

**Nebraska Workforce Investment Board**

**Minutes**

The Cornhusker Hotel  
 333 S. 13<sup>th</sup> Street – Lincoln, NE  
 Lancaster Rooms 5 & 6  
 June 20, 2014  
 9:30 a.m.

**Agenda Item #1 - Call to Order**

The meeting of the Nebraska Workforce Investment Board (NWIB) was called to order on June 20, 2014 at approximately 9:32 a.m. by Mr. Mark Moravec, Chair.

Chair Moravec recognized Catherine Lang for her service on the Nebraska Workforce Investment Board (NWIB). Ms. Lang has served as the Director of the Nebraska Department of Economic Development and the Commissioner of the Nebraska Department of Labor. Chair Moravec thanked Ms. Lang for her support over the years, and informed her that her passion and expertise will be greatly missed.

**Agenda Item #2 - Roll Call**

*NWIB members present (17):*

Dennis Baack	Catherine D. Lang	Bradley Schroeder
Matt Blomstedt	M.L. Martin	Jennifer Sedlacek
Brian Deakin	John McNally	Becky Stitt
Mindy Fisher	Mark Moravec	Carol Swigart
Mathew “Bud” Fleischer	Terri Ridder	Kerry Winterer
Ron Johns	Ann Rouch	

*NWIB members absent (11):*

Cheryl Anderson	James Hanson	Mark Ondracek
Tammie Beck	Lt. Gov. Lavon Heidemann	Vern Powers
Vanessa Brown	Don Nordell	Clyde Tyndall
Michael Geary	Michelle Olson	

A quorum was established.

*Ex-officio member present (1):*

Senator Galen Hadley

*Ex-officio member absent (1):*

Senator Steve Lathrop

*Nebraska Department of Labor (8)*

Phillip Baker  
Seth Fager  
Amanda Felton  
Joan Modrell  
Stan Odenthal  
Rebecca Schademann  
Brooke Siefker  
Tom Ukinski

*Other Guests (1)*

Erin Porterfield

**Agenda Item #3 – Notice of Publication**

Rebecca Schademann, 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 January 24, 2014. Bud Fleischer made a motion to approve the minutes of the January 24, 2014 meeting of the Nebraska Workforce Investment Board as presented. Ron Johns seconded the motion. A vote was taken and the motion carried unanimously with no abstentions.

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](http://www.dol.nebraska.gov) under the heading “Workforce Investment Act.”

**Agenda Item #5 – Introduction of New Members**

Chair Moravec announced that Governor Heineman recently appointed Brian Deakin and Ann Rouch to the Nebraska Workforce Investment Board. Mr. Deakin is a Human Resource Manager at BD Medical in Holdrege. Ms. Rouch is the State Program Manager for Experience Works located in North Platte. The Chair thanked them for agreeing to serve on the Board.

**Agenda Item #6 – New Business**

*a) Consent Agenda*

Chair Moravec explained that items listed on the consent agenda are considered non-controversial. The consent agenda provided a method for expeditious handling of items that do not require discussion. The items listed on the consent agenda were to be approved by a single roll call vote. Any item on the consent agenda may be removed by the Chair if a member of the public requests to speak on the matter or if there is a request by a board member.

Chair Moravec then invited Becky Stitt, Chair of the NWIB Performance Committee, to provide additional information on the Consent Agenda items. Ms. Stitt informed the Board that the NWIB Performance Committee had met on May 21, 2014. At that time, the committee moved to recommend approval to the State Board of each local plan, contingent on each local area addressing any deficiencies noted in the checklists. The Committee also moved to recommend approval to the State Board of each local board recertification, which again, was contingent upon on each local area submitting any required documents the State had outlined.

Stan Odenthal, followed up indicating that the State had received all requested updates and changes to both the local area plans and the recertification requirements for each local area. Mr. Odenthal went on to say that the State recommended approval as written in the following consent agenda:

**1.1** Approval of recertification of the **Greater Nebraska Workforce Investment Board** for a period of July 1, 2014 through June 30, 2016.

**1.2** Approval of recertification of the **Greater Omaha Workforce Investment Board** for a period of July 1, 2014 through June 30, 2016.

**1.3** Approval of recertification of the **Greater Lincoln Workforce Investment Board** for a period of July 1, 2014 through June 30, 2016.

**1.4** Approval of the **Greater Nebraska Local Area Plan** for the period of July 1, 2014 through June 30, 2017 with the contingency that the Nebraska Department of Labor reserves the right to renegotiate the performance goals based on the new statewide Program Year 2014 negotiated performance goals.

**1.5** Approval of the **Greater Omaha Local Area Plan** for the period of July 1, 2014 through June 30, 2017 with the contingency that the Nebraska Department of Labor reserves the right to renegotiate the performance goals based on the new statewide Program Year 2014 negotiated performance goals.

**1.6** Approval of the **Greater Lincoln Local Area Plan** for the period of July 1, 2014 through June 30, 2017 with the contingency that the Nebraska Department of Labor reserves the right to renegotiate the performance goals based on the new statewide Program Year 2014 negotiated performance goals.

Chair Moravec entertained a motion regarding the Consent Agenda. Catherine Lang made a motion to approve the Consent Agenda as presented. M. L. Martin seconded the motion.

Roll Call vote follows:

**FOR: (17)**

Dennis Baack  
Matt Blomstedt  
Brian Deakin  
Mindy Fisher  
Mathew "Bud" Fleischer  
Ron Johns

Catherine D. Lang  
M.L. Martin  
John McNally  
Mark Moravec  
Terri Ridder  
Ann Rouch

Bradley Schroeder  
Jennifer Sedlacek  
Becky Stitt  
Carol Swigart  
Kerry Winterer

**AGAINST: (0)**

**ABSTAINING: (0)**

**ABSENT: (12)**

Cheryl Anderson  
Tammie Beck  
Vanessa Brown  
Michael Geary

James Hanson  
Lt. Gov. Lavon Heidemann  
Don Nordell  
Michelle Olson

Mark Ondracek  
Vern Powers  
Clyde Tyndall

**MOTION CARRIED**

*b) Update from Local Workforce Investment Boards*

**Greater Nebraska Local Area**

M. L. Martin, Chair of the Greater Nebraska Workforce Investment Board (GNWIB), reported for Greater Nebraska. Ms. Martin announced that the GNWIB has eight (8) new members, with a diverse range of workforce areas. The GNWIB was pleased to have an opportunity to create a new local plan rather than attempting to fill in the blanks from previous plans. Ms. Martin also indicated that they were doing well, but were close to the requirements for the performance goals.

Greater Nebraska is also reaching out to form partnerships such as the current partnership with PALS (Preparation for Adult Living Services). The overall goal is to create ongoing relationships with the case managers to assist with follow-up. Increased referrals and providing education and training are also focus areas for the GNWIB.

**Greater Lincoln Local Area**

Carol Swigart provided a report for Greater Lincoln. Ms. Swigart followed up on the American Job Center-Lincoln move to the Energy Square. Over 10,000 customers visited the location from October 2013-May 2014. Greater Lincoln will be issuing a customer satisfaction survey within the month to get a better idea of what their customer base is looking for. Ms. Swigart also invited the Board and guests to the American Job Center Open House on Tuesday, June 24, 2014 from 2:00 p.m. – 4:00 p.m. The Greater Lincoln performance goals are currently meeting or exceeding all negotiated standards.

Ms. Swigart also discussed the several projects that Greater Lincoln was currently involved in. One endeavor covered was the High School Career Academy partnership with Lincoln Public Schools and Southeast Community College. The project should be completed in a little over a year. Another collaborative project that was reviewed was the Lincoln Vital Signs initiative. Data was collected and published in over 17 Nebraska areas. This project profiles economy, workforce, basic needs, education, health, safety, community involvement, and culture. Other projects discussed included First Job Lincoln and Make It Work for Lincoln.

**Heartland Workforce Solutions**

Erin Porterfield reported for Greater Omaha. Heartland Workforce Solutions (HWS) is currently working on recruiting Board members and partnerships. One current project that HWS is focusing on is a Common Intake Data System. The goal is to complete this by December of 2014. A program called the A-Game is another focus for this local area. This program would offer soft skill training. This curriculum will be free to One Stop partners with the condition that they offer it to their program participants and to any interested One Stop participants.

Regarding the local area's healthcare training, Alegent Health offered funding in order for HWS to continue the training. Alegent also agreed to lead the discussion on sustainability amongst the medical partners to continue the supervisory training.

The final item of discussion was that HWS has moved its administrative office in with One Stop. The hope is to get a better idea of how One Stop works and how to better incorporate new ideas.

#### **Agenda Item #7 – Old Business**

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##### *a) Business and/or Partner Updates*

Business and/or partners gave a brief snapshot of conditions in their industry, business or agency and any new initiatives or trends.

##### *b) Labor Market Information Presentation*

Phillip Baker provided a presentation on Labor Market Information. A handout was provided to the members that corresponded to the PowerPoint Presentation. An update was given regarding the Northeast Nebraska Labor Availability Study, which is focused on identifying labor supply and skills in the northeast, along with commuting patterns. Seven different studies were conducted that reached 12,000 households. Full and Brief Reports can be accessed at [www.networks.nebraska.gov](http://www.networks.nebraska.gov). The Northeast Nebraska Labor Availability Study information is found by selecting the "Publications" link in the Labor Market Information section.

Plans are in the works to conduct a Metro Labor Availability Study. A survey will also be sent out to employers to help identify skill-gaps. There is hope to expand to the western part of Nebraska with similar surveys. The current Lincoln survey went out on June 16, 2014 and the projected completion is set for November of this year.

Brian Deakin inquired about how we can get this information out to local economic development groups and employers. Mr. Baker encouraged the members present to contact him and to schedule time to discuss ideas on how to spread the word. Chair Moravec also commented on how helpful the information would be if issued to school guidance counselors and school administration.

#### **Agenda Item #8 - Upcoming Meetings**

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The next NWIB meeting is scheduled for October 31, 2014.

The next Executive Committee meeting is scheduled for December 12, 2014.

The next Performance Committee meeting is scheduled for August 20, 2014.

M. L. Martin also discussed the rising beef prices and how it shouldn't affect the enjoyment of the product.

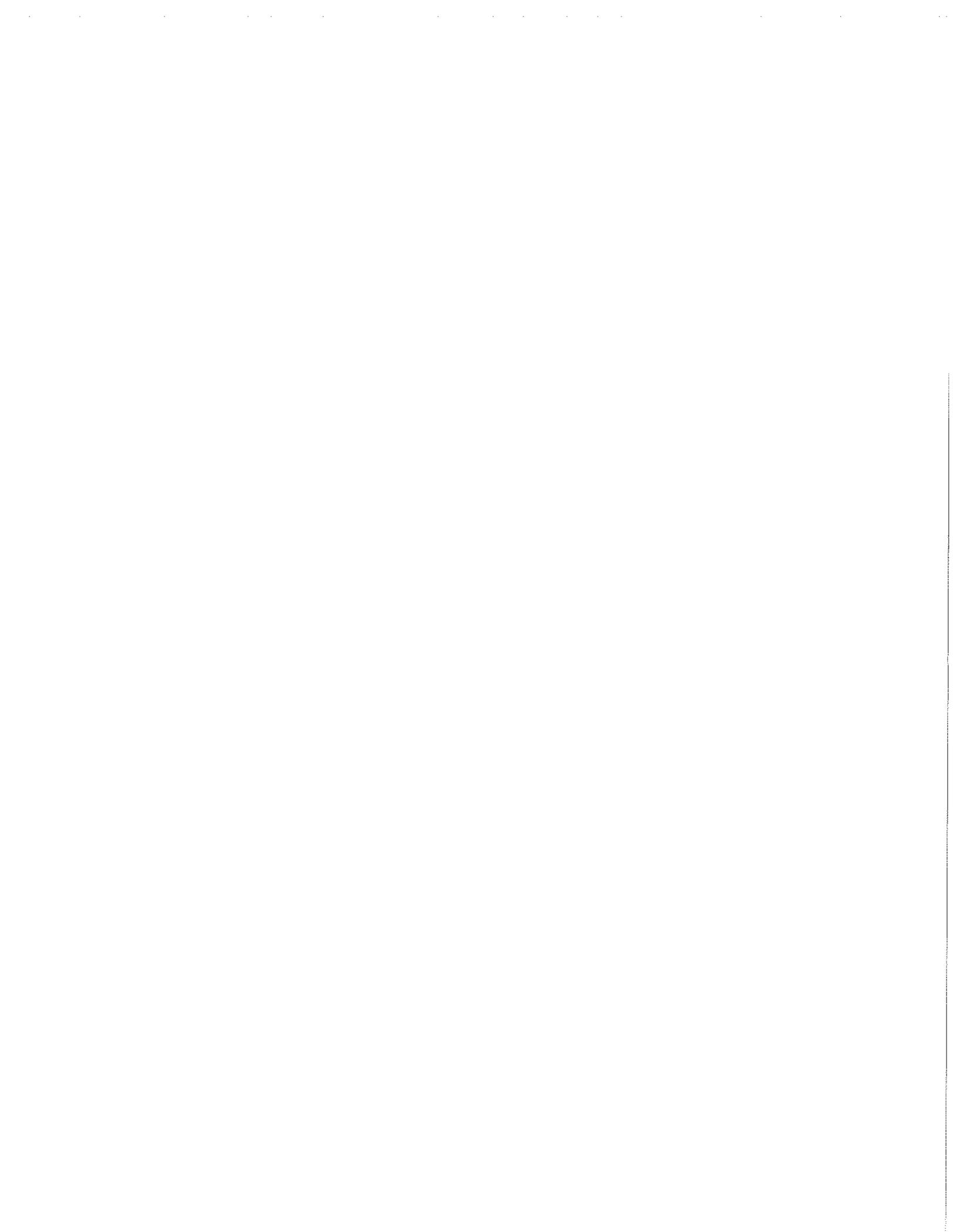
#### **Agenda Item #8 – Adjournment**

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It was moved by Brian Deakin to adjourn the meeting. Brad Schroeder seconded the motion. Motion carried unanimously. The meeting was adjourned at 11:46 a.m.

AF

June 23, 2014



Motion to Approve Consent Agenda  
October 31, 2014 Meeting of the  
Nebraska Workforce Investment Board

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**Consent Agenda** items are:

**Approval of Local Area Plan Modifications**, Consent Agenda Items 1.1 through 1.2

- Approval Local Area Plan Modification for the Greater Nebraska Local Area. Greater Nebraska has requested to transfer the following amount of funds:

Transfer of \$194,526 from FY14 Dislocated Worker Funds to FY14 Adult Funds, effective 08/11/14.

Transfer of \$39,474 from FY14 Dislocated Worker Funds to FY14 Adult Funds, effective on 10/02/14.

Transfer of \$185,500 from FY15 Dislocated Worker Funds to FY15 Adult Funds, effective 10/01/14.

Transfer of \$185,500 from FY15 Dislocated Worker funds to FY15 Adult Funds, effective 01/15/15.

- Approval Local Area Plan Modification for the Greater Omaha Local Area. Greater Omaha has requested to transfer the following amount of funds:

Transfer of \$133,487 from FY14 Dislocated Worker Funds to FY14 Adult Funds, effective 11/01/14.

Transfer of \$38,235 from PY14 Dislocated Worker Funds to PY14 Adult Funds, effective 11/01/14.

Transfer of \$96,620 from FY14 Dislocated Worker Funds to FY14 Adult Funds, effective 11/01/14.

**State WIA staff recommend approval** of the motion.

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# WIOA

## State Workforce Development Board - Key Changes and Highlights

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- WIOA Streamlines Board Membership
  - Requires only one State Senator instead of two (one member from each chamber to a single member from each chamber) 101(b)(1)(B)
  - Maintains that the majority of the state board are representatives of business 101(b)(1)(C)
  - WIOA emphasizes that the business members of the board should come from in-demand industries or in-demand occupations within the state (101)(b)(1)(C)(II)
  - At least 20 percent of board membership must include workforce representatives, such as labor organizations, and include a representative of an apprenticeship program
  - Requires diversity of geography among the board
- Similar to WIA, WIOA also includes a grandfathering provision that allows states to maintain state boards that were in effect before the enactment of WIOA
- New Functions of the State Board under WIOA
  - Develop and *implement* State Plan (increased responsibility)
  - Provide recommendations to help align the workforce development system in the state
  - Increase activity in developing career pathways
  - Unify workforce investment activities with education and supportive services in the development of career pathways
  - Improve outreach and access to programs
  - Develop strategies for meeting the needs of employer and jobseekers through sector partnerships (in-demand emphasis)
  - Develop and implement the one-stop system, including continuous improvement of the one-stop system
  - Provide assistance to local boards, one-stop operators and their partners
  - Assist with planning, including training and supportive services to workers, jobseekers, and employers
  - Identify regions in consultation with the local boards and CEOs, and provides consultation to the Governor in the designation of local areas
  - Assist the Governor in the development and updating of comprehensive state performance accountability measures, including state-adjusted levels

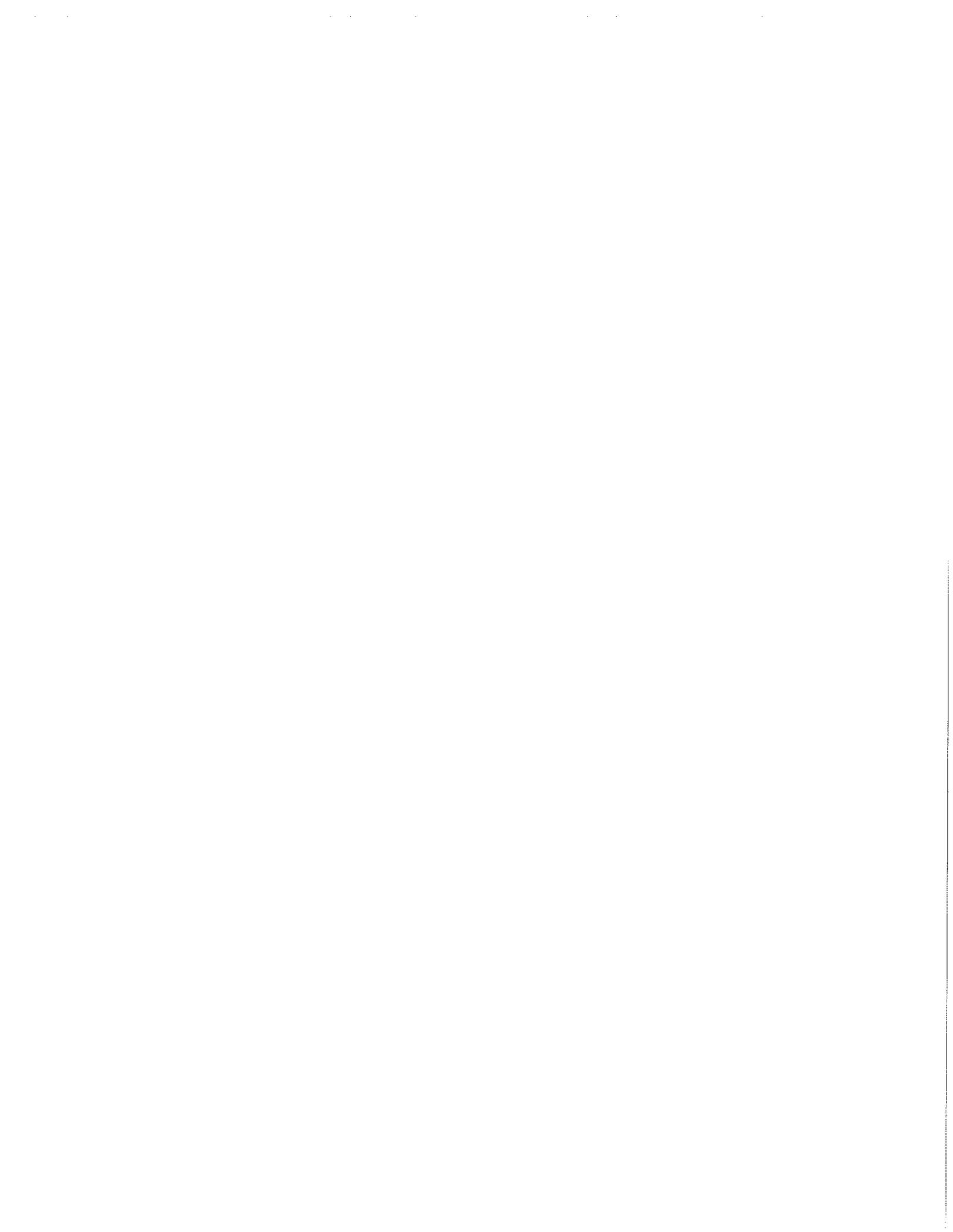
of performance, to assess the effectiveness of the four WIOA core programs - 101(d)(4)

- Develop policies to coordinate services
  - Develop criteria and procedures for local board to use in assessing core programs
  - Develop 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
  - Define the role and contributions of one-stop partners, including equitable and efficient cost allocation
  - Develop strategies to improve technology for digital literacy, accelerating learning, accessibility, and professional development
  - Review the Unified 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
  - Help in designing the evaluations of State Programs - 116(e)
- The State Board may hire a director and other staff to help carry out the functions assigned to the Board - 101(h)



## Proposed 2015 Meeting Dates

- I.** Proposed Full NWIB Meeting Dates
  - a. January 23, 2015
  - b. June 5, 2014
- II.** Proposed NWIB Performance Committee Meeting Dates
  - a. February 18, 2015
  - b. May 20, 2015
- III.** Proposed NWIB Executive Committee Meeting Dates
  - a. April 17, 2015





# Nebraska's Ready to Work Partnership

## At a glance....

**Areas Served By Grant:** Omaha Metropolitan Area

**Targeted Industry/Occupations:** Information Technology Sector

**Total Grant Award:** \$9.1 million

**In Classroom Training:** \$2.7 million

**On-the Job Training:** \$702,000

**Paid Internships:** \$468,000

## IT Education Pathway

**Timeframe:** October 1, 2014 to September 30, 2018

**Estimated Participants Served:** 470

**Estimated Participants receiving a Degree, Credential, or Certificate:** 230

**Estimated OJTs or Paid Internships:** 135

**Populations to be Served:** 85% of the participants served will be long-term unemployed (26 weeks or longer)

**Employer Partners:** Several major employers in and around the Omaha metro area

## Connecting Nebraska's long-term unemployed with training and careers in the IT industry

Nebraska's Ready to Work Partnership project is a partner-driven strategy that focuses on the reemployment of long-term unemployed workers and creates a systems reform effort to bridge the skills and education gaps between the available workforce and employment positions in the Information Technology (IT) industry.

