



Nebraska Workforce Investment Board
Executive Committee Meeting
Chief Industries, Inc.
300 Canopy Street, Suite 200 – Lincoln, NE
January 9, 2015
9:30 a.m.

Agenda

1. Call to Order Mark Moravec
2. Roll Call Amanda Felton
3. Notice of Publication Amanda Felton
4. Approval of Minutes Mark Moravec
5. New Business
 - a. Local Plan Modification Stan Odenthal
 1. **Greater Nebraska** WIB request to approve a modification correction of their local plan
 - b. WIOA Transition Joan Modrell & Stan Odenthal
 1. Sector Strategies
 2. Economic Region Planning
 3. Board Structure
 - c. Performance Committee Update Becky Stitt
 1. Briefing on Dislocated Worker Funding Criteria
 2. Program Year 2014 1st Quarter Performance
 - d. Business and/or Partner Updates Members

6. Upcoming Meetings

Mark Moravec

- a.** January 14, 2015 – Performance Committee
- b.** January 23, 2015 – Full Board
- c.** February 18, 2015 – Performance Committee
- d.** April 17, 2015 – Executive Committee
- e.** May 20, 2015 – Performance Committee
- f.** June 5, 2015 – Full Board

7. Adjournment

Mark Moravec

NEBRASKA WORKFORCE INVESTMENT BOARD
Executive Committee
Minutes

Chief Industries, Inc.
300 Canopy Street, Ste. 200
Lincoln, NE 68508
April 11, 2014
9:30 a.m.

Agenda Item #1 – Meeting Called to Order

The meeting of the Nebraska Workforce Investment Board (NWIB) Executive Committee was called to order on April 11, 2014 at approximately 9:30 a.m. by Mr. Mark Moravec, Chair.

Agenda Item #2 – Roll Call

Members Present: (8)

Dennis Baack	Mark Moravec	Brad Schroeder
Mathew Fleischer	Don Nordell	Becky Stitt
Catherine D. Lang	Michelle Olson	

Members absent: (3)

Matt Blomstedt
Michael Geary
Kerry Winterer

Nebraska Department of Labor Staff:

Mary Findlay	Rebecca Schademann
Joan Modrell	Tom Ukinski
Stan Odenthal	

Other Guests:

Jan Norlander - Jensen
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 Meeting Minutes

Dennis Baack made a motion to approve the minutes of the December 13, 2013 meeting of the Nebraska Workforce Investment Board Executive Committee. Mathew Fleischer seconded the motion. A vote was taken and the motion carried unanimously with no abstentions.

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

Agenda Item #5 – New Business

a) *Announce Vice Chair & New Members*

Chair Moravec announced that the Governor recently appointed Brad Schroeder as the Vice Chair of the Nebraska Workforce Investment Board. Schroeder is the Director of Compensation and Benefits at Blue Cross Blue Shield of Nebraska, and he has been an active part of the Board since 2009.

It was also announced that Becky Stitt has accepted to become the Chair of the Performance Committee. Stitt is currently the Human Resource Manager at Nationstar, which is located in Scottsbluff.

Furthermore, Chair Moravec announced that the Governor also appointed a new member to the NWIB, Brian Deakin. Deakin is the Human Resource Manager at BD Medical located in Holdrege.

b) *Local Plan Modification*

Stan Odenthal, Policy Coordinator with the Office of Employment and Training, informed the Executive Committee that the Greater Lincoln Workforce Investment Area requested approval regarding a modification of their local area plan. This modification indicated an additional \$106,225 of Dislocated Worker Rapid Response funds to be utilized for a pilot project which would deliver case management services to participants of the Trade Adjustment Assistance Acts. As outlined in Issuance 13-04, Greater Lincoln will be awarded Rapid Response funding on a reimbursable cost-per-participant basis up to the maximum amount of \$106,225 for calendar year 2014. The effective date requested by the Local area is January 1, 2014. The State has reviewed this request and recommends approval of the modification.

Mathew Fleischer asked for further clarification regarding the reimbursement of cost-per-participant. Odenthal indicated that the Greater Lincoln Local Area has taken on the Pilot Program involving Trade participants and at the end of each month, the local area calculates the amount of hours that they worked with the Trade participants. The local area then submits the amount an invoice to the Nebraska Department of Labor for the time spent working with the Trade participants. This was done because the Nebraska Department of Labor did not have a specific number of Trade participants that would be served, so it was initially estimated that the local area will serve up to 45 Trade participants per month, which enabled the Nebraska Department of Labor to determine the maximum amount of \$106,225 to be reimbursed to the local area. After this additional information, no further questions were asked by the Executive Committee members.

