN STATE ALLOCATION.—

(1) METHODS.—The Governor, acting in accordance with the State plan, and after consulting with chief elected officials and local boards in the local areas, **shall allocate—**

(A) **the funds that are allotted to the State for adult employment and training activities and statewide workforce investment activities under section 132(b)(1)(B) and** are not reserved under subsection (a)(1), in accordance with paragraph (2) or (3); and

(B) **the funds that are allotted to the State for dislocated worker employment and training activities and statewide workforce investment activities under section 132(b)(2)(B) and** are not reserved under paragraph (1) or (2) of subsection (a), in accordance with paragraph (2).