In collaboration with leading employers in the IT field, the Nebraska Department of Labor (NDOL), Metropolitan Community College and the University of Nebraska Omaha are partnering to improve Nebraska's ability to educate, train, and recruit a qualified workforce that meets Nebraska's current and future IT industry needs within an ever-changing industry-driven economy. This partnership will leverage resources and gain industry input to create an integrated service model that will allow for maximum enrollment of the long-term unemployed

Through a combination of education and work-based training programs, this program will help to provide a structured training opportunity in which participants gain the knowledge, competencies, and credentials necessary to be successful in the IT industry

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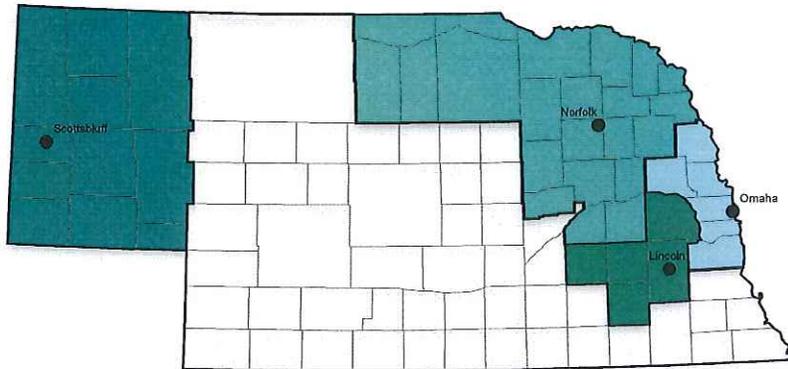
NEBRASKA DEPARTMENT OF LABOR

# Job Driven

EMPLOYMENT RESOURCE

## WHAT IS IT?

In July 2014, the Nebraska Department of Labor was awarded a Job Driven National Emergency Grant from the U.S. Department of Labor. Nebraska's Job Driven National Emergency Grant project is a partner driven strategy that creates reemployment services and work-based trainings for dislocated workers, the long-term unemployed, and veterans returning from service. This industry driven project will help connect and prepare participants for employment opportunities in Manufacturing and Transportation, Distribution, and Logistics (TDL) industries. Individuals who reside in the below highlighted areas will be eligible to utilize the services created through this grant.



## HOW DOES IT WORK?

The Job Driven grant will create and expand existing work-based training opportunities for dislocated workers, the long-term unemployed, and veterans returning from service. Work-based training is anchored in the principal of learning skills for an occupation while on the job. Work-based learning is most often coupled with an education component. Work-based training includes: on-the-job training; customized training; apprenticeships, internships, and other work experience options.

## INTERESTED IN LEARNING MORE?

Contact Lorena Hernandez at the Nebraska Department of Labor.  
 Email: [lorena.Hernandez@nebraska.gov](mailto:lorena.Hernandez@nebraska.gov); Phone: 402.471.9781



## FUNDING

**\$4.1 million**

## TIMEFRAME

July 1, 2014 -  
 September 30, 2016

## TARGETED INDUSTRIES

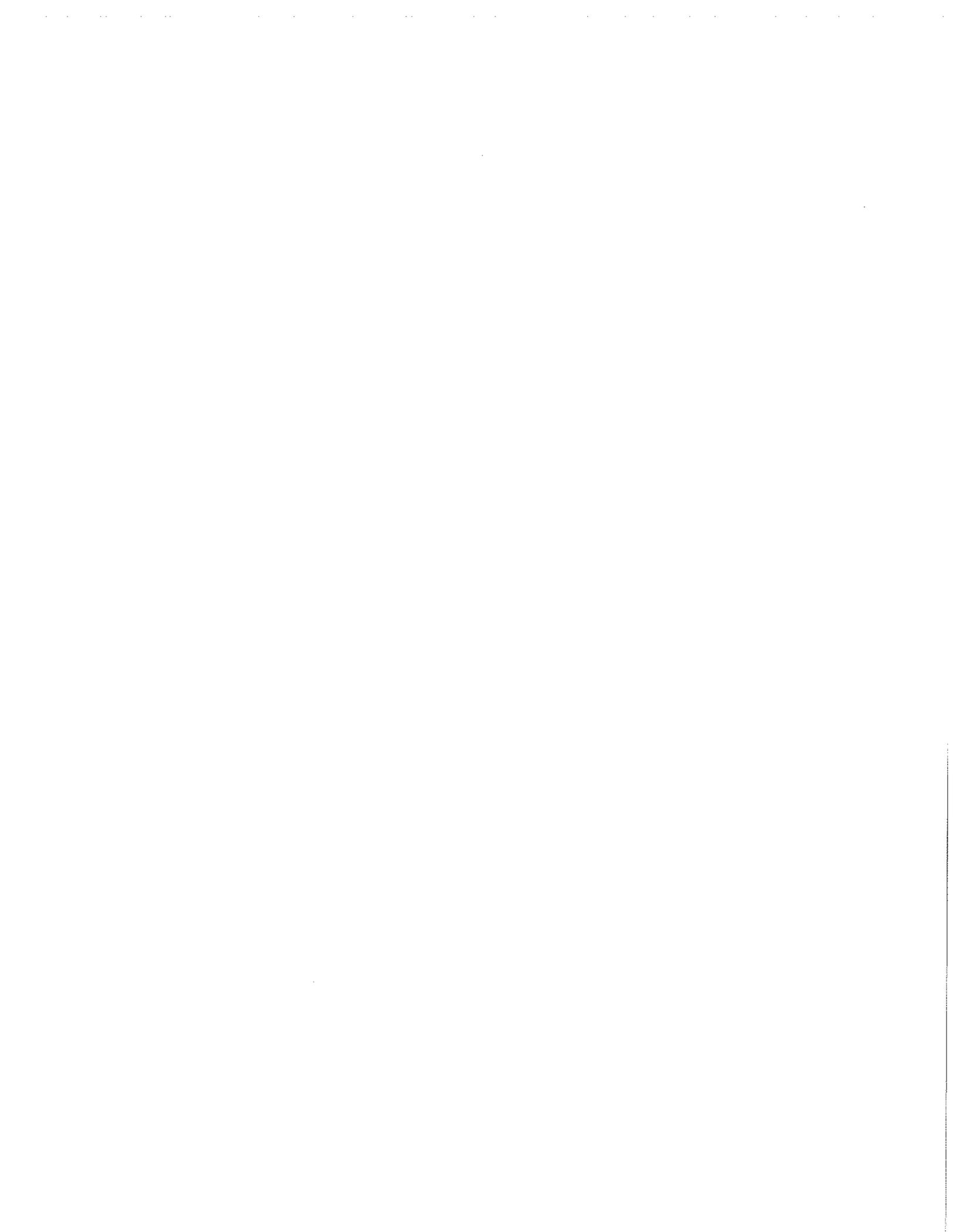
Manufacturing,  
 Transportation,  
 Distribution, & Logistics

## PARTICIPANTS

**800**

## WORK-BASED TRAININGS

On-the Job Training  
 Job Coaching  
 Customized Training



### Nebraska Longitudinal Data System - Round 4 Grant

Nebraska applied for and received a Workforce Data quality Initiative Round 4 Grant (June 2014) from the Employment and Training Administration, U.S. Department of Labor

- A. Grant amount \$1,065,992
- B. Duration of Grant 3 years July 2014 – June 2017
- C. Develop the Nebraska Statewide Workforce and Education Reporting System (N\*SWERS).
- D. Minimum requirements – include information on programs that provide education, training, employment services, and unemployment insurance,
  - a. The N\*SWERS will serve as the insight engine for the proposed Nebraska Statewide Workforce and Educational Research Center (NSWERC). Partners in the Center include the Nebraska Department of Labor (NDOL), the Nebraska Department of Education (NDE), the University of Nebraska system, the Nebraska State Colleges and the Nebraska Community Colleges under the P-20 umbrella with combined data governance.
  - b. The Center must have the capacity to associate relevant educational and workforce data and promote it up the continuum of understanding, that is, to transform data into information and knowledge to inform Nebraska's economic development priorities, inform policy makers and practitioners regarding the performance of education and workforce systems and to provide tools for those seeking education a user-friendly source of information for making informed decisions.
  - c. Nebraska is building the N\*SWERS federated data warehouse system within the Center with the ability to link the SLDS and WDQI warehouses under common governance. Linkages will be made using the SLDS unique student ID, Social Security Numbers (SSNs), and matching demographics to Department of Motor Vehicles (DMV) to derive SSNs for workforce wage matches in the WDQI warehouse. These methods may be used alone or in combination and combined with demographic information depending on research needs.
  - d. Linked longitudinally at the individual level to allow for enhanced opportunity for evaluation of Federal and State supported education programs.

### Current Department of Labor Experience

Nebraska Department of Labor received a Round 2 WDQI grant and upon completion of the grant will have a longitudinal data warehouse containing Unemployment Insurance Employer Wage Record data, UI Benefits data, Employment and Training data, Quarterly Census of Employment and Wage Enhanced Wage Record data, Occupational Employment and Wage data, community college graduate data and other types of data as MOU's are developed.

- A. Workforce Investment Act (WIA) Wagner Peyser, Trade Adjustment Act (TAA),  
Performance measures
  - a. Match program completers to Unemployment Insurance Wage record files to determine post training employment, pre and post wages, duration of employment
  - b. Utilize Wage Record Interchange System (WRIS) to locate completers in other states to determine employment and wages
  - c. Utilize Federal Employment & Defense Employment System (FEDES) to locate completers in other states to determine employment and wages
- B. Current Education Program Partners
  - a. Career Technical Education Postsecondary
  - b. Adult Basic Education
  - c. Coordinating Commission for Postsecondary Education (CCPE)
  - d. FERPA Approved
  - e. Providing similar data to education from Unemployment Insurance Wage Records.

### **System Outcomes**

- A. Build the N\*SWERS federated data warehouse system within the Center with the ability to link the SLDS and WDQI warehouses under common governance.
- B. Examine and assess adult training and education programs and their outcomes
- C. Track trends in the employment and earnings of individuals facing economic dislocation.
- D. Allow studies of the articulation between college studies and employment outcomes
- E. Additionally, the same type of information could be used by local leaders for planning and evaluating their own strategies of improvement and expansion. For example, such a component could provide valuable information to local leaders about:
  - a. job growth by industry and occupation in their area and others,
  - b. earnings of graduates from different training and education programs, and
  - c. Information about program enrollments and trends.
- F. Database design will help attain:
  - a. maintaining all records in one secure, linkable arrangement;
  - b. including a searchable electronic library of documentation for each partner data set;
  - c. including regularly scheduled backup procedures and a disaster recovery plan;
  - d. allowing users to access data concurrently in a form that suits their needs; and
  - e. provide data security and recovery control.
- G. N\*SWERS will allow for identification of strategies in the areas of curriculum, performance objectives, cost effectiveness, and measurement criteria to improve the education and workforce system.

- H. Nebraska Statewide Workforce and Educational Research Center under the NDE is planning on seeking funding for N\*SWERS warehouses in the Legislature's biennial budget for ongoing sustainability.

### **Potential Research**

- A. Analyzing how the length of training for WIA Title I, TAA, Adult Basic Education, Career Technical Education and Vocational Rehabilitation (certificate, diploma or degree) impacts post education earnings immediately and over time going beyond federal reporting
- B. With N\*SWERS it will be possible to determine if the graduates remain working in the state or return to the state to work by field of study and degree
- C. Which programs produce graduates likely to remain in NE, what are the earnings, do these programs align with state economic development efforts and do they address worker shortages?
- D. Research and evaluation of education and workforce systems the N\*SWERS will provide a centralized location to help identify outcomes of services but perhaps help identify factors that bring people to need these services.

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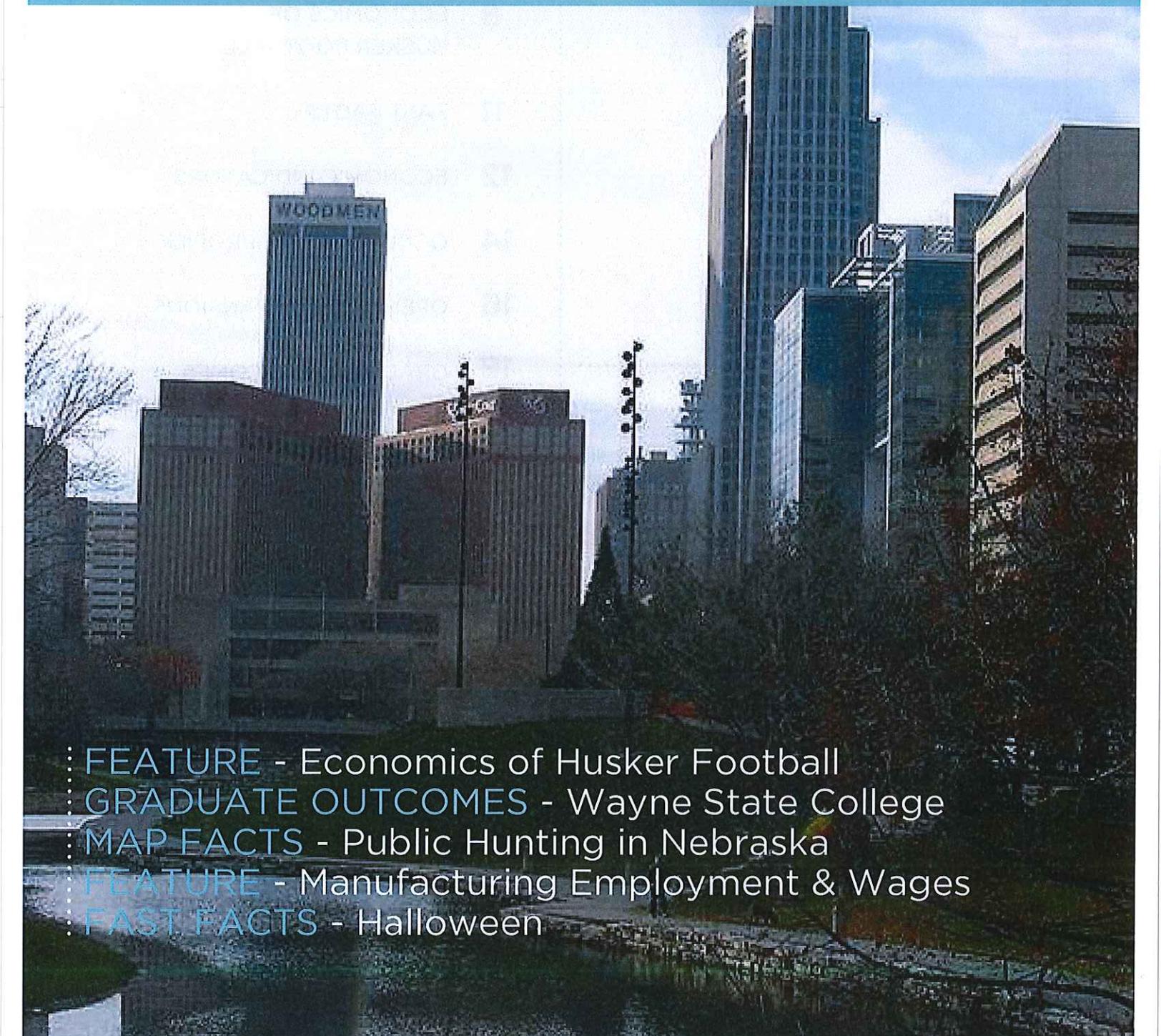


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# NEBRASKA WORKFORCE TRENDS

  
NEBRASKA  
DEPARTMENT OF LABOR

.....  
OCT 2014

- 
- FEATURE - Economics of Husker Football
  - GRADUATE OUTCOMES - Wayne State College
  - MAP FACTS - Public Hunting in Nebraska
  - FEATURE - Manufacturing Employment & Wages
  - FAST FACTS - Halloween

# CREDITS

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# HELPFUL LINKS

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[Monthly Unemployment Rate](#)

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# AUGUST UNEMPLOYMENT DATA

Byron Lefler, Research Analyst

## LINCOLN MSA (not seasonally adjusted)

August Unemployment Rate: 3.0%  
 August Total Non-farm: 185,990  
 Manufacturing: 13,857  
 Largest OTM Increases:  
 Government: 852 (2.3%)  
 Education & Health Services: 127 (0.4%)

## OMAHA MSA (not seasonally adjusted)

August Unemployment Rate: 3.8%  
 August Total Non-farm: 483,668  
 Manufacturing: 32,963  
 Largest OTM Increases:  
 Trade, Transportation, & Utilities: 969 (1.0%)  
 Government: 964 (1.6%)

## NEBRASKA (not seasonally adjusted)

August Total Non-farm: 987,860  
 Manufacturing: 97,460

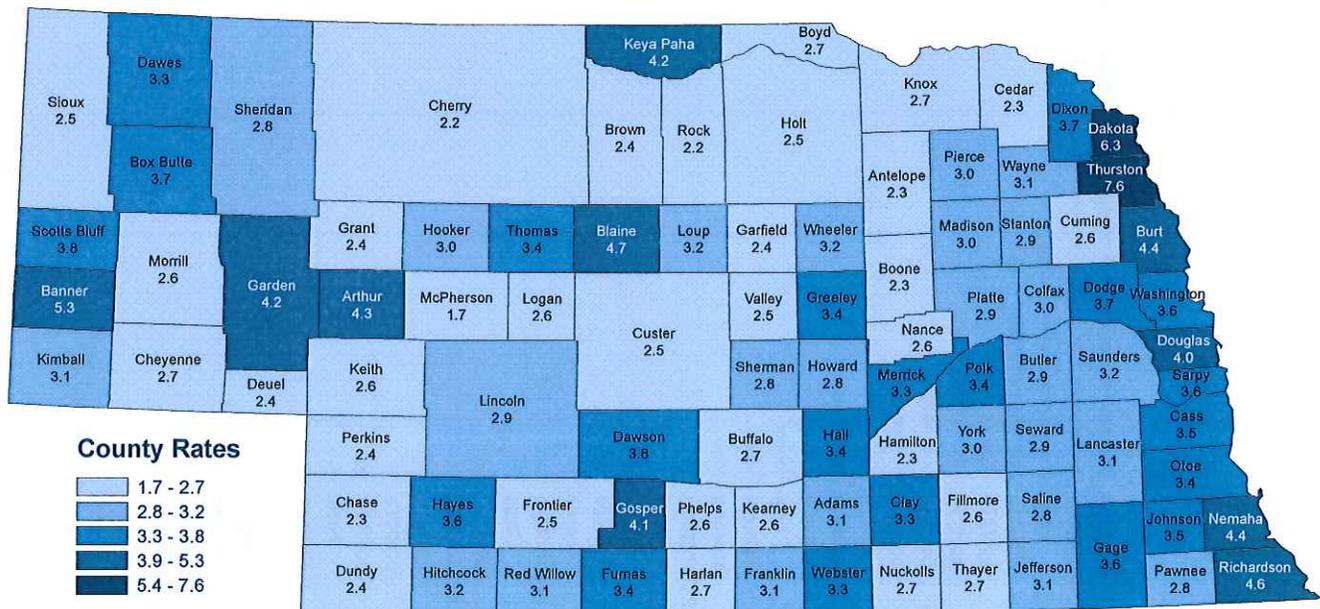
## Nebraska (smoothed seasonally adjusted)

August Unemployment Rate: 3.6%  
 Change (OTM): Unchanged  
 Change (OTY): -0.4%

## Economic Regions (not seasonally adjusted)

Central: 2.8%  
 Grand Island: 3.2%  
 Mid Plains: 3.1%  
 Northeast: 3.5%  
 Panhandle: 3.4%  
 Sandhills: 2.5%  
 Southeast: 3.3%

## AUGUST UNEMPLOYMENT RATE BY COUNTY



### Sources:

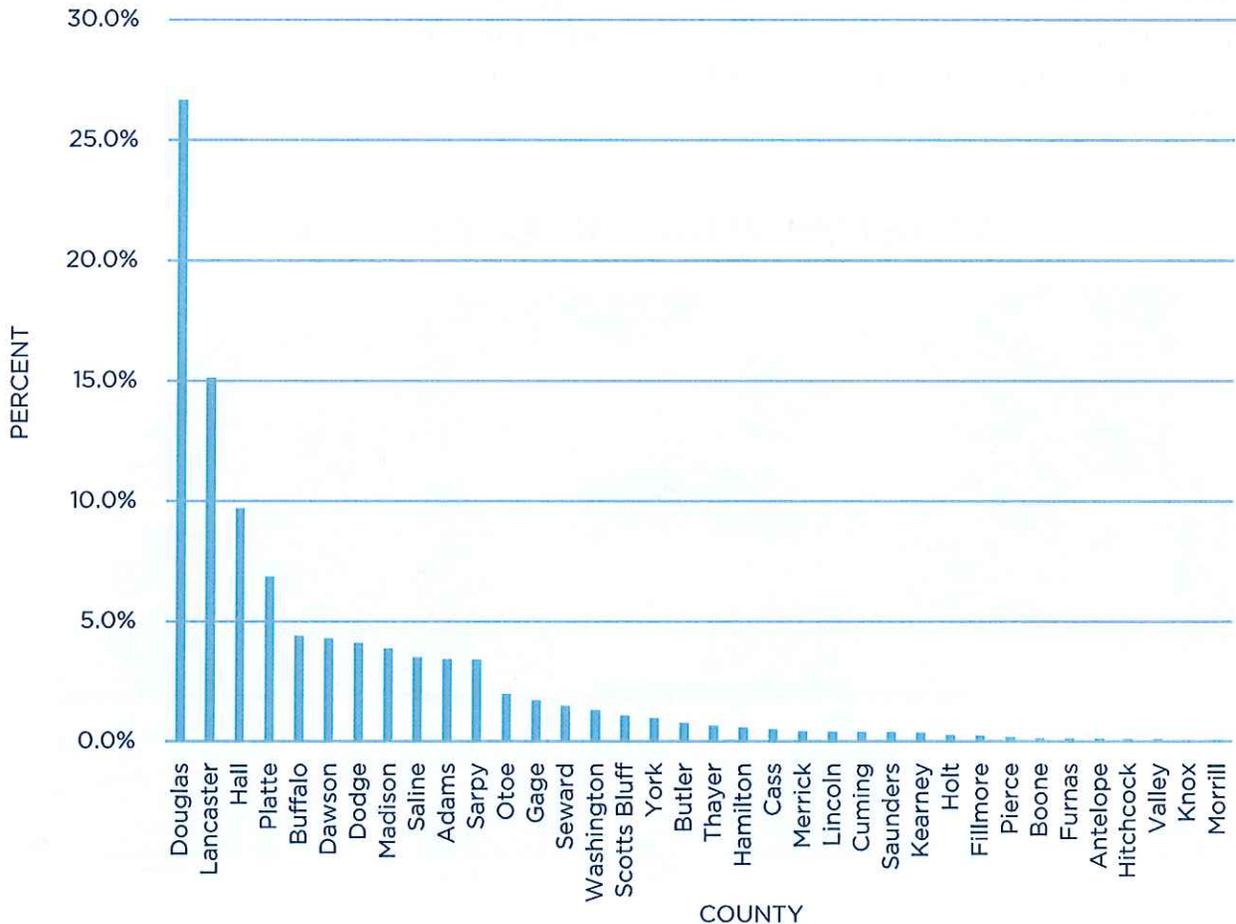
1. Bureau of Labor Statistics Current Employment Statistics Program (CES)
2. Bureau of Labor Statistics Local Area Unemployment Statistics (LAUS)

# MANUFACTURING EMPLOYMENT & WAGES

Kermit Spade, Research Analyst

There were 78,125 people employed by the manufacturing industry in Nebraska in 2012 according to the U.S. Census Bureau. The manufacturing industry employs the third largest number of people in Nebraska with an annual payroll of over \$4 billion. Douglas, Lancaster and Hall Counties had the most people employed in manufacturing by percentage. Together, these three counties accounted for 51.5 percent of all manufacturing employees in the state. There were 1,849 manufacturing establishments in Nebraska in 2012. Douglas, Lancaster, Sarpy, Hall and Platte counties had the most manufacturing establishments. Together, these five counties made up 48.2 percent of all manufacturing establishments in Nebraska.

▲ PERCENT OF ALL MANUFACTURING EMPLOYMENT IN NEBRASKA



Source: U.S. Census Bureau. 2012 County Business Patterns. American Fact Finder. [Online] <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>.

## ▲ AVERAGE HOURLY WAGE



Source: Nebraska Department of Labor, Occupational Employment Statistics Unit. Quarterly Wage Sheets. 2nd Quarter, 2014.

In the first quarter of 2014, the average weekly wage for manufacturing workers in Nebraska was \$885 per week according to the Nebraska Department of Labor’s Quarterly Census of Employment and Wages. This wage has increased 4.1% since the first quarter of 2013. Chemical manufacturing paid the highest average annual wage in the state, at \$23.62 per hour, followed by textile mills at \$22.43 per hour and computer and electronic product manufacturing at \$21.39 per hour according to Occupational Employment Statistics for the first quarter of 2013.

### THE MANUFACTURING (MFG) DAY MISSION

MFG DAY addresses common misperceptions about manufacturing by giving manufacturers an opportunity to open their doors and show, in a coordinated effort, what manufacturing is – and what it isn’t. By working together during and after MFG DAY, manufacturers will begin to address the skilled labor shortage they face, connect with future generations, take charge of the public image of manufacturing, and ensure the ongoing prosperity of the whole industry.

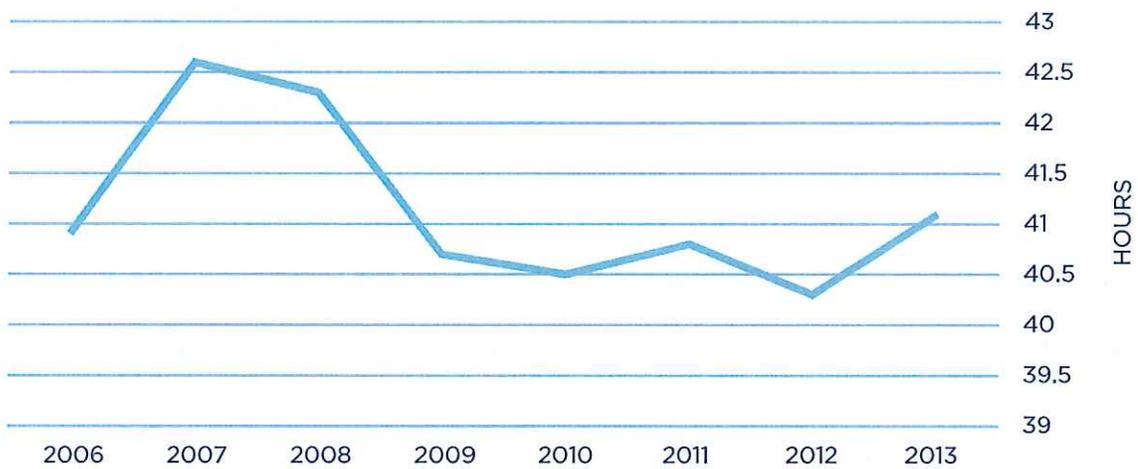


Supported by a group of industry sponsors and co-producers, MFG DAY is designed to amplify the voice of individual manufacturers and coordinate a collective chorus of manufacturers with common concerns and challenges. The rallying point for a growing mass movement, MFG DAY empowers manufacturers to come together to address their collective challenges so they can help their communities and future generations thrive.

Source: <http://www.mfgday.com/about-us>

According to the Bureau of Economic Analysis, in 2013, the manufacturing industry in Nebraska produced \$13.3 billion dollars' worth of goods, of which durable goods manufacturing accounted for 44.8 percent. During the 2008 recession, manufacturing output in Nebraska declined 3.7 percent, but has since recovered, growing 11.2 percent in 2010 and 10.7 percent in 2011. Manufacturing growth in 2012 and 2013 was more modest, at 1.2 percent and 1.6 percent, respectively. The average hours worked per week has not kept pace with the growth in the output of the industry, however. During the economic recovery, hours dropped by 0.5 percent in 2010, increased 0.7 percent in 2011, dropped 1.2 percent in 2012 and increased 2.0 percent in 2013 according to Current Employment Statistics.

### ▲ WEEKLY HOURS, MANUFACTURING



Source: U.S. Census Bureau. 2012 County Business Patterns. American Fact Finder. [Online] <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>.

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# The Economics of Husker Football

Jennifer Gildersleeve, Research Analyst

It's Game Day in Nebraska. Thousands of fans flock to Memorial Stadium throughout the day. Excitement flows through the streets of Lincoln. The thunderous roar of the crowd can be heard from a great distance after a thrilling play. Tailgates start in the early hours of the morning and by afternoon the energy is intense. In Nebraska, game day is a tradition that many families live by.

Husker football is, to many, one of the best things about Nebraska. The national rankings and polls are monitored by the most loyal fans and casual fans alike. Touchdowns, field goals, passing yards, sacks, turnovers, and more are tracked. The star players' stats are displayed and discussed on television networks as well as in bars and homes across the state. Nebraskans take pride in their team's accomplishments in various national categories. But, how does Husker Nation compare to fans of similar teams throughout the country?

## Revenue Rankings

According to the most recent available information from USA Today, Nebraska ranks 26th out of 230 NCAA schools in revenue. Data is available from 2005 onward and covers total revenues and expenses, among other categories. The University of Nebraska-Lincoln's NCAA revenue has grown from almost \$56 million in 2005 to nearly \$87 million in the 2013 season. Expenses have seemed to keep pace with the increase in revenue: from \$55.7 million in 2005 up to \$81.7 million in 2013, spiking in 2011.

## Collegiate Apparel

During game day in Lincoln, Memorial Stadium is filled to the brim with a loud, enthusiastic sea of Husker red. Husker athletic wear allows fans to show that they are a part of Husker Nation, and that they are truly the greatest fans in college football.

NEBRASKA ATHLETICS: REVENUES VS. EXPENSES 2005-2013



Source: USA Today

Collegiate apparel is big businesses. The Collegiate Licensing Company, whose clients include most of the major schools except Michigan State, USC, Oregon and Ohio State, estimated the retail marketplace for college licensed merchandise was \$4.62 billion in 2012. The same company estimated the marketplace for 2013 at around \$4.59 billion. They have ranked Nebraska 14th in their list of top selling institutions for July 2012-June 2013 and as 13th from July 2013-June 2014 for officially licensed collegiate products.

Husker fans are some of the most dedicated fans in college football. The athletic department's revenue generated by the fan base keeps growing. Nebraska leads several other schools in licensed apparel sales.

## Coach Pay

Such a successful and loved team needs a great coach. According to the Bureau of Labor Statistics, coaches and scouts in colleges, universities and professional schools had a median annual pay of \$39,960 in 2012. Of course, not everybody who pursues coaching and scouting will be a highly successful coach at the college level. For those who can do well in this demanding position, the rewards can be great. According to USA Today, Alabama's coach, Nick Saban, led the pack in top NCAAF coaches' salaries for 2013 with a total pay of around \$5.55 million. Three of the top 5 coaches' salaries are in the SEC conference. Nebraska's coach, Bo Pelini, appeared to bring in around \$2.98 million for the same year. Nebraska's head coach compensation ranks 5th out of the other Big Ten conference teams' pay and 18th overall.

## Economic Impact in Lincoln

On home football game Saturdays, down-

town Lincoln transforms. Bars and restaurants are filled with passionate fans, and streets fill up with fans eager to get to the game early and families looking to enjoy the big game. Fans can watch the game in several places throughout the city even if they are not in attendance at Memorial Stadium and still feel as if they are part of the Husker community.

According to a 2005 study by UNL's Bureau of Business Research, the Nebraska football program had an enormous impact on the city of Lincoln during the 2004-2005 fiscal year. The program generated \$87.1 million in output, including \$35.4 million in output from fan spending, and \$31.2 million in worker income. There were 2,130 jobs created, approximately 1/3 being concession or event worker jobs, and \$498,000 in direct sales tax revenue generated for the city of Lincoln.

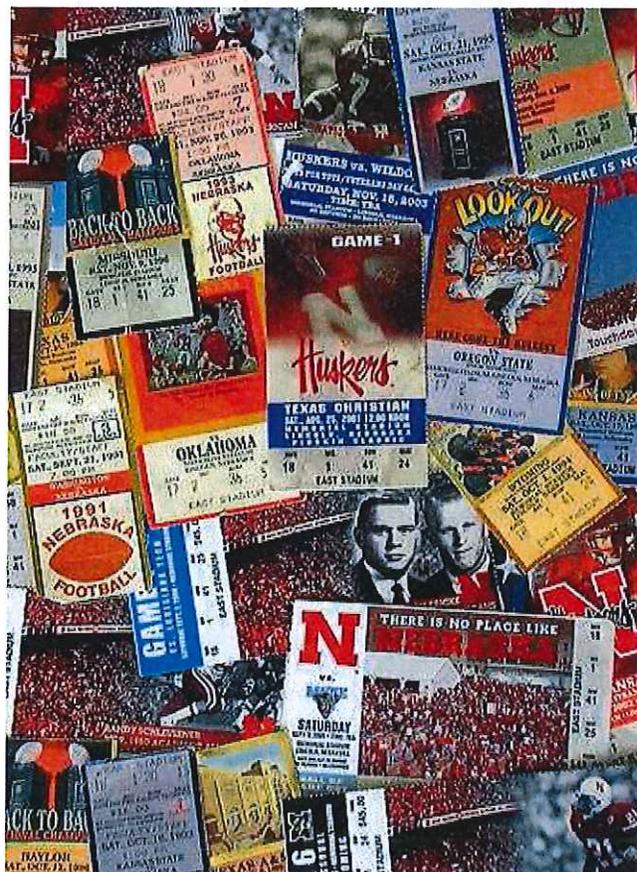


Photo by Kiley used under the Creative Commons Generic 2.0 Attribution License.

It was estimated in the same report that there would be a relatively large increase in football fan spending in the city during the 2006-2007 season, with the 6,500+ additional seats planned for Memorial Stadium at the time. This projection was calculated assuming average spending per person would remain constant, there were seven home games, and that there was enough unmet demand for tickets to home games. Recently, a \$31 million East Stadium expansion project was completed. Stadium expansions throughout the years have increased attendance capacity to approximately 92,000. The Nebraska Cornhuskers played eight home games in the 2013 season and are scheduled to play seven home games in the 2014 season.

Of course, much has changed since these 2005 projections were made. The recession may have reduced average fan spending as households might have had to budget more carefully. Additionally, with the construction of the Pinnacle Bank Arena and the Railyard area, fan spending patterns may have changed. Some might choose to remain in downtown Lincoln instead of heading to the game.

Furthermore, with all of the new developments in downtown Lincoln, more people might be heading to the area to watch both the home and away games with other fans. In fact, the downtown area seems to be doing better than initially expected. According to the Lincoln Journal Star, occupation tax brought in \$14.36 million for the fiscal year ending August 31st. Initially, occupation tax revenue was projected to be around \$14.4 million in 2021. The occupation tax includes a 4 percent tax on hotel rooms and rental cars, and a 2 percent tax on drinks and meals in restaurants and bars. Of course, not all of the occupation tax revenue is due to football fans, but perhaps with more restaurants and hotels, the impact from football fan spending may be even greater than projected years ago.

Lincoln's economy is going strong. Nebraska football fans are some of the greatest fans in college football. Their spending habits have a great economic impact on the city of Lincoln and will for years to come. Next time you head to a game and find yourself immersed in that roaring sea of red, remember the impact Husker football has on the local economy.

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# FAST FACTS HALLOWEEN

Jodie Meyer, Research Analyst

Halloween is **October 31st**. Let's take a look at some facts about this haunting holiday.



There were **41.2 million** potential trick-or-treaters in the US as of 2013, defined as children age 5 to 14. In Nebraska there were an estimated **260,309** children age 5 to 14.

In the first quarter of 2014 there were **115 million** occupied housing units in the United States. All of these are potential stops for trick-or-treaters on Halloween night.

In 2011, **93.3** percent of households considered their neighborhood safe.



In 2012, **1,333** manufacturing establishments produced chocolate and cocoa products, employing **37,150** and providing some of the goodies handed out on Halloween.

For those interested in nonchocolate confections, **439** manufacturing establishments in 2012 employed **19,141** to make more varieties of possible Halloween treats.

In 2013 **50,900** acres of pumpkins were harvested in the U.S. with a total production value of **\$149.9 million**.



Looking to rent a costume? In 2012 there were **1,216** costume rental and formal wear establishments nationwide employing **6,348** people.

Common occupations that people dress up as for Halloween include: athletes, coaches, umpires, and related workers; bailiffs, correctional officers and jailers; dentists; firefighters; police and sheriff's patrol officers; and registered nurses.

Want to watch a scary movie? In 2012 there were **4,540** motion picture theaters nationwide.

*Source:*

United States Census Bureau. Profile America, Facts for Features, Halloween. [Online] September 23, 2014. [Cited: September 25, 2014.] [http://www.census.gov/content/dam/Census/newsroom/facts-for-features/2014/cb14ff-23\\_halloween.pdf](http://www.census.gov/content/dam/Census/newsroom/facts-for-features/2014/cb14ff-23_halloween.pdf).

# ECONOMIC INDICATORS PRODUCER PRICE INDEX

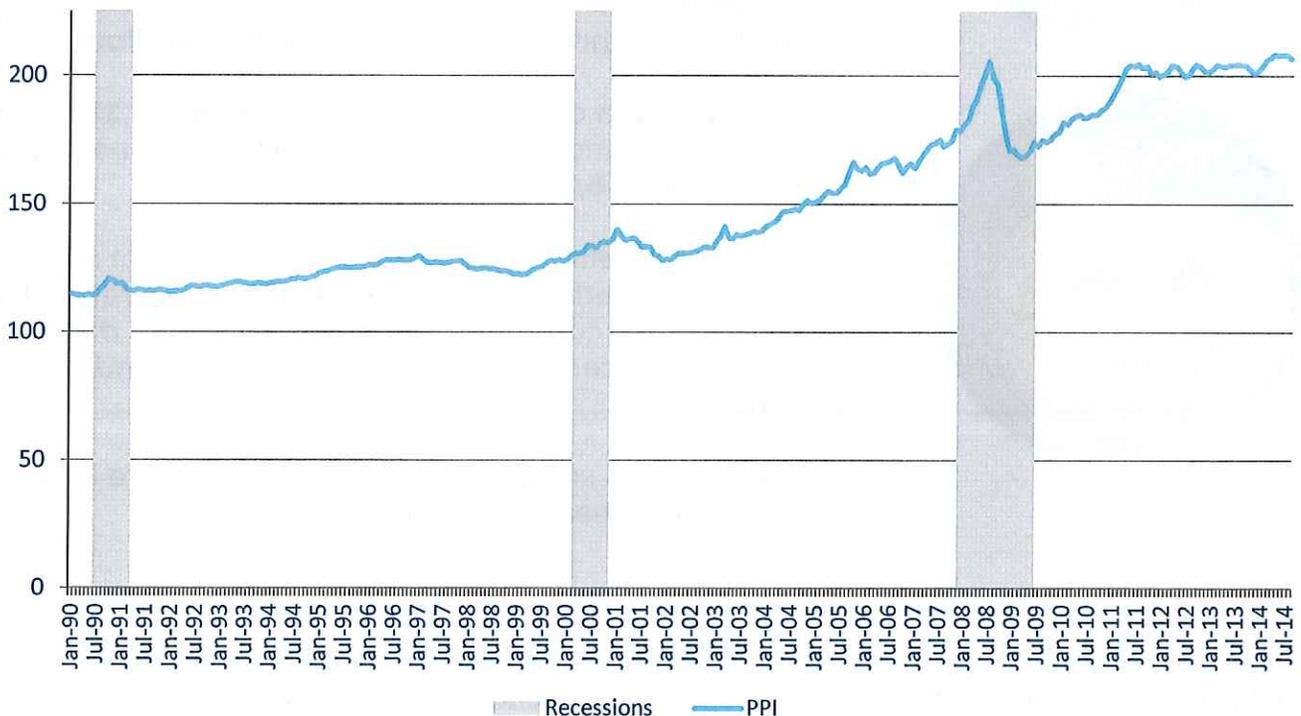
Kermit Spade, Research Analyst

In each new issue of Trends, the economic indicators section will feature a chart or graph focused on one of the economic indicators listed on page 13. This month, we'll be focusing on the Producer Price Index.

According to the Bureau of Labor Statistics Handbook of Methods, the Producer Price Index (PPI) measures average changes in prices received by domestic producers for their output. Most of the information used in calculating producer price indexes is obtained through the systematic sampling of virtually every industry in the mining and manufacturing sectors of the economy. The Finished Goods Price Index is a subset of the producer price index and is one of the nation's most closely-watched indicators of economic health. Movements in this index often are considered to presage similar changes in inflation rates for retail markets, as measured by the BLS Consumer Price Index. Producer Price Index data for capital equipment are used by the U.S. Department of Commerce to calculate the gross domestic product (GDP) deflator.

To learn more visit <http://www.bls.gov/opub/hom/pdf/homch14.pdf>.

## PRODUCER PRICE INDEX



Metric	Current Time	Change Over Last Quarter/Month		
		United States	Midwest Region	Nebraska
Real GDP, billions of chained 2009 dollars	2nd Quarter, 2014	+4.2%	-	-
Effective Federal Funds Rate	August, 2014	0.00%	-	-
Balance on the US Current Account, in billions of dollars	1st Quarter, 2014	+27.3%	-	-
Barrel of Crude Oil, WTI-Cushing, Spot Price	August, 2014	-\$7.05	-	-
Employment Cost Index	2nd Quarter, 2014	+0.7%	-	-
Producer Price Index: All Commodities	August, 2014	-0.6%	-	-
Average Weekly Manufacturing Hours	August, 2014	-0.1	-	+0.1
House Price Index	2nd Quarter, 2014	+2.2%	+2.0%	+1.9%
Consumer Price Index, not seasonally adjusted	August, 2014	-0.2%	-0.2%	-
Unemployment Rate, seasonally adjusted	August, 2014	-0.1%	-0.1%	0.0%
New Private Housing Units Authorized by Building Permits	August, 2014	-5.6%	-12.4%	+7.8%*
Net Taxable Sales	June, 2014	-	-	+3.1%
Money Stock, M2	August, 2014	+0.3%	-	-
University of Michigan, Consumer Sentiment	August, 2014	+0.9%	-	-

\* Data is lagged one month.

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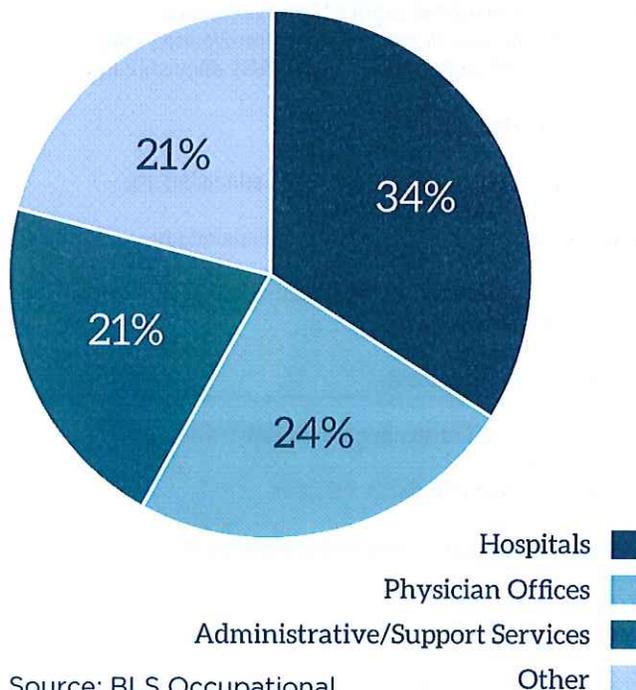
# OCCUPATIONAL PROFILE

## MEDICAL TRANSCRIPTIONISTS

*Kristin Derenge, Research Analyst*

As healthcare expands, so do opportunities for a career in medical transcription. The Bureau of Labor Statistics (BLS) explains that medical transcriptionists type the information in audio files from doctors and other medical professionals into electronic documents. Many of these documents are placed in patient case files. Some examples of the information medical transcriptionists record are patient histories, test results, and discharge summaries. Transcriptionists may also review medical documents for accuracy before submitting these documents to healthcare providers for approval. Hospitals, medical clinics, and independent transcription companies are the primary employers of medical transcriptionists.

### Who Employs Medical Transcriptionists?



Source: BLS Occupational Outlook Handbook 2014-2015

O\*NET Online reports that a majority of medical transcriptionists have some kind of postsecondary certificate or degree, and 26 percent have some form of post-secondary education. According to the BLS, medical transcriptionists typically require some post-secondary education because familiarity with medical terminology, grammar, and transcription software such as Microsoft Word is required for employment. Some transcriptionists also choose to become professionally certified. However, usually a professional certification in medical transcription is not required for employment.

O\*NET Online lists the following as important skills for medical transcriptionists:

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.

**Finger Dexterity** — The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.

**Writing** — Communicating effectively in writing as appropriate for the needs of the audience.

The median hourly wage for medical transcriptionists in Nebraska is \$15.24 according to Occupational Employment Statistics (OES) employment and wage data, which is somewhat lower than the national median hourly wage of \$16.36. The expected entry level hourly wage for a medical transcriptionist in Nebraska is \$12.58, and the expected hourly wage for an experienced medical transcriptionist is \$17.22.

## Average Hourly Wages for Medical Transcriptionists in Nebraska



Source: NDOL Employment and Wage Data

The Nebraska Department of Labor predicts that from 2012 to 2022 employment in medical transcription will increase by 9.3 percent, while the Bureau of Labor Statistics predicts that employment in medical transcription will increase by 8 percent nationwide. However, the BLS reports that technological advancements may reduce the demand for transcriptionists in the foreseeable future.

.....

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Kermit Spade  
Research Analyst

## SOUTHEAST

### Geneva

- Farmer's Cooperative

### Beatrice

- Dairy Queen
- Sephr Air Academy
- Industrial Electric Motors
- Shoe Sensations

### Nebraska City

- Vanderveen & Goracke CPA
- Architectural Salvage Warehouse
- The Fox Center
- Central Apple Market

### York

- Java Hut

## NORTHEAST

### Norfolk

- Community Rehab Physical Therapy
- Set the Bar

### West Point

- Embroidery Barn

## PANHANDLE

### Alliance

- Maverik, Inc.

### Scottsbluff

- Fusion Ranch
- Mitchell Valley Animal Hospital

### Sidney

- The Book & Coffee Corner

## MID PLAINS

### North Platte

- Kris's Connection (U.S. Cellular)
- Bowling Alley & Wild Bill's Wings

# 397 JOBS IN THE OMAHA AREA

## OMAHA

### OPENINGS

	<b>TYPE OF BUSINESS</b>	<b>JOB #</b>	<b>SOURCE OF INFO</b>
Cast Iron Waffles	Restaurant	10	KFAB Radio
Curbside Cuisine	Hy-Vee food truck	4	Omaha World-Herald
Casey's Store	Convenience store	10	KFAB
Walmart-Saddlecreek	Grocery store	95	OWH
Back2Family	After school child care	5	Strictly Business Magazine
Bare Body	Hair removal clinic	5	OWH
Beauty First-Midlands Place	Hair salon and supplies	5	OWH
Cheese Haus	Specialty cheese store	5	OWH
Trillium CNG	Compressed natural gas	10	OWH
Saigon Bowl	Vietnamese restaurant	5	OWH
Pho Viet	Vietnamese restaurant	5	OWH
Athlete's Training Center	Sports PT & training	18	OWH

### EXPANSIONS

### PROJECT

Alegent Creighton Health	Name change: CHI Health	0	KETV Station
Cascio's Steakhouse	Remodeled facility	0	OWH
King Kong -Dodge St.	Rebuilding and expanding	0	OWH
Canfield's Sporting Goods	Interior renovation	0	OWH
Book Worm	New location-90th West Center	0	OWH
Crane Rental & Rigging	Bought by Barnhart Co.	0	OWH
Divvy Company	Bought Valley Recovery Services	12	OWH
Von Maur	Renovation & redecorating	0	OWH
Nebraska Wesleyan University	New satellite location	0	OWH
B2 Interactive	Acquisition of Hurrdat	6	OWH
Tagge Rutherford Financial	New building	0	OWH
Complete Weddings & Events	New location downtown	0	OWH

# Graduate Outcomes: Wayne State College

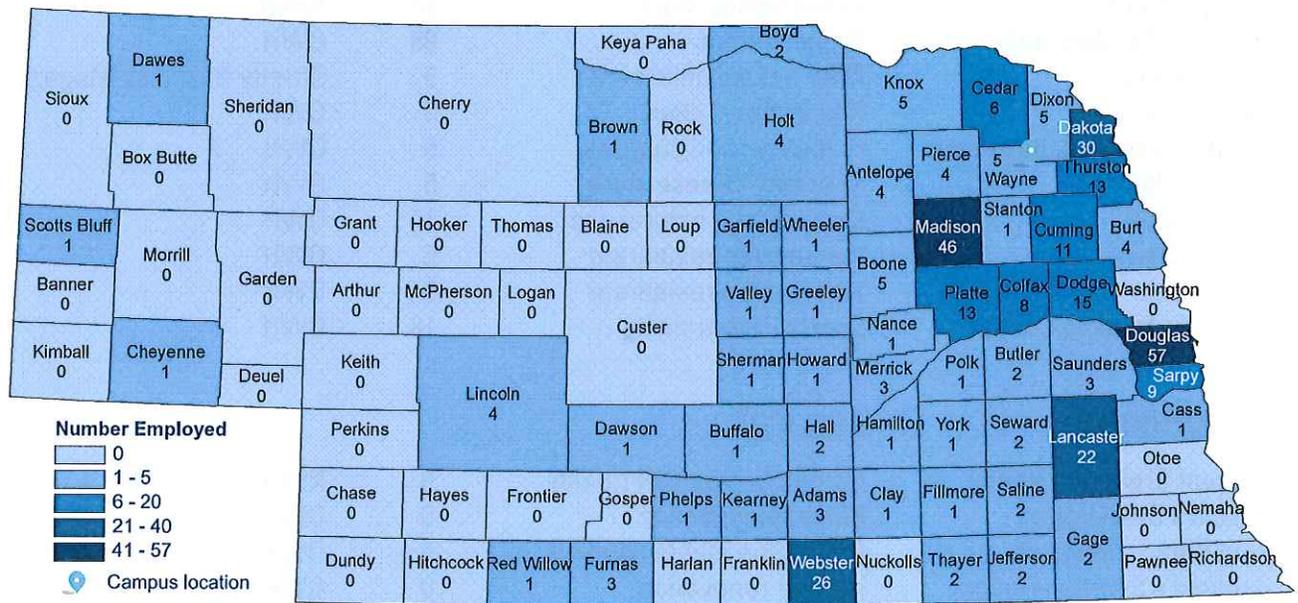
Mary Findlay, Research Analyst

## Wayne State College Employment Outcomes

There were 664 Wayne State College graduates between July 1, 2011 and June 30, 2012. Of these graduates, 461 (69 percent) were working in Nebraska in the first quarter of 2013, a 3 percent decrease from the previous year. More than half the graduates (57 percent) were female, with 70 percent working in the state, while 65 percent of male graduates were employed in the state.

There was at least one graduate employed in 56 of the state's 93 counties. Douglas County had the highest graduate employment with 57 followed by Madison County with 46 and Dakota County with 30; combined, these three counties comprised 38 percent of graduate employment.

**WAYNE STATE COLLEGE 2011 - 2012 GRADUATES WORKING IN NEBRASKA IN FIRST QUARTER 2013**

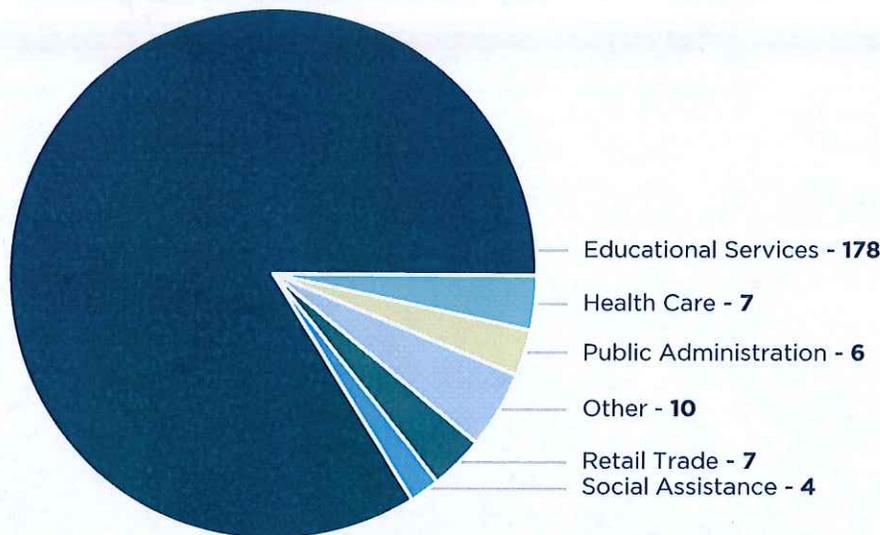


## Industry Employment and Wages

Nearly half (43 percent) of the graduates working in the state were employed in the educational services industry. Retail trade (10 percent) and health care (9 percent) had the next highest percentages. These totals included graduates from all fields of study who were employed in these industries.

The highest discloseable industry average annual wages were found in the management of companies and enterprises industry, where the four graduates working in the state averaged \$42,199. The 194 graduates employed in the educational services industry had the second highest discloseable average annual wages of \$42,162. These averages included graduates from all degree levels.

## INDUSTRY EMPLOYMENT OF EDUCATION GRADUATES



The education industry employed 84 percent of graduates with an education major. The chart above shows the industries in which education graduates were employed. The “other” category includes accommodation and food services; administrative and support and waste management and remediation; agriculture, forestry, fishing and hunting; construction; finance and insurance; information; leisure and hospitality; manufacturing; wholesale trade; and arts, entertainment, and recreation. Each of these industries employed one education graduate.

### Fields of Study and Employment

Overall, master’s degree graduates in curriculum and instruction had the highest number (62) of graduates working in the state followed by bachelor’s degree graduates in business administration and management with 50.

There were 20 degrees/fields of study with 80 percent or more of the graduates working in the state. A total of 159 students graduated from these programs, with 136 graduates working in the state in the first quarter of 2013. Eleven degree/fields of study had 100 percent of graduates working in the state; however, all of these degree/fields of study had four or fewer graduates.

### Fields of Study and Wages

The top five highest wages by field of study were earned by master’s degree or above graduates. Top average annual wages were earned by the 11 post master’s certificate graduates in superintendency and educational system administration with \$100,885. The second highest wages were earned by educational leadership and administration master’s degree graduates with \$61,684.

For more graduate outcomes information, contact the Nebraska Department of Labor’s Office of Labor Market Information or view the annual report by clicking the Publications link at <https://networks.nebraska.gov/>.

# NEBRASKA WORKFORCE TRENDS

Nebraska Department of Labor  
Office of Labor Market Information  
550 S 16th Street  
Lincoln NE 68508

Telephone 800.876.1377  
Email [ndol.lmi\\_ne@nebraska.gov](mailto:ndol.lmi_ne@nebraska.gov)

Equal Opportunity Employer/Program.  
Auxiliary aids and services are available  
upon request to individuals with disabilities.  
TDD: 1.800.833.7352



# WIA

STATE OF NEBRASKA  
WORKFORCE  
INVESTMENT ACT  
**2013 ANNUAL  
REPORT**  
JULY 1, 2013 -  
JUNE 30, 2014

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Governor

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# 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

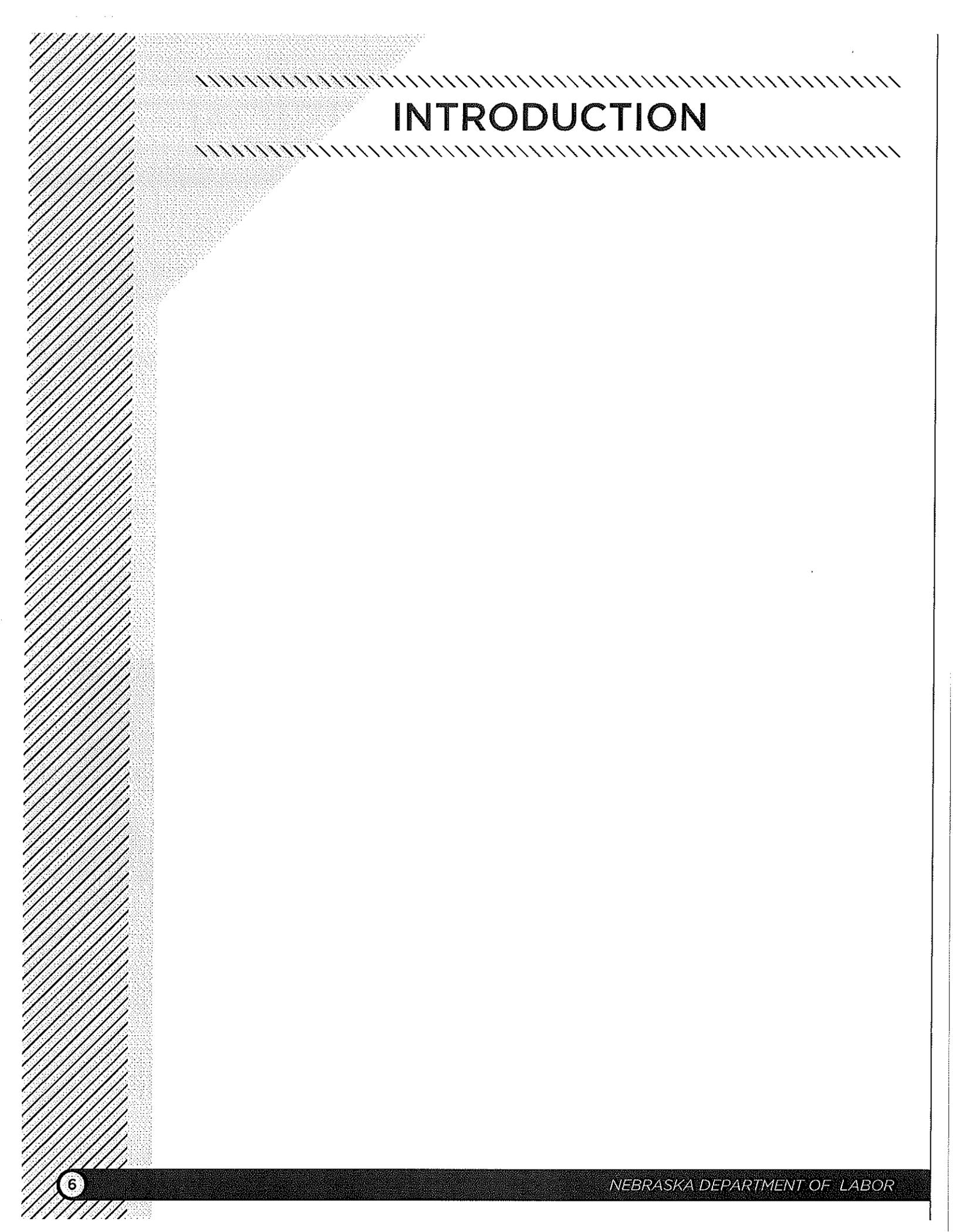
"ECONOMIC AND EDUCATION SUCCESS ARE DIRECTLY LINKED. WE NEED BOTH. WE ARE FOCUSED ON CREATING HIGHER PAYING JOBS AND DEVELOPING A MORE HIGHLY EDUCATED WORKFORCE. OUR GRADUATES AND YOUNG PROFESSIONALS NEED TO BE PREPARED FOR HIGH-QUALITY, HIGH-SKILL JOBS WITH DYNAMIC COMPANIES HERE IN NEBRASKA."

- Governor Dave Heineman



"BUSINESS, SUPPORTED BY A TALENTED AND WELL-PREPARED WORKFORCE, DRIVES THE NEBRASKA ECONOMY. WHEN NEBRASKANS WORK TOGETHER TO BUILD AND SUSTAIN OUR WORKFORCE, OUR STATE MAINTAINS ITS STANDING AS AN EXCEPTIONAL PLACE TO LIVE AND WORK."

- Catherine D. Lang -Commissioner of Labor, Director of Economic Development, State WIA Liaison and Nebraska Workforce Investment Board Member



# INTRODUCTION

# WORKFORCE INVESTMENT BOARD

Information regarding the Nebraska Workforce Investment Board, the Performance Committee and the Executive Committee is located at [www.dol.nebraska.gov](http://www.dol.nebraska.gov).

## AGRICULTURE & FOOD PROCESSING

- M.L. Martin, Coyote Lake Ranch, Inc. – North Platte
- Becky Stitt, Western Sugar Cooperative - Scottsbluff

## ARCHITECTURE & CONSTRUCTION

- Cheryl Anderson, Leo A. Daly - Omaha
- Michael Geary, Kiewit & Sons - Omaha

## FINANCIAL & INSURANCE

- Tammie Beck, Cabela's - Kearney
- Mathew (Bud) Fleischer, Columbus Bank - Columbus
- Bradley Schroeder, Blue Cross Blue Shield - Omaha

## HEALTH SERVICES

- Terri Ridder, Franciscan Care Services, Inc. – West Point
- Bruce Cutright, Mary Lanning Memorial Hospital - Hastings

## MANUFACTURING

- Vanessa K. Brown, Valmont Industries, Inc.- Omaha
- Brian Deakin, BD Medical - Holdrege
- Mark J. Moravec (Chair), Chief Industries, Inc. – Grand Island
- Carol Swigart, Hillaero Modification Center - Lincoln
- Gayle McClure, Dutton-Lainson Company – Hastings

## RENEWABLE ENERGY

- Don Nordell, Black Hills Energy – Lincoln

## TECHNOLOGY

- James R. Hanson, inTouch Communications – Omaha

## TRANSPORTATION, WAREHOUSING, & DISTRIBUTION LOGISTICS

- Jennifer Sedlacek, Union Pacific Railroad – Omaha

## LOCAL GOVERNMENT

- Vern Powers, Mayor of Hastings – Hastings

## PARTNER AGENCIES

- Dennis Baack, Nebraska Community College Association
- Mindy Fisher, Migrant Seasonal Farm Workers
- Ronald Johns, Scotts Bluff County Detention Center
- Ken Mass, Nebraska State AFL-CIO
- Mark Ondracek, Steamfitters & Plumbers Local Union 464
- Michelle Olson, American Business Corporation/JobCorps
- Ann Rouch, Experience Works, Inc.
- Clyde Tyndall, Indian Center, Inc.

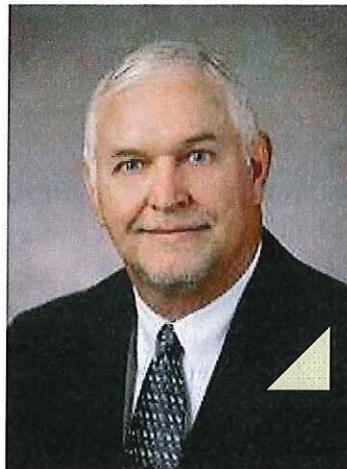
## STATE GOVERNMENT

- Governor Dave Heinemann, State of Nebraska
- Lieutenant Governor Lavon Heidemann, State of Nebraska
- Senator Galen Hadley, Legislative District 37 – Kearney\*
- Senator Steve Lathrop, Legislative District 12 – Omaha\*

## PARTNER AGENCIES

- Cathy D. Lang, Nebraska Department of Labor; Interim, Nebraska Department of Economic Development
- Matt Blomstedt, Nebraska Department of Education
- Dacia Kruse, Nebraska Department of Economic Development; Interim
- John McNally, Nebraska Department of Veterans Affairs
- Kerry Winterer, Nebraska Department of Health and Human Services

\* *ex-officio member*



“A dynamic, demand-driven workforce system that 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.”

A handwritten signature in black ink that reads "Mark Moravec".

Mark Moravec (Chair),  
Business Development  
Manager at Chief  
Industries, Inc.

# WORKFORCE INVESTMENT ACT

## WORKFORCE INVESTMENT AREAS ARE RESPONSIBLE FOR:

- Creating the local plan and budget
- Establishing and certifying American Job Center Delivery System
- Providing Rapid Response services to laid off and dislocated workers
- Choosing eligible service providers
- Establishing performance accountability system
- Establishing reporting and monitoring capabilities

## GOVERNOR DAVE HEINEMAN

Nebraska Workforce Investment Board

Greater Lincoln Workforce Investment Area

(Serves Lancaster & Saunders Counties)  
CEO: Mayor Chris Beutler

Local Workforce Investment Board

Local Youth Council

Greater Omaha Workforce Investment Area

(Serves Douglas, Washington & Sarpy Counties) CEO: Mayor Jean Stothert

Local Workforce Investment Board

Local Youth Council

Greater Nebraska Workforce Investment Area

(Serves 88 rural county area)  
CEO: Local Elected Officials Board

**REGION I** - Jack Anderson, Sheridan County Commissioner; Kent Greenwalt, Mayor of Terrytown; Susan Lore, Box Butte County Commissioner

**REGION II** - Darrell Bassett, Ogallala City Counsel; John Fagot, Mayor of Lexington; Joe Hewgley, Lincoln County Commissioner

**REGION III** - Stanley Clouse, Vice Chair, Mayor of Kearney; Hal Haeker, Mayor of Alma; Pamela Lancaster, Chair, Hall County Commissioner

**REGION IV** - Matt Bauman, Gage County Commissioner; Charles "Chuck" Harris, Mayor of York; Jim Peterson, Cass County Commissioner

**REGION V** - Sue Fuchtman, Mayor of Norfolk; Lee Klein, Madison County Commissioner; William "Bill" McLarty, Mayor of S. Sioux City

Local Workforce Investment Board

Local Youth Council

## INVESTMENT AREA WEBSITES

Greater Nebraska  
[www.dol.nebraska.gov](http://www.dol.nebraska.gov)  
(Workforce Investment Act Information)

Greater Omaha  
[www.hws-ne.org](http://www.hws-ne.org)

Greater Lincoln  
[www.lincolnjobs.com](http://www.lincolnjobs.com)  
[www.lifeisright.com](http://www.lifeisright.com)

# LOCAL WORKFORCE INVESTMENT AREAS, COMPREHENSIVE AMERICAN JOB CENTERS AND ACCESS SITES

American Job Centers serve as the cornerstone of the Workforce Investment system. These centers unify training, education, and employment programs into one customer-friendly system across Nebraska.

## AMERICAN JOB CENTERS

### LINCOLN

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

### OMAHA

American Job Center  
Heartland Workforce Solutions  
5752 Ames Ave.  
Omaha, NE 68104  
402-44-4700  
admin@hws-ne.org

### GRAND ISLAND

American Job Center  
203 East Stolley Park Rd, Ste. A  
Grand Island, NE 68801  
308-385-6312  
ndol.grandisland@nebraska.gov

## NDOL LOCATIONS

### ALLIANCE

302 Box Butte Avenue  
Alliance, NE 69301-3342  
308-763-2935  
ndol.alliancewfd@nebraska.gov

### BEATRICE

5109 W. Scott Rd., Ste. 413  
Beatrice, NE 68310-7059  
402-223-6060  
ndol.beatricewfd@nebraska.gov

### COLUMBUS

3100 23rd St., Ste. 22  
Columbus, NE 68601-3161  
402-564-7160  
ndol.columbuswfd@nebraska.gov

### HASTINGS

2727 W. 2nd St., Ste. 338  
Hastings, NE 68901-4684  
402-462- 867  
ndol.hastingswfd@nebraska.gov

### LEXINGTON

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

### LINCOLN

1111 O Street, Suite 222  
Lincoln, NE 68508  
402-471-2275  
ndol.lincolnwfd@nebraska.gov

### NEBRASKA CITY

917 Wildwood Lane, Ste. J  
Nebraska City, NE 68410-3312  
402-873-3384  
ndol.nebraskacitywfd@nebraska.gov

### NORFOLK

105 E. Norfolk Ave., Ste. 100  
Norfolk, NE 68701  
402-370-3430  
ndol.norfolkwfd@nebraska.gov

### NORTH PLATTE

306 E. 6th, Ste. 140  
North Platte, NE 69101-4160  
308-535-8320  
ndol.northplattewfd@nebraska.gov

### OMAHA

5717 F St.  
Omaha, NE 68117-2822  
402-595-3000  
ndol.omahawfd@nebraska.gov

### SCOTTSDLUFF

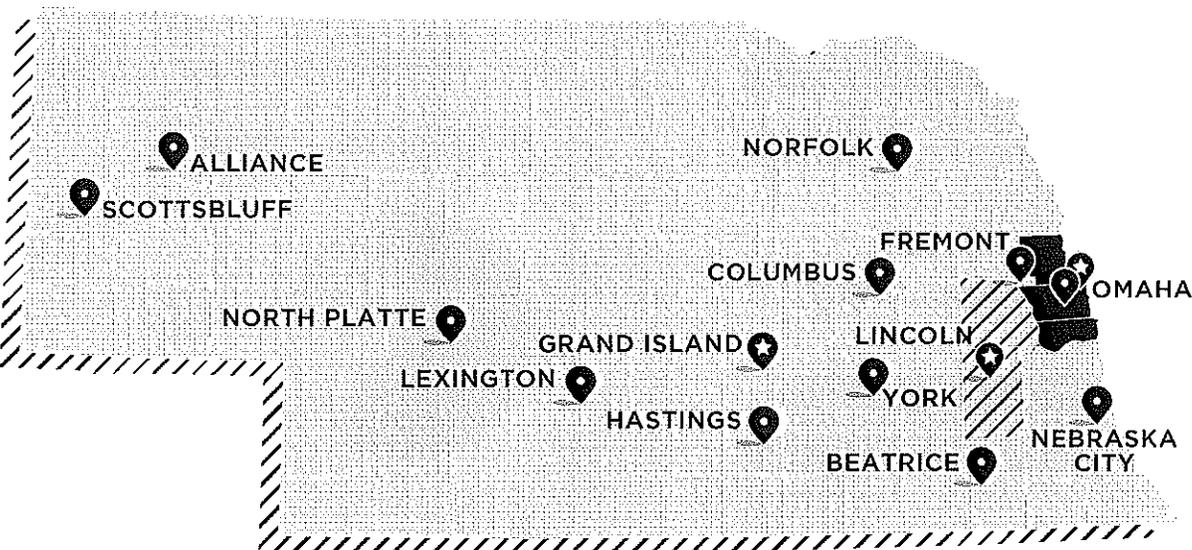
505A Broadway, Ste. 300  
Scottsbluff, NE 69361-2708  
308-632-1420  
ndol.scottsbuffwfd@nebraska.gov

### YORK

510 Lincoln Ave.  
York, NE 68467-2997  
402-362-5891  
ndol.yorkwfd@nebraska.gov

- GREATER NEBRASKA
- GREATER OMAHA
- ↗ GREATER LINCOLN

- 📍 ACCESS SITE
- 📍 COMPREHENSIVE AMERICAN JOB CENTER



## LOCAL AREA WIA CUSTOMER BASE

- ▨ GREATER NEBRASKA
- GREATER OMAHA
- ▧ GREATER LINCOLN

### LABOR FORCE

177,361

374,627

465,083

Source: Nebraska Department of Labor  
Local Area Unemployment Statistics

### EMPLOYMENT

170,715

357,593

446,764

Source: Nebraska Department of Labor  
Local Area Unemployment Statistics

### UNEMPLOYMENT

6,646

17,034

18,319

Source: Nebraska Department of Labor  
Local Area Unemployment Statistics

### PARTICIPATION LEVELS

6,921

17,641

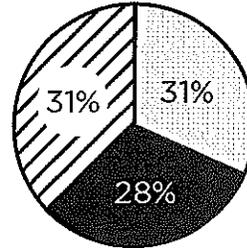
19,428

Source: Participation Levels As Reported  
On Tables "O" on the ETA Form 9091

## STATE & LOCAL WIA REVENUES

### TITLE 1 FUNDING

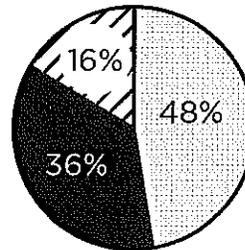
TOTAL \$5,759,225



- ▨ ADULT - \$1,821,995
- DISLOCATED WORKER - \$1,779,828
- ▧ YOUTH - \$2,157,402

### LOCAL AREA FUNDING

TOTAL \$5,293,281

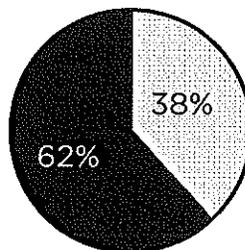


- ▨ GREATER OMAHA - \$2,504,144
- GREATER NEBRASKA - \$1,917,668
- ▧ GREATER LINCOLN - \$871,469

\* The pie charts reflect PY 2013 WIA allotments.

### STATE LEVEL FUNDING

TOTAL \$465,944



- ▨ RAPID RESPONSE - \$177,983
- STATE ADMIN - \$287,961

# WIA FINANCIAL STATEMENT

Program	Funds Available	Expended /Obligation	Percent	Balance Remaining
Adult Program - Current Yr	1,698,793.00	1,212,315.28	71.36%	486,477.72
Carry In - Prior Yrs	1,154,381.74	1,101,921.78	95.46%	52,459.96
DLW Program - Current Yr	1,354,645.00	387,579.48	28.61%	967,065.52
Carry In - Prior Yrs	704,689.41	692,148.31	98.22%	12,541.10
Youth Program - Current Yr	1,844,582.00	1,578,975.14	85.60%	265,606.86
Carry In - Prior Yrs	787,945.97	377,515.04	47.91%	410,430.93
Out of School	1,649,063.98	1,282,259.77	77.76%	366,804.21
In School	983,376.75	674,230.41	68.56%	309,146.34
Summer Youth		-		
Local Admin - Current Yr	529,333.00	424,560.60	80.21%	104,772.40
Carry In - Prior Yrs	112,836.34	65,718.17	58.24%	47,118.17
Rapid Response - Current Yr	177,993.00	231.88	0.13%	177,761.12
Carry In - Prior Yrs	456,580.94	209,351.57	45.85%	247,229.37
Govenors Funds - Current Yr	287,966.00	100,023.78	34.73%	187,942.22
Carry In - Prior Yrs	614,835.10	561,017.31	91.25%	53,817.79
Current Year Totals	5,893,312.00	3,703,686.16	62.85%	2,189,625.84
Carry In Totals	3,831,269.50	3,007,672.18	78.50%	823,597.32
<b>Combined Totals</b>	<b>9,724,581.50</b>	<b>6,711,358.34</b>	<b>69.01%</b>	<b>3,013,223.16</b>

# INNOVATIVE SERVICE DELIVERY STRATEGIES

The current environment necessitates that the employment and training system provide more services with less. Therefore, Nebraska continues to explore new service strategies that enhance the ability of all residents and employers to access employment and training services, regardless of where they reside in the state. With shrinking resources and new generations of job seekers and employers, Nebraska has developed new partnerships, new delivery models, and a new way of thinking to utilize technology to meet its workforce needs

The following programs and recent accomplishments are all part of implementing Nebraska's Five-Year Integrated Plan.

## NEBRASKA STANDARDS FOR CAREER READY PRACTICE

The Nebraska Standards for Career Ready Practice is a joint initiative of NDOL and the Nebraska Department of Education. Adopted by the Nebraska State Board of Education in December 2011, and by the Nebraska Workforce Investment Board in June 2013, the Standards for Career Ready Practice teach soft skills that all students need to become employable and successful in the workplace. The standards are an outgrowth of the 2009 Nebraska Summit on

Career Readiness which defined career readiness as: "A career ready person capitalizes on personal strengths, talents, education and experiences to bring value to the workplace and the community through his/her performance, skill, diligence, ethics and responsible behavior."



Nebraska's Standards for Career Ready Practice were designed in conjunction with the National Career Clusters Framework which has been developed over the past decade with input from national business and industry committees expressing the most critical skills needed for employee and or entrepreneur success. The standards provide a valid source of workplace expectations for all students to be career ready, and describe varieties of expertise that educators at all levels should seek to develop in their students. The career readiness standards rest on important "practices and proficiencies" with long-standing importance in

career education and should be used over and over again with increasing complexity and relevance by students as they progress through their educational pathway. The eleven standards, accessed at [www.education.ne.gov/nce/](http://www.education.ne.gov/nce/), are provided as a resource to assist schools, colleges, teachers and faculty members in defining curricular and assessment outcomes. Educators are encouraged to work with local business and industry councils to define learning objectives most appropriate for their situation.



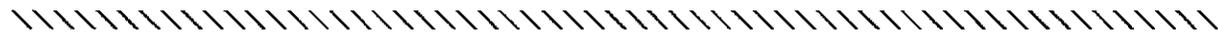
NDOL continues their strong partnership with the Nebraska Department of Education to promote virtual learning to the public through the website [nelearn.nebraska.gov](http://nelearn.nebraska.gov). This website connects the public with free learning tools to assist them in their careers, and highlights the following programs:



**H3 - High Wage, High Skill, High Demand** - Combines labor market information, economic development information, and “real time” job market information into an easy, understandable layout for the public to gain a better understanding when determining the high skill, high wage, high demand occupations within Nebraska.

**CAREER READINESS** - Online learning modules developed to help individuals improve their basic skills for job readiness. They can strengthen their knowledge on the following topics: seeking employment, workplace success, communication, presentations, conflict resolution, decision making, teamwork and leadership, workplace ethics, social and cultural awareness, and financial and personal well-being.

**USA LEARNS** - Virtual instructional program that is committed in assisting English as a Second Language (ESL) students. This is a highly versatile program that can be used in or outside of the classroom, and on various levels of understanding. The program focuses on three main areas of learning: survival skills, workplace skills, and the practice of reading and writing.





## NEBRASKA BROADBAND BUILDS NEBRASKA COMMUNITIES

The “Nebraska Broadband Builds Nebraska Communities” program started in 2012 as a pilot project through a partnership between NDOL and the Nebraska Library Commission. The project increased broadband capabilities and computer equipment in 147 libraries across the state, enabling them to serve as virtual access sites for labor exchange services. The pilot project, originally implemented with funds from the American Recovery and Reinvestment Act (ARRA) and the Bill and Linda Gates Foundation, has successfully evolved into a statewide program. There have been 58 workshops to train library staff on using NEworks, as well as jobseekers and employers. There are 43 libraries participating in the program and Wagner-Peyser staff will continue to develop and expand the partnership.



The broadband project has proven to be beneficial to both NDOL and the libraries across the state. NDOL can leverage the libraries connectivity to the state labor exchange system and local libraries are able to provide additional services to their communities. Libraries will serve as virtual workforce offices featuring content and programs covering topics such as online job search, resume writing and interview preparation.

NDOL’s roles and responsibilities as a partner of this program is to offer in-person, computer-based assistance for computer center users and library staff. This includes, but is not limited to:

- Providing community outreach
- Training library staff in utilizing NEworks
- Providing “How To” materials for library visitors
- Presenting workshops such as a resume and interview workshops, creative job search and employer outreach workshops for finding quality candidates on NEworks.



## “LOCAL JOBS” BUTTONS

In partnership with local Chambers of Commerce and Economic Development organizations, the “Local Jobs” buttons will be displayed on partner websites and will provide access to employment opportunities on the NEworks labor exchange system. The employment opportunities searchable via the “Local Jobs” buttons will be refined to showcase geographic areas based on the needs of Chambers of Commerce and Economic Development Organizations.

The ability to link local Chambers of Commerce and Economic Development entities to NEworks is a mutually beneficial connection. Expanded availability of the NEworks labor exchange system will benefit these organizations with better access to workforce services for their citizens. Job seekers will have expedient access to current, local jobs and



employers will benefit from the increased labor pool and seeker access to their current openings.

Deployment of the “Local Jobs” buttons to Chambers of Commerce and Economic Development organizations is the initial phase in a long-term strategic relationship intended to improve workforce opportunities and job matching in Nebraska. The intention of the “Local Jobs” button is to provide direct workforce solutions to regions and communities wanting to promote local and regional employment opportunities.

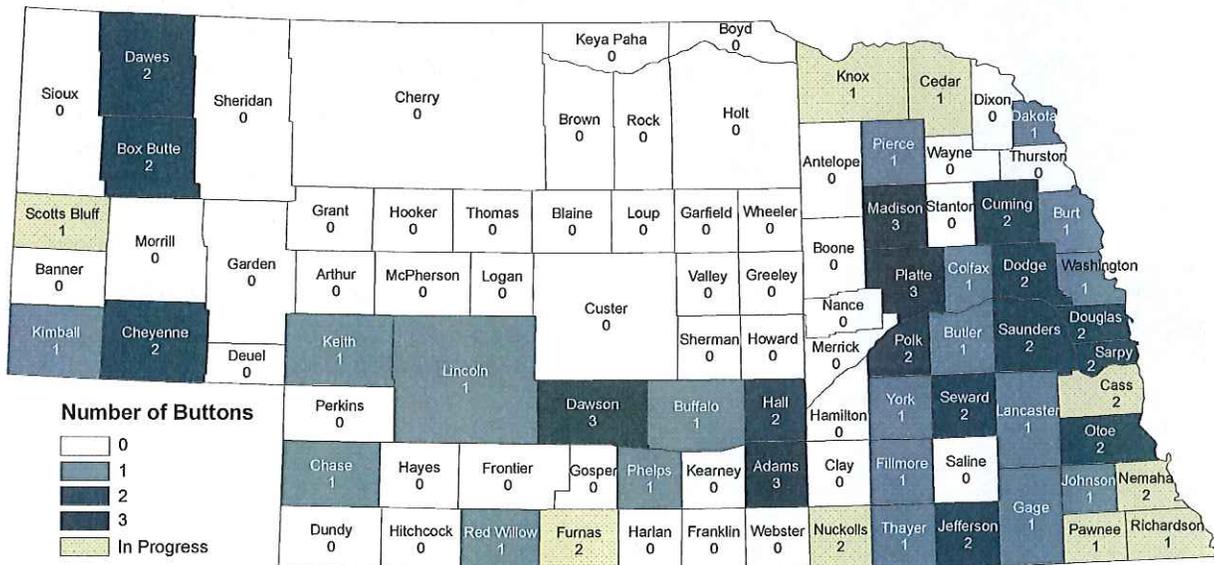
NDOL staff assume responsibility for on-going relationship building and

the provision of workforce solutions to local agencies. NDOL utilizes information developed from the “Local Jobs” button search criteria to develop specific and strategic service plans that address the needs of the local area’s employers. Some of the information reported to participating agencies are; jobs posted, referrals of qualified job seekers, new job orders, and successful job matching. Additionally, local area labor market information and current employment trends are used to assist partnering agencies in addressing the local areas job market.

Since the rollout of the “local jobs” button October 2013, Nebraska has successfully deployed the “local jobs” button to more than 45 counties and 50 cities; which includes:

- 34 Counties and 36 Cities
- Over 20 Economic Development Councils
- 16 Chambers of Commerce
- 9 City municipalities

### “LOCAL JOBS” BUTTONS: DEPLOYMENT BY COUNTY





## NEMAC SOCIAL MEDIA PROJECT

Showcasing the new face of manufacturing in the Midwest is the focus of a new social media campaign initiated by NDOL, the Nebraska Department of Economic Development, and the Nebraska Manufacturing Advisory Council (NeMAC), an alliance of Nebraska manufacturers. The idea is to promote high wage, high skill, high demand careers in manufacturing to young adults in secondary education, their parents, and their school counselors. NeMAC's new pages on Facebook, Twitter, Pinterest, Google+ and Bing are all about taking charge of the public image of manufacturing, connecting with future generations about shortages of skilled labor that manufacturers face, and the education and training necessary to ensure the ongoing prosperity of the whole industry.



## SUCCESS STORIES

"When I was first told JKS Manufacturing was sold to a company in Michigan, and that I could either relocate to another state or lose my job, I was devastated. I heard about the news upon returning from Christmas vacation in January, 2013, and my last day at the company was March 6th. A day later, my wife told me she was pregnant, and honestly, I felt helpless.

When I heard about a program that helps dislocated workers go back to school to integrate successfully back into the work force, I felt a bit of hope. W.I.A.'s program made it possible for me to go back to school and learn a trade where good pay and great benefits are a possibility, instead of forcing me to settle into a factory job just to make ends meet. In all the program help me with \$7,000 for school, which paid for my classes, and I was able to get unemployment while I was in school. I couldn't have done it without the program. "

*Douglas - Greater Nebraska  
DLW - Western Nebraska  
Community College - Lineman*

# EVALUATION AND CONTINUOUS IMPROVEMENT

## EVALUATION

in PY 2013, Nebraska was granted a waiver waiving the requirement that the state conduct evaluation activities. Therefore, due to limited funding for statewide activities, no new formal evaluations were conducted.

## PERFORMANCE

NEworks (Nebraska's Management Information System) meets WIA Title I regulatory and reporting requirements for tracking WIA 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. The performance data identified in the Tables section of this report was provided through this system. Data Validation policy and procedures were followed during PY 2013, 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 (WRIS) and currently is one of 35 states and Puerto Rico participating in WRIS2.

For PY2013, Nebraska exceeded performance for six of the 9 WIA common measures and met performance for the other three measures. This past year, the state performed very well on the adult and dislocated worker employment retention rate and average earnings measure, as well as literacy numeracy for youth. Technical assistance for the youth placement in employment/education and attainment of degree/ certificate is being provided through a youth performance work group of state and local area staff.



## CONTINUOUS IMPROVEMENT

### STATEWIDE

Evaluation of NEworks, the virtual one stop system (VOS), was a primary focus in PY 2013. Feedback forums for both internal and external end-users were conducted across the state. This process, along with the customer service surveys already in place, provided quality information and feedback to support the continuous improvement process.

The Performance Committee of the Nebraska Workforce Investment Board provides oversight of Nebraska's WIA Common Measure performance and, in particular, the performance of the Greater Lincoln, Greater

Omaha, and Greater Nebraska three local areas. “Dashboard” reports, implemented by the Committee provide a comparison of the current quarter’s performance with the same quarter performance for the two previous program years for the Adult, Dislocated Worker, and Youth programs. Additional dashboards compare actual Youth enrollments and exits with planned enrollments and exits, and provide a financial snapshot of the amount of administrative and program funds authorized to each local area with the unspent amount each quarter. Careful examination of the data on a regular basis enables the Performance Committee to make recommendations on performance, as needed, for the consideration of the full Board.

## **LOCAL AREAS**

### ***GREATER LINCOLN***

- After relocation to the Southeast Community College Education Square campus, Lincoln’s American Job Center was designated as a certified comprehensive center by the Greater Lincoln Workforce Investment Board in May, 2014. The City of Lincoln and the Greater Lincoln Workforce Investment Board hosted a Community Open House on June 24, 2014 to feature the new location and the program offerings of the American Job Center, the Nebraska Department of Labor’s Lincoln Office, and Southeast Community College’s Adult Basic Education & GED programs.
- Customer Satisfaction Surveys were distributed at the American Job Center in June 2014 with 330 surveys completed for a response rate of over 30%. Customers gave high marks to Center staff and to the services provided: 97% of the respondents agreed they were treated as a valued customer and 94% would recommend the Center’s services to a friend or family member. When asked to identify the most helpful part of the center experience, the most common response was the helpfulness of the staff.
- Board members and staff participated in collecting survey data for the 2014 Business Conditions and Indicators Report compiled by the Lincoln Partnership for Economic Development. Results showed that 58% of those surveyed plan to expand, renovate, or re-invest in the next three years. These plans call for \$122M investment and roughly 800 jobs. The top strength of the community was listed as worker quality (76%) and the top weakness was listed as skilled worker availability (38%). The top answers for best business conditions were strong employee work ethic and strong educational system.
- During Program Year 2013, staff and Board members attended numerous training events. Local training opportunities included attendance at the 2014 Civil Rights Conference sponsored by the Lincoln Commission on Human Rights. Staff received training offered by the Nebraska Department of Labor in the areas of NEworks, the Trade program, Case Management, Strategic Social Media, and also participated in webinars presented by Workforce 3 One.
- Greater Lincoln staff attended the 2014 Heartland Summit. The

Greater Lincoln Workforce Investment Board continued 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 advocate for the employment and training system and is a partner with National Association of Workforce Boards (NAWB) in sponsoring the annual Heartland Summit.

### **GREATER NEBRASKA**

- WIA staff participated in a conference titled “Strategic Social Media - Hands On”. The conference was intended to increase awareness of social media among staff and create ideas on how staff can utilize this technology in their roles.
- The Compliance Committee of the Greater Nebraska Workforce Investment Board annually completes a case management file review of WIA participants to ensure services are being delivered appropriately. The results are reviewed with case management staff to discuss strengths and weaknesses.

### **GREATER OMAHA**

- On October 2, 2013, Erin Porterfield started her duties as the Executive Director for HWS. Among these was working with the HWS Board to complete a strategic planning session in February 2014 as part of the Local Plan develop-

ment. Another planning session will be held in August 2014 to continue looking at goals and the focus areas for the coming years. The goals of increasing basic skills in literacy and numeracy of the workforce, preparing job candidates with the essential employability skills to be retained in the workplace, supporting attainment of educational and employment credentials to fill essential jobs and meeting employer needs with job ready candidates have not changed but new approaches are being taken. A grant from the City of Omaha provided funding for basic computer literacy classes along with training and materials for the Adult version of the Bring Your “A” Game to Work curriculum. The latter program was shared with eleven partners in the metro area to help facilitate a systems change in preparing individuals for the world of work. The Board has also undertaken research for a data system that will benefit not just the WIA programs but other community partners as well.

- The American Job Center in Greater Omaha has continued to receive high customer satisfaction ratings. To help ensure that needs are being met, a separate interest survey was started to gather demographic data on customers and solicit their direct feedback on services that might assist them. These surveys are completed quarterly and shared with the Board, the functional teams, and the partners at the Center. Their feedback has resulted in refining the questions and recommendations for changes in the workshops that are offered. Analysis of the data is ongoing

and enhancements to services will continue to be made.

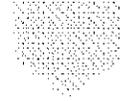
- Another part of our continuous improvement efforts was to increase the partnerships with the Center, both through co-location of new partners and involvement by business and other community agencies. In PY13, there were 17 partner programs co-located at the Center with several others using the facility on an intermittent basis. Numerous individual employers have used the facility for recruitment along with job fairs that were held. These activities helped the Center to exceed their goals for employer involvement. In addition to HWS' designation as the recipient for the annual Suit Drive by the Men's Wearhouse, Board members spread the word about this service resulting in additional donations from individuals and organizations. In one week alone, 80 suits were provided to individuals so that they would have appropriate attire for interviews and starting new jobs. In addition, the Center participated in the Books by the Busload project and continues to offer free books to customers to help enhance literacy in the community.
- A third Supervisor I class was offered in PY13. A shift was made to day hours. This affected the number attending and so future classes will again be offered in the evening beginning this fall. After a short hiatus, the Healthcare sector has been brought back together. Initial discussions have centered around the supervisory class with the goal of making these self-sustaining. Future meetings will help identify other needs and goals for

this industry sector.

- The Youth Council (YC) set a goal this past year to meet at different locations to enhance their knowledge of other community organizations, agencies, and businesses. This has been well received by the members and will be continued into PY14.
- Staff in GO WIA have participated in numerous in-house training sessions to improve their job knowledge and success with working with participants. In addition, management has participated in the quarterly Youth Work Group meetings and staff attended the train-the-trainer session for the "A Game" program for Adults. Erin Porterfield also attended the NAWB conference and continues to work with the National Fund for Workforce Solutions with a goal to enhance workforce development in the local area.



## **STAFF DEVELOPMENT**



### ***"STRATEGIC SOCIAL MEDIA: HANDS ON" Winter Conference***

#### ***Community- Connections - Content***

NDOL's Office of Employment and Training organized a winter conference entitled "Strategic Social Media: Hands On" for their workforce staff, service providers and administrative staff of the Local Workforce Investment Areas. Focusing on the effective use of social media and the development of effective workforce-related websites, the confer-

ence featured acclaimed national speaker, Spencer Critchley. Spencer, a communication consultant with experience in advertising, film, digital media, public relations, and broadcasting, explored the current phenomena of social media and the importance of not just communicating, but communicating with impact. The presentation focused on crafting content that works in Social Media, building impact through networking, reaching people by understanding them, designing effective Social Media strategies, and measuring results.



Spencer Critchley,  
Managing Partner of  
Boots Road Group LLC



**KEY WEBSITES**

**STATE**

State of Nebraska  
[www.nebraska.gov](http://www.nebraska.gov)

Nebraska Commission for the Blind  
and Visually Impaired  
[www.ncbvi.ne.gov](http://www.ncbvi.ne.gov)

Nebraska Department of Economic  
Development  
[www.neded.org](http://www.neded.org)

Nebraska Department of Education  
[www.education.ne.gov](http://www.education.ne.gov)

Nebraska Health and Human Services  
[www.hhs.state.ne.us](http://www.hhs.state.ne.us)

Nebraska Unicameral Legislature  
<http://nebraskalegislature.gov>

Nebraska Vocational Rehabilitation  
[www.vocrehab.state.ne.us](http://www.vocrehab.state.ne.us)

Nebraska Department of Labor  
[www.dol.nebraska.gov](http://www.dol.nebraska.gov)  
(Workforce Investment Act)

Workforce Services  
<https://networks.nebraska.gov>

UI Claims Site  
<https://uibenefits.nwd.ne.gov/BP-SWeb/jsp/BPSClaimantWelcome.jsp>

H3 (High Wage, High Demand,  
High Skill)  
<http://h3.ne.gov>

**NATIONAL**

Employment and Training  
Administration  
[www.doleta.gov](http://www.doleta.gov)

United States Department of  
Education -  
[www.ed.gov](http://www.ed.gov)

United States Department of Health  
and Human Services  
[www.hhs.gov](http://www.hhs.gov)

United States Department of Labor  
[www.dol.gov](http://www.dol.gov)

# AWARDS & RECOGNITION

## GREATER LINCOLN

- Dr. Jack Huck retired from the GrEater Lincoln Workforce Investment Board on June 30, 2014, the same date as his retirement as president of Southeast Community College. He has been chosen as the recipient of the 2014 Western Region Chief Executive Officer Award presented by the Association of Community College Trustees. In the nomination letter from SCC's Board of Governors, Dr. Huck was described as "a Board's dream president. Since taking over as CEO in 1994, he has instilled a culture of student-centeredness and accountability to constituents throughout the district, all the while elevating the College's outstanding reputation and position among schools across the nation." Dr. Huck is the sole nominee from the Western Region for the prestigious Marie Y. Martin Chief Executive Officer Award that will be presented in October.
- Laura Williams, WIB member and employee of Tabitha Health Care Services shared in the September 2013 Cornerstone Award presented to Tabitha by the Lincoln Chamber of Commerce. The Cornerstone Award recognizes entrepreneurship and skillful endeavor adding to the economic base of the community and providing opportunities for others to work and live in Lincoln.
- In May, 2014 Crete Carrier Corporation was awarded a 2014 Most Valuable Employer for Military® winner by Civilianjobs.com. This is the third year in a row Crete has been honored by civilianjobs.com for efforts in hiring military members. Crete Carrier has long supported our nation's military veterans with almost 30 percent of their employees having prior military experience. Jane Goertzen, Crete's Director of Human Resources, serves on the Greater Lincoln Board and is also an advocate for the "Hiring Our Heroes" Veterans' Job Fair.

## GREATER OMAHA

- Tina McGaugh, Goodwill Industries' WIA Adult Services Coordinator, was recognized as the 2013 Manager of the Year for Goodwill Industries Serving Eastern Nebraska and Southwest Iowa.
- Frank McGree, President and CEO for Goodwill Industries Serving Eastern Nebraska and Southwest Iowa, received the Visionary Pioneer Award from Downtown Omaha Inc.
- Christine Aguilar, Goodwill Industries' Quality Assurance Manager, was named Manager of the Quarter for the third quarter of 2013.
- Brent Janzen, Goodwill Industries' WIA Education Specialist, was the December 2013 Employee of the Month

- Justin Dougherty, Goodwill Industries' Director of Workforce Services, completed Leadership Omaha training in June 2014.
- Goodwill Industries, WIA Service Provider and One Stop Operator for the Greater Omaha area received:
  - The Nonprofit of the Year Award by the Greater Omaha Chamber
  - North Omaha Community Care Council Award

## SUCCESS STORIES

Floresha enrolled in the WIA Youth program to develop employability skills so that she could support herself and her newborn son. After starting the program, she was arrested and then involved in a car accident requiring physical therapy as part of her recovery. Her goal was to work in construction. Floresha participated in the WIA workshops and in a work experience to help build her work readiness. After a series of interviews and technical testing that was organized by the WIA Business Outreach Coordinator, Floresha accepted a position as a Carpentry Apprentice starting at \$18.22 per hour

*Floresha - Greater Omaha*

"You are all great people that really help people when they really need it. Last quarter my books were \$600; I didn't have \$600, I would have had to drop out of school, it was so nice that you helped me and paid for my books. (My Career Specialist) is a sweetheart. When I'm scared about school I can call and he always calms me down and tells me that I can do it. Everyone here cares about people. I can do this because of your help. You all are such great people."

*Ruth (age 47) - Greater Omaha*

Irma is a single mother, 20 years old who was working a part-time job when she enrolled in the WIA Youth program. She had dropped out of high school after being diagnosed with Leukemia and now wanted assistance with getting her GED so that she could have a career that would provide for her and her two year old son. Irma worked with the WIA Education Specialist, picking up her homework weekly and studying at home for the GED tests. She obtained her GED in December 2013 and also completed a Certified Nursing Assistant program through Nebraska Methodist College in February 2014. She secured a job as a C.N.A. and is planning to attend Metropolitan Community College this fall to continue her education. No matter what obstacles, whether big or small, Irma let nothing stand in her way from reaching her dreams.

*Irma - Greater Omaha*

"In March I was let go from my job due to an injury which was pretty hard for me because my wife and I just had a baby and we also have a six year old son. So, I didn't know where I was going to go or what I was going to do, so I went to Dept of labor and was introduced to the WIA case manager who really encouraged me to go back to school. So now I chose to get an associated degree in emergency medical technician - Because of the WIA program, I now have the opportunity to work afield of my choice which is a really a big deal to me. I am super excited about my future and I couldn't be more thankful or more blessed. "

*Jeremey - Greater Nebraska  
Mid Plains Community College - EMT*

"I couldn't have done it without you guys. You paid JTL and I got a job right away; had several offers. I was homeless a year ago. This was awesome! I'm working at ABC Supply as a commercial driver. "

*Mark (Age 49) - Greater Omaha*

Torie came into the program angry at the world. She had run out of option and had been kicked out of her home. She came into the program seeking her GED, but had many problems showing up and when she did show up there was always a crisis. She finally shared with her case manager that she was going to be evicted due to not paying her rent. The case manager went over her budget and then put her in a work experience. We also gave her support services and by working with other agencies her back rent was paid and she was able to stay in her apartment. She was placed at the City Mission Distribution Center. Through some intensive case management and a good match for her work experience, Torie was offered a full time job at the Distribution Center where she is doing well. Her supervisor is impressed by her ability to show up and do the job competently. She decided to exit the program without getting her GED, but the employer has told her if she ever wants to pursue her GED they will work with her.

*Torie - Greater Lincoln*

Greg Hermsen, a dislocated worker from Columbus completed his Commercial Drivers License (CDL) training course. Prior to entering this training, Greg had actually been dislocated twice in one year! First from a local cab company and then from a local hotel. Upon completion of his CDL training and certification, Greg was offered full-time employment with a commercial trucking company.

*Greg - Greater Nebraska*



Becky applied for services in May of 2013. She was 20 years old and had been living on her own since age 17. Working two part-time jobs while attending Southeast Community College in the Surgical Tech program, Becky was having a difficult time trying to pay for rent, groceries and other necessities. She was hoping to use her Pell Grant and student loans to pay living expenses while going to school if WIA could pay for her tuition and books. Her parents were unable to provide any financial assistance.

Becky's grades were excellent and she was highly motivated and driven to succeed. She completed the WIA assessment process and was enrolled in WIA Adult funding. Becky graduated with an Associate's Degree this past June and accepted a Surgical Tech position at Bryan LGH with a starting salary of \$32,000.00 plus a shift differential! She is grateful for the assistance she received through the Lincoln WIA program. Her future plans include working full time and eventually obtaining a bachelor's degree.

*Becky - Greater Lincoln*

"My name is Matthew, when I first came to the Department of Labor, I tried to get into the Synergy Program but I'm a recovering drug addict and I relapsed and went back to rehab. After that I came back to the Department of Labor but I didn't have a resume, no job experience, nothing. They helped me put together a resume, get a job and now I'm in school - my life is better than it ever has been because of WIA.

I work full time over nights and go to school during the day. I have an amazing job because of the help from WIA I'm getting ready to finish my associates degree. My life has changed tremendously.

I am proud that I am able to get a job without having to lie on the application. I don't have to work at a fast food restaurant the rest of my life. I actually have a job that pays me very well. All I can say is that without these programs a lot of people suffer especially those of us who want to do it, but can't find a way or the means to do it ourselves. I couldn't have done it without the help and courage WIA gave me. I just appreciate everything WIA has done for me."



*Matthew - Greater Nebraska - CCC Electro-Mechanical*

# WIA WAVERS

In PY 13, Nebraska operated under the following waivers:

## **Waiver Of Period Of Initial Eligibility For Training Providers**

Waiving subsequent eligibility requirements bring a larger number of training provider choices to the state's Eligible Training Provider (ETP) list so that customers (especially in rural areas) have a broader range of approved providers from which to select. It reduces training provider's reporting burden and encourages them to add programs.

## **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.

## **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.

## **Waiver of the Required Maximum 50% OJT Employer Reimbursement**

Allowing Nebraska to reimburse On-the-Job Training employers on a graduated scale based on the size of the business creates more incentive for small employers to participate in OJT that achieves high skill, high demand, high wage attainment and

family sustaining jobs. The graduated scale for reimbursement is:

- up to 90% of the trainees wages for employers with 50 or fewer employees
- up to 75% of the trainee wages for employers with 51 - 250 employees
- 50% of the trainee's wages for employers with 250 or more employees

## **Waiver to Replace Performance Measures with Common Measurer**

Replacing the WIA 17 performance measures with the Common Measures has streamlined administrative processes, fostered greater flexibility when negotiating performance measures with the local Boards, simplified service delivery, improved consistency and reliability of data collection, reporting and validation.

## **Waiver of Transfer Authority**

By allowing transfer of up to 50% of a program year allocation for either Adult or Dislocated Worker funds between the two funding streams, local Boards are able to respond to changes in local labor markets and economic conditions more efficiently, help maximize recruitment and customer service, and allow the needs of communities and business to be met as timely as possible.

# VETERAN SERVICES

**Veterans receive priority of service at all Nebraska American Job Centers where they are registered and provided staff-assisted services through the American Job Center delivery system.**

Priority of services to veterans is further supported through the use of NEworks, the state's Management Information System, which automatically matches qualified applicants to available jobs through job registration and the creation of an online resume. When a job search is run against any job opening, a list of qualified job seekers is created. All eligible veterans are placed at the top of the list. American Job Center staff members then notify eligible veterans of available job openings.

Disabled Veterans' Outreach Program (DVOP) specialists provide intensive services to job seeking veterans, including comprehensive assessment of education, skills, and abilities; in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals; group and individual career coaching; short-term, pre-vocational services; and development of an individual employment plan that identifies employment goals, interim objectives, and appropriate services that will enable the veteran to meet his or her employment goals. DVOPS conduct outreach activities at a variety of sites, and serve as case managers for veterans with serious disadvantages for the job market and for veterans enrolled in federally-funded

training programs, such as the Department of Veterans Affairs' Vocational Rehabilitation program.

When veterans are determined to be job ready after receiving intensive services from a DVOP specialist, it is the role of the Local Veterans' Employment Representative (LVER) staff to then focus on individualized job development. This may be facilitated through the use of employer-focused seminars or, in conjunction with employers, may involve veteran-focused job search workshops, Transition Assistance Program (TAP) workshops, and/or the establishment of job search groups. LVERs advocate for employment and training opportunities for veterans with business and industry and community-based organizations. Responsibilities may include planning and participation in job fairs to promote veterans, working with unions and apprenticeship programs and promoting credentialing and training opportunities for veterans, monitoring job listings from federal contractors, and ensuring veterans receive priority in referrals to these jobs.

**As the state's primary source of staff-assisted and self-service labor exchange services, all One-Stop American Job Centers have fully integrated the Veterans program into their local service delivery system.**

At least one fully qualified DVOP and/or LVER staff member is located in 9 of the 15 American Job Centers, and at least one Employment Service

staff member [trained and certified in Veterans programs by the National Veterans Training Institute (NVTI)] is located in the remaining 6 American Job Centers. In addition, 5 of the 15 American Job Centers have been identified as Regional American Job Centers with program oversight responsibilities for the American Job Centers within their regional boundaries. All 5 Regional American Job Centers have fully qualified DVOP and/or LVER staff available to provide program support to American Job Centers in their region without full-time Veterans staff. The guidelines for the integration, provision, priority, training, placement, and coordination of staff-assisted core and intensive services as well as referral to other partner training programs for the veteran population is provided through the State Veterans' Plan and local American Job Center Memorandums of Understanding (MOU) and Business Plans.

The Veteran Retraining Assistance Program (VRAP) was implemented as part of a provision of the Veterans Opportunity to Work to Hire Heroes Act of 2011 (known as VOW), and is being actively promoted by DVOPS within the American Job Centers. VRAP allowed qualifying veterans to receive up to 12 months of assistance equal to the full-time Montgomery GI Bill at the Active Duty rate, which was \$1,564 per month. Veterans applied on a first-come, first-serve basis for VRAP for programs that begin on or after July 1, 2012. Assistance under this benefit program ended on March 31, 2014.

The Gold Card, also being actively promoted, provides unemployed post-9/11 era veterans with the inten-

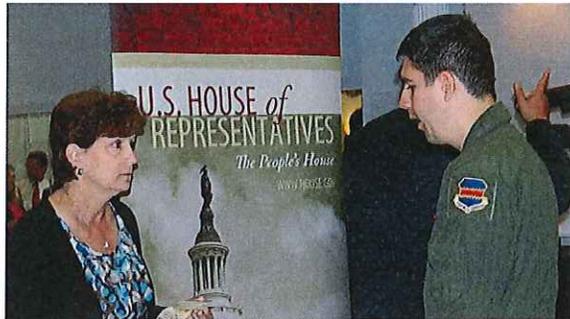
sive and follow-up services needed to succeed in today's job market. An eligible veteran can present the Gold Card at his or her local American Job Center to receive enhanced intensive services (including up to six months of follow-up) for: job readiness assessment, including interviews and testing; development of an Individual Development Plan (IDP); career guidance through group or individual counseling that helps veterans in making training and career decisions; provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions; referral to job banks, job portals, and job openings; referral to employers and registered apprenticeship sponsors; referral to training by WIA-funded or third party service providers; and monthly follow-up by an assigned case manager for up to six months.



### **HIRING OUR HEROES INITIATIVE**

A partnership between NDOL, the Nebraska National Guard, and the U.S. Chamber of Commerce resulted in eight Hiring Our Heroes Career Fairs to help veterans and military spouses find meaningful employment and put to use the diverse skill sets they bring to the workforce. Workshops in preparation for the hiring fairs were also held to help current and former servicemen and women translate their military skills into the civilian job market. Sessions covered resume writing, meeting with employers, professional etiquette and other career topics.

As part of this recruitment effort, NDOL has utilized a video entitled "Nebraska Hires Veterans" to draw job-seeking veterans to Nebraska. Following active duty deployments, many servicemen and women are looking for employment and a place to call home. The video features four veterans from various parts of the country, and a wide array of occupations, discussing why Nebraska truly is The Good Life when transitioning from military service. The video, accessible at [www.dol.nebraska.gov](http://www.dol.nebraska.gov) has been distributed to base commanders across the county, veterans' friends and family, veteran support organizations and many others, in an effort to get it in front of anyone getting close to military discharge.



## SUCCESS STORIES

"I want to express my sincere gratitude to you (her Career Specialist) and the WIA program. I greatly appreciate that the program was there for me to help me return to the career I love. Without you I may not have had the opportunity to take the Nursing Refresher Course and found a job I truly love. After completing the refresher course at Clarkson College, I read about a company called "A Place at Home". They work at keeping elderly individuals in their homes as long as possible. It was slow going in the beginning and I was getting a little frustrated but I wasn't willing to give up because I believed in their mission and philosophy. That determination and "stubbornness", if you will, has now manifested into a full time position as the Lead Registered Nurse. I hope you will share this with all those who were involved in my success. Thank you again for being there and for the program's assistance in helping return to the career I love and that I love even more today."

*Denise - Greater Omaha*

Denise was underemployed and on public assistance trying to support a family of four when she enrolled in the WIA Adult program.

# CARL D. PERKINS ACT

## **The Carl D. Perkins Career and Technical Education Improvement Act funding coordinates with the Workforce Investment Act program.**

Nebraska receives \$6,916,893.00 in funds from the Perkins Federal Legislation. This amount is the same as in the previous fiscal year. The formula is based on the state's population of students age 5-17 and the poverty level of those students. Nebraska has reached the hold harmless level, which represents the same allocation as we received in 1998 from the Federal Government for investment in career education at the secondary and postsecondary levels.

A maximum of 15% of the allocation may be retained at the state level for administration and statewide leadership activities. The balance is distributed to local schools and community colleges. The formula for local schools is the same as the federal formula, based on student population and poverty. On the postsecondary side, it is based on the number of Pell Grant and BIA Grant recipients that are enrolled in career and technical education programs. In Nebraska, 55% of the money is allocated to secondary schools and 45% of the money is allocated to community colleges with CTE programs.

Nebraska requires that local eligible recipients collaborate with WIA and workforce professionals in the development of their plan for the Perkins resources. We have had a significant increase in collaboration at the state

level, especially on the development of new resources for schools and discussion of aligning career technical education more closely with Nebraska's projected workforce needs.

The NDE Career Education staff collaborated with DOL staff to provide professional development on the NE-Learn website. Participants received an overview of Nebraska's Career Cluster Model, Economic Industry Clusters, H3 (High Skill, High Wage and High Demand) Data, Career Readiness and Professional Development training modules, i-Pathways and USA Learns. Participants gained an understanding of the free materials and how they can apply the resources to their daily work within the [NELearn.nebraska.gov](http://NELearn.nebraska.gov) website.

## **Career academy programs have grown rapidly and many innovative activities have taken place.**

Career academies continue to grow with all community colleges now offering academies. The most popular academy offered continues to be in the Health Sciences area. Work has begun on the development of new career technical centers in several communities. These centers are being developed with the collaboration of business and industry, WIA and workforce professionals, postsecondary and secondary educators. They are responding to data provided by the Department of Labor to identify high skill, high wage and high demand jobs in Nebraska. Work has continued on the new Career Center

to be jointly facilitated by Lincoln Public Schools and Southeast Community College.



## **NEW INITIATIVES IN CAREER TECHNICAL EDUCATION**

### **REVISION**

We continue to conduct the reVISION process for schools. This process started in 2012 is a comprehensive evaluation of career education including career guidance in Nebraska schools. The process is conducted in cooperation with the Department of Labor.

### **NEW STANDARDS**

Standards, benchmarks and performance indicators have been rewritten over the past three years and are now all complete. This process involved starting with a meeting of business and industry, postsecondary and secondary education along with workforce professionals to determine what students should know and be able to do to be ready for postsecondary education and/or employment. This session guided the development of Nebraska's new programs of study and corresponding standards.

### **CAREER GUIDANCE**

A renewed effort to improve career guidance is underway with new evaluation tools and a new middle school curriculum under development.

### **CAREER READINESS STANDARDS**

NCE continues to emphasize the Nebraska Career Readiness Standards. A toolkit is underdevelopment to provide the resources needed to embed these employability skills throughout

the K-12 school experience.

*Note: The Performance Committee reviewed and accepted the information submitted by the Nebraska Department of Education, Nebraska Career Education, on coordination with the Federal Carl D. Perkins Career and Technical Education Improvement Act of 2006.*



## **SUCCESS STORIES**

Alan, after being laid off from a company in Texas, moved to Omaha to care for his elderly mother. He was not able to find a job in Texas or in Omaha after the move. Alan enrolled in the WIA Dislocated Worker program and attended Metropolitan Community College to earn an Associate's Degree in Business Management. He worked with the WIA Program's Business Outreach Coordinator who assisted him with his resume and interviewing skills and referred him to a position with a local utility company. He started his new job as a Measurement Analyst with a salary that far exceeded his expectations.

*Alan - Greater Omaha*

# TABLES

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**TABLE B. ADULT PROGRAM RESULTS**

Adult Program Results				
Reported Information	Negotiated Performance Level	Actual Performance		
Entered Employment Rate	75.0%	80.1%	226	NUMERATOR
			282	DENOMINATOR
Employment Retention Rate	88.0%	85.4%	264	NUMERATOR
			309	DENOMINATOR
Average Earnings	\$10,700	\$11,144	2,763,819	NUMERATOR
			248	DENOMINATOR

**TABLE C. OUTCOMES FOR ADULT SPECIAL POPULATIONS**

Outcomes for Adult Special Populations								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment	76.8%	96 125	68.4%	13 19	91.67%	11 12	69.6%
Employment Retention	87.5%	112 128	100.0%	19 19	80.77%	21 26	68.8%	11 16
Average Earnings	\$10,021	1,102,299 110	\$13,232	238,175 18	\$11,670	221,735 19	\$12,925	129,250 10



**TABLE D. OTHER OUTCOME INFORMATION FOR THE ADULT PROGRAM**

Other Outcome Information for the Adult Program				
Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	80.8%	185 229	76.5%
Employment Retention Rate	85.7%	222 259	85.7%	30 35
Average Earnings Rate	\$11,264	2,342,917 208	\$10,012	300,365 30



**TABLE E. DISLOCATED WORKER PROGRAM RESULTS**

Dislocated Worker Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	89.0%
Employment Retention Rate	94.0%	95.6%	281 294
Average Earnings	\$14,800	\$14,799	3,877,310 262

**TABLE F. OUTCOMES FOR DISLOCATED WORKER SPECIAL POPULATIONS**

Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	80.0%	20 25	83%	10 12	90.0%	27 30	100%
Employment Retention Rate	100.0%	32 32	100%	12 12	95.4%	41 43	100%	1 1
Average Earnings Rate	\$17,059	528,825 31	\$12,010	120,095 10	\$14,722	544,732 37	\$9,362	9,362 1



**TABLE G. OTHER OUTCOMES FOR THE DISLOCATED WORKER PROGRAM**

Other Outcomes for the Dislocated Worker Program				
Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	88.8%	167 188	88.5%
Employment Retention Rate	95.2%	260 273	100.0%	20 20
Average Earnings Rate	\$14,499	3,523,175 243	\$18,569	334,249 18



**TABLE H. YOUTH (14-21) PROGRAM RESULTS**

Youth (14-21) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	70.0%
Attainment of Degree or Certificate	65.0%	78.0%	181 232
Literacy and Numeracy Gains	57.5%	64.1%	82 128

**TABLE L. OTHER REPORTED INFORMATION**

Other Reported Information										
Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults & Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages at Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to Training Received of Those Who Completed Training Services	
	Adults	86.6%	284 328	\$5,059	1,553,086 307	2.7%	6 226	\$5,342	1,153,888 216	63.8%
Dislocated Workers	93.7%	297 317	106.0%	4,415,541 4,165,251	7.3%	14 192	\$6,469	1,190,251 184	64.1%	107 167

**TABLE M. PARTICIPATION LEVELS**

Participation Levels		
Reported Information	Total Participants Served	Total Exiters
<b>Total Adult Customers</b>	<b>43,660</b>	<b>38,650</b>
Total Adults (self-service only)	42,359	38,057
WIA Adults	43,264	38,440
WIA Dislocated Workers	397	210
<b>Total Youth (14-21)</b>	<b>627</b>	<b>303</b>
Out-of-School Youth	346	189
In-School Youth	281	114

**TABLE N. COST OF PROGRAM ACTIVITIES**

Cost of Program Activities		
Program Activity	Total Federal Spending	
Local Adults	\$2,314,237	
Local Dislocated Workers	\$1,079,728	
Local Youth	\$1,956,490	
Rapid Response	\$209,583	
Statewide Required Activities	\$6,202	
Statewide Required Activities	MIS	\$120,807
	Software System	\$804
	Statewide Capacity Building	\$6,223
<b>Total of All Federal Spending Listed Above</b>	<b>\$5,694,074</b>	

**TABLE O. LOCAL PERFORMANCE - GREATER NEBRASKA**

Local Performance			
Greater Nebraska Workforce Investment Area			
Local Area Name:	Total Participants Served	Adults	19,049
Greater Nebraska Workforce Investment Area		Dislocated Workers	257
		Older Youth (19-21)	122
		Younger Youth (14-18)	
ETA Assigned #:	Total Exiters	Adults	16,440
31015		Dislocated Workers	140
		Older Youth (19-21)	48
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	83.0%	83.9%
	Dislocated Workers	89.0%	87.9%
Retention Rate	Adults	88.0%	90.1%
	Dislocated Workers	94.0%	93.9%
Average Earnings (Adults, DLWs)	Adults	\$9,800	\$9,726
	Dislocated Workers	\$14,000	\$13,476
Placement in Employment or Education	Youth (14-21)	76.7%	
Attainment of Degree or Certificate	Youth (14-21)	68.0%	75.9%
Literacy and Numeracy Gains	Youth (14-21)	66.4%	71.4%
Overall Status of Local Performance			Not Met
			Met
			Exceeded
			X

**TABLE O. LOCAL PERFORMANCE - OMAHA**

Local Performance			
Greater Omaha Tri County Workforce Investment Area			
Local Area Name:	Total Participants Served	Adults	17,394
Greater Omaha Tri County Workforce Investment Area		Dislocated Workers	63
		Older Youth (19-21)	184
		Younger Youth (14-18)	
ETA Assigned #:	Total Exiters	Adults	15,520
31010		Dislocated Workers	40
		Older Youth (19-21)	91
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	72.0%	76.0%
	Dislocated Workers	89.0%	86.7%
Retention Rate	Adults	88.0%	81.4%
	Dislocated Workers	94.0%	96.8%
Average Earnings (Adults, DLWs)	Adults	\$10,900	\$11,688
	Dislocated Workers	\$16,000	\$16,049
Placement in Employment or Education	Youth (14-21)	70.0%	
Attainment of Degree or Certificate	Youth (14-21)	62.0%	77.9%
Literacy and Numeracy Gains	Youth (14-21)	55.0%	63.4%
Overall Status of Local Performance			Not Met
			Met
			Exceeded
			X

**TABLE O. LOCAL PERFORMANCE - LINCOLN**

Local Performance Greater Lincoln Workforce Investment Area			
Local Area Name:	Total Participants Served	Adults	6,821
Greater Lincoln Workforce Investment Area		Dislocated Workers	52
		Older Youth (19-21)	48
		Younger Youth (14-18)	
ETA Assigned #:	Total Exiters	Adults	6,480
31005		Dislocated Workers	26
		Older Youth (19-21)	49
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	93.8%	94%
	Dislocated Workers	95.3%	100.0%
Retention Rate	Adults	95.0%	95.2%
	Dislocated Workers	98.3%	100.0%
Average Earnings (Adults, DLWs)	Adults	\$12,800	\$13,974
	Dislocated Workers	\$16,000	\$17,293
Placement in Employment or Education	Youth (14-21)	60.0%	77.8%
Attainment of Degree or Certificate	Youth (14-21)	72.9%	81.6%
Literacy and Numeracy Gains	Youth (14-21)	57.5%	66.7%
Overall Status of Local Performance			Not Met
			Met
			Exceeded
			X

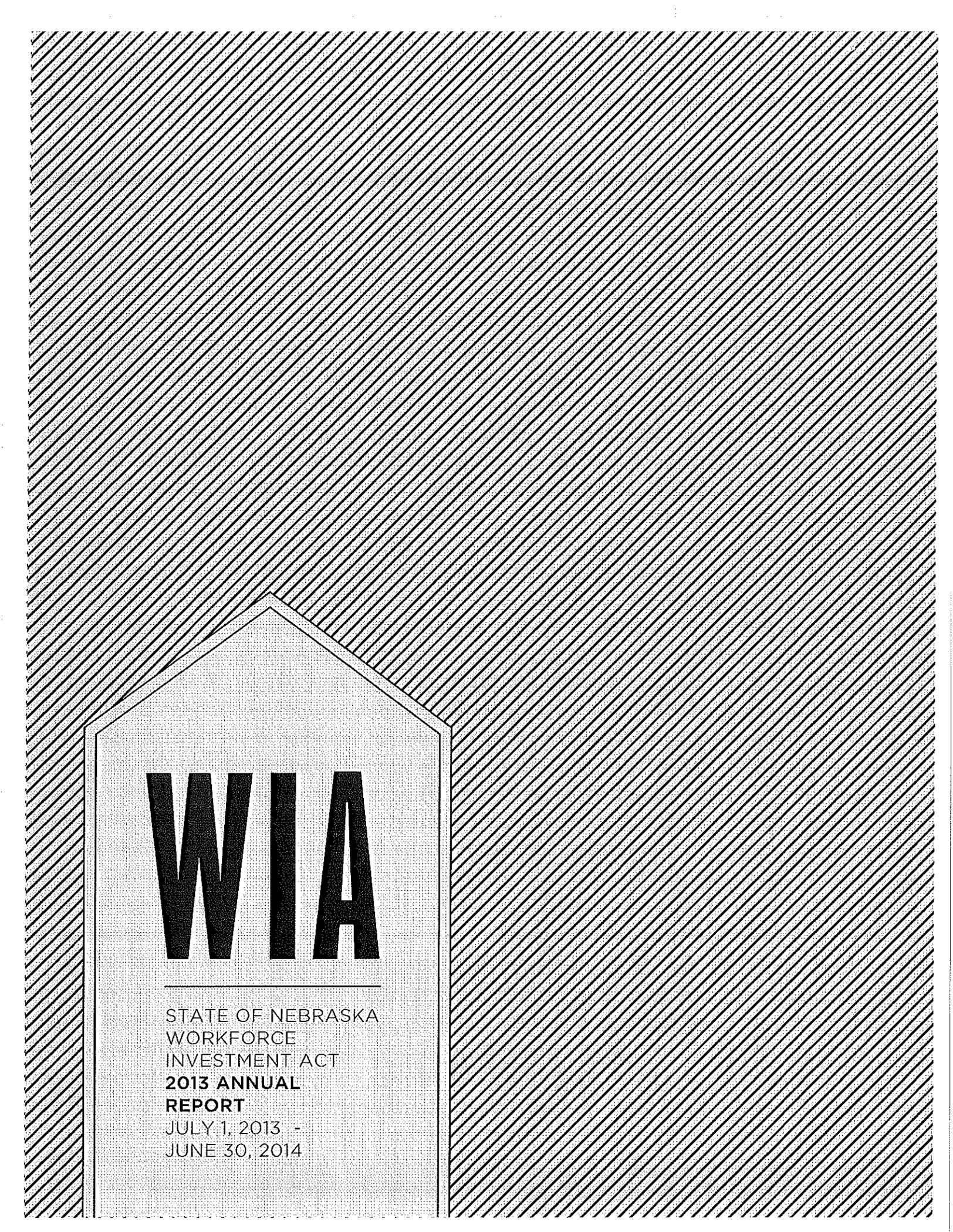
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# WIA

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STATE OF NEBRASKA  
WORKFORCE  
INVESTMENT ACT  
**2013 ANNUAL  
REPORT**  
JULY 1, 2013 -  
JUNE 30, 2014



**WIA Common Measures**

**Statewide  
Program Year 2013  
Cumulative**

**FINAL PERFORMANCE**

| <b>Performance Measure</b>                                                                                                                              | <b>Negotiated Standard</b> | <b>Actual Performance Measure</b> | <b>Numerator Denominator</b> | <b>% of Negotiated Standard</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------------|------------------------------|---------------------------------|
| <b>ADULTS</b>                                                                                                                                           |                            |                                   |                              |                                 |
| 1. Entered Employment Rate                                                                                                                              | 75.0%                      | <b>80.1%</b>                      | 226 / 282                    | 106.9%                          |
| 2. Employment Retention Rate                                                                                                                            | 88.0%                      | <b>85.4%</b>                      | 264 / 309                    | 97.1%                           |
| 3. Average Earnings                                                                                                                                     | \$10,700                   | <b>\$11,144</b>                   | 2,763,819 / 248              | 104.2%                          |
| Aggregate Score                                                                                                                                         |                            |                                   |                              | 102.7%                          |
| <b>DISLOCATED WORKERS</b>                                                                                                                               |                            |                                   |                              |                                 |
| 4. Entered Employment Rate                                                                                                                              | 89.0%                      | <b>88.9%</b>                      | 192 / 216                    | 99.9%                           |
| 5. Employment Retention Rate                                                                                                                            | 94.0%                      | <b>95.6%</b>                      | 281 / 294                    | 101.7%                          |
| 6. Average Earnings                                                                                                                                     | \$14,800                   | <b>\$14,799</b>                   | 3,877,310 / 262              | 100.0%                          |
| Aggregate Score                                                                                                                                         |                            |                                   |                              | 100.5%                          |
| <b>Youth Common Measures</b>                                                                                                                            |                            |                                   |                              |                                 |
| 7. Placement in Employment / Education                                                                                                                  | 70.0%                      | <b>83.0%</b>                      | 137 / 165                    | 118.6%                          |
| 8. Attainment of Degree / Certificate                                                                                                                   | 65.0%                      | <b>78.0%</b>                      | 181 / 232                    | 120.0%                          |
| 9. Literacy & Numeracy                                                                                                                                  | 57.5%                      | <b>64.1%</b>                      | 82 / 128                     | 111.4%                          |
| Aggregate Score                                                                                                                                         |                            |                                   |                              | 116.7%                          |
| 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                                                                             |                            |                                   |                              |                                 |

| <b>Cumulative 4 Quarter Relevant Periods of Exiters</b> |                             |
|---------------------------------------------------------|-----------------------------|
| <b>Performance Measure</b>                              | <b>Cumulative 4 Quarter</b> |
| Entered Employment Rate (Adult/DLW/OY)                  | 10/1/2012 - 9/30/2013       |
| 6 Month Retention Rate (Adult/DLW/OY/YY)                | 4/1/2012 - 3/31/2013        |
| Average Earnings (Adult/OY)                             | 4/1/2012 - 3/31/2013        |
| Placement in Employment / Education                     | 10/1/2012 - 9/30/2013       |
| Attainment of Degree or Certificate                     | 10/1/2012 - 9/30/2013       |
| Literacy & Numeracy                                     | 7/1/2013 - 6/30/2014        |



**WIA Common Measures**

**Greater Nebraska  
Program Year 2013  
Cumulative**

**FINAL PERFORMANCE**

| Performance Measure                                                                                        | Negotiated Standard | Actual Performance Measure | Numerator Denominator | % of Negotiated Standard |
|------------------------------------------------------------------------------------------------------------|---------------------|----------------------------|-----------------------|--------------------------|
| <b>ADULTS</b>                                                                                              |                     |                            |                       |                          |
| 1. Entered Employment Rate                                                                                 | 83.0%               | <b>83.9%</b>               | 94 / 112              | 101.1%                   |
| 2. Employment Retention Rate                                                                               | 88.0%               | <b>90.1%</b>               | 100 / 111             | 102.4%                   |
| 3. Average Earnings                                                                                        | \$9,800             | <b>\$9,726</b>             | 894,823 / 92          | 99.2%                    |
| Aggregate Score                                                                                            |                     |                            |                       | 100.9%                   |
| <b>DISLOCATED WORKERS</b>                                                                                  |                     |                            |                       |                          |
| 4. Entered Employment Rate                                                                                 | 89.0%               | <b>87.9%</b>               | 116 / 132             | 98.7%                    |
| 5. Employment Retention Rate                                                                               | 94.0%               | <b>93.9%</b>               | 154 / 164             | 99.9%                    |
| 6. Average Earnings                                                                                        | \$14,000            | <b>\$13,476</b>            | 1,940,544 / 144       | 96.3%                    |
| Aggregate Score                                                                                            |                     |                            |                       | 98.3%                    |
| <b>Youth Common Measures</b>                                                                               |                     |                            |                       |                          |
| 7. Placement in Employment / Education                                                                     | 76.7%               | <b>88.2%</b>               | 15 / 17               | 115.0%                   |
| 8. Attainment of Degree / Certificate                                                                      | 68.0%               | <b>75.9%</b>               | 41 / 54               | 111.7%                   |
| 9. Literacy & Numeracy                                                                                     | 66.4%               | <b>71.4%</b>               | 5 / 7                 | 107.6%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 111.4%                   |
| *Average earnings and youth actual performance measures rounded in accordance with ETA 9091 Report Table O |                     |                            |                       |                          |

| <b>Cumulative 4 Quarter Relevant Periods of Exiters</b> |                       |
|---------------------------------------------------------|-----------------------|
| Performance Measure                                     | Cumulative 4 Quarter  |
| Entered Employment Rate (Adult/DLW/OY)                  | 10/1/2012 - 9/30/2013 |
| 6 Month Retention Rate (Adult/DLW/OY/YY)                | 4/1/2012 - 3/31/2013  |
| Average Earnings (Adult/OY)                             | 4/1/2012 - 3/31/2013  |
| Placement in Employment / Education                     | 10/1/2012 - 9/30/2013 |
| Attainment of Degree or Certificate                     | 10/1/2012 - 9/30/2013 |
| Literacy & Numeracy                                     | 7/1/2013 - 6/30/2014  |



**WIA Common Measures**

**Lincoln  
Program Year 2013  
Cumulative**

**FINAL PERFORMANCE**

| Performance Measure                                                                                        | Negotiated Standard | Actual Performance Measure | Numerator Denominator | % of Negotiated Standard |
|------------------------------------------------------------------------------------------------------------|---------------------|----------------------------|-----------------------|--------------------------|
| <b>ADULTS</b>                                                                                              |                     |                            |                       |                          |
| 1. Entered Employment Rate                                                                                 | 93.8%               | <b>93.8%</b>               | 15 / 16               | 100.0%                   |
| 2. Employment Retention Rate                                                                               | 95.0%               | <b>95.2%</b>               | 20 / 21               | 100.3%                   |
| 3. Average Earnings                                                                                        | \$12,800            | <b>\$13,974</b>            | 279,483 / 20          | 109.2%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 103.1%                   |
| <b>DISLOCATED WORKERS</b>                                                                                  |                     |                            |                       |                          |
| 4. Entered Employment Rate                                                                                 | 95.3%               | <b>100.0%</b>              | 24 / 24               | 104.9%                   |
| 5. Employment Retention Rate                                                                               | 98.3%               | <b>100.0%</b>              | 35 / 35               | 101.7%                   |
| 6. Average Earnings                                                                                        | \$16,000            | <b>\$17,293</b>            | 518,790 / 30          | 108.1%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 104.9%                   |
| <b>Youth Common Measures</b>                                                                               |                     |                            |                       |                          |
| 7. Placement in Employment / Education                                                                     | 60.0%               | <b>77.8%</b>               | 35 / 45               | 129.6%                   |
| 8. Attainment of Degree / Certificate                                                                      | 72.9%               | <b>81.6%</b>               | 31 / 38               | 111.9%                   |
| 9. Literacy & Numeracy                                                                                     | 57.5%               | <b>66.7%</b>               | 18 / 27               | 115.9%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 119.2%                   |
| *Average earnings and youth actual performance measures rounded in accordance with ETA 9091 Report Table O |                     |                            |                       |                          |

| <b>Cumulative 4 Quarter Relevant Periods of Exiters</b> |                             |
|---------------------------------------------------------|-----------------------------|
| <u>Performance Measure</u>                              | <u>Cumulative 4 Quarter</u> |
| Entered Employment Rate (Adult/DLW/OY)                  | 10/1/2012 - 9/30/2013       |
| 6 Month Retention Rate (Adult/DLW/OY/YY)                | 4/1/2012 - 3/31/2013        |
| Average Earnings (Adult/OY)                             | 4/1/2012 - 3/31/2013        |
| Placement in Employment / Education                     | 10/1/2012 - 9/30/2013       |
| Attainment of Degree or Certificate                     | 10/1/2012 - 9/30/2013       |
| Literacy & Numeracy                                     | 7/1/2013 - 6/30/2014        |



**WIA Common Measures**

**Greater Omaha  
Program Year 2013  
Cumulative**

**FINAL PERFORMANCE**

| Performance Measure                                                                                        | Negotiated Standard | Actual Performance Measure | Numerator Denominator | % of Negotiated Standard |
|------------------------------------------------------------------------------------------------------------|---------------------|----------------------------|-----------------------|--------------------------|
| <b>ADULTS</b>                                                                                              |                     |                            |                       |                          |
| 1. Entered Employment Rate                                                                                 | 72.0%               | <b>76.0%</b>               | 117 / 154             | 105.5%                   |
| 2. Employment Retention Rate                                                                               | 88.0%               | <b>81.4%</b>               | 144 / 177             | 92.4%                    |
| 3. Average Earnings                                                                                        | \$10,900            | <b>\$11,688</b>            | 1,589,513 / 136       | 107.2%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 101.7%                   |
| <b>DISLOCATED WORKERS</b>                                                                                  |                     |                            |                       |                          |
| 4. Entered Employment Rate                                                                                 | 89.0%               | <b>86.7%</b>               | 52 / 60               | 97.4%                    |
| 5. Employment Retention Rate                                                                               | 94.0%               | <b>96.8%</b>               | 92 / 95               | 103.0%                   |
| 6. Average Earnings                                                                                        | \$16,000            | <b>\$16,049</b>            | 1,412,350 / 88        | 100.3%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 100.2%                   |
| <b>Youth Common Measures</b>                                                                               |                     |                            |                       |                          |
| 7. Placement in Employment / Education                                                                     | 70.0%               | <b>84.5%</b>               | 87 / 103              | 120.7%                   |
| 8. Attainment of Degree / Certificate                                                                      | 62.0%               | <b>77.9%</b>               | 109 / 140             | 125.6%                   |
| 9. Literacy & Numeracy                                                                                     | 55.0%               | <b>63.4%</b>               | 59 / 93               | 115.3%                   |
| Aggregate Score                                                                                            |                     |                            |                       | 120.5%                   |
| *Average earnings and youth actual performance measures rounded in accordance with ETA 9091 Report Table O |                     |                            |                       |                          |

| <b>Cumulative 4 Quarter Relevant Periods of Exiters</b> |                             |
|---------------------------------------------------------|-----------------------------|
| <u>Performance Measure</u>                              | <u>Cumulative 4 Quarter</u> |
| Entered Employment Rate (Adult/DLW/OY)                  | 10/1/2012 - 9/30/2013       |
| 6 Month Retention Rate (Adult/DLW/OY/YY)                | 4/1/2012 - 3/31/2013        |
| Average Earnings (Adult/OY)                             | 4/1/2012 - 3/31/2013        |
| Placement in Employment / Education                     | 10/1/2012 - 9/30/2013       |
| Attainment of Degree or Certificate                     | 10/1/2012 - 9/30/2013       |
| Literacy & Numeracy                                     | 7/1/2013 - 6/30/2014        |