Joan Modrell, Director of the Office of Employment and Training, publically thanked the Greater Lincoln Local Area for taking the initiative of submitting the proposal to assist the Trade program in serving these participants. The Trade program's main focus is to assist individuals who were laid off due to the company moving operations out of the country. The Nebraska Department of Labor staff in the past implemented this program, but due to staff turnover in December 2013 and new programmatic changes to the Trade program it was determined that the best course of action is to have the Greater Lincoln local area implement

the Trade program to eligible participants in their area. One of the main reasons why the Greater Lincoln local area was determined to be the entity to implement this program is because of their role of effectively providing multiple services to public.

Catherine Lang made a motion to approve a request from the Greater Lincoln Workforce Investment Area for a modification to their local plan. Bud Fleischer seconded the motion.

Roll call vote follows:

FOR: Eight (8)

Dennis Baack	Mark Moravec	Brad Schroeder
Mathew Fleischer	Don Nordell	Becky Stitt
Catherine D. Lang	Michelle Olson	

AGAINST: None (0)

ABSTAINING: None (0)

NON-VOTING: None (0)

ABSENT: Three (3)

Matt Blomstedt
 Michael Geary
 Kerry Winterer

MOTION CARRIED

c) *Business and/or Partner Update*

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

d) *Nebraska's Workforce*

Moravec indicated to have the Executive Committee members refer to their packet of information. Within the packet, there are two graphs which highlights the five-year funding trend for the Workforce Investment Act (WIA) and the Wagner-Peyser. Moravec reminded members that the WIA program is broken down into Adult, Dislocated Worker, and Youth Training, and these funds go directly to the three local areas. The Wagner-Peyser funds support the public labor exchange, which offer an array of services to job seekers and employers. Both the WIA and the Wagner-Peyser funds provide primary support to the Career Centers located across the state, which are now referred to as American Job Centers. These graphs provide additional context of the WIA and Wagner-Peyser Program.

Don Nordell asked why the funding amounts have decreased and increased over the five year trend. Joan Modrell indicated that the funding is based on the federal budget, and what we have observed the last three or four years, the federal government has gotten somewhat creative on how to distribute the funding. Or, how the federal government has determined the priorities of the program. The increase in funding for the upcoming program year is due the decision of the USDOL to provide additional formula funding rather than discretionary grants. It's a good sign under WIA, that there is recognition the system has gotten as lean as it can get. The Wagner-Peyser funds have been decreasing over the past five years, and this

has led the Nebraska Department of Labor to change their business practices. Part of this is due to realization that less than 15% of the public utilizing our services come into our physical locations throughout the state. The remaining 85% utilize our services electronically. This has led us to invest more of the funding into technology rather than physical locations. In February 2014, we launched the Virtual Service Unit that utilizes the Labor Management System, NEworks, to data-mine and connect employers with the best candidates within our system. We have also focused on partnering with other organizations to ensure we have a physical representation present in the community, such as the local libraries and the community colleges.

Another item that the Chair Moravec brought to everyone's attention is the issue of employers struggling to find a skilled and available workforce. Granted this varies by industry and across the state, but none-the-less, finding available workers is a priority issue for many employers. He directed the Executive Committee members to review an additional handout within their packets about a draft document that highlights the current demographics of the state of employment in Nebraska.

Modrell provided additional information regarding how the information was gathered utilizing the Labor Market Information data. The vision we have is to summarize Nebraska's workforce in a user friendly and visually appealing format. This summary would include the average age of a Nebraskan worker, what type of education do Nebraska have, how many individuals are estimated to leave the workforce due to retirement, and so on.

Chair Moravec indicated that once this snapshot is created it would provide an opportunity to have a meaningful dialogue and possible action by the board. The Nebraska Workforce Investment Board contains a number of high-level agency officials and an impressive group of business people. The board could prove to be valuable in reshaping policy and creating future opportunities to address workforce issues. A discussion ensued between the members regarding the focus of the project. Members provided examples of what is occurring in their community that would build upon this idea.

Don Nordell asked what would be considered a success to this project. Chair Moravec brainstormed that we may want to focus on the individuals that are new hires. This information is reported to the Nebraska Department of Labor, and we may need to look at this data currently and utilize this as a benchmark, and focus on how to increase the number of new hires within the state.

Modrell indicated that this idea was initially spurred based on the Lincoln Community Foundation project called Lincoln Vital Signs. This project identified both positive and negative items within the Lincoln community, and had a call of action of improving the negatives.

Moravec indicated that this would be a great tool to share with the school systems. Michelle Olson supported this idea in educating the students to have a better understanding of what is going on in the workforce.

Chair Moravec asked the members if we should pursue this idea, and the members agreed that this idea should be developed. Modrell indicated that the Nebraska Department of Labor

will mark up the information that we think may be valuable, and will present the information to the members of the Executive Committee during the summer of 2014.

e) *CY 2014 Executive Committee Meeting Dates*

Chair Moravec indicated that the next Executive Committee Meeting is scheduled for Friday, December 12, 2014 at 9:30am.

Agenda Item #6 – Next Performance Committee Meeting

The next Performance Committee Meeting is scheduled for May 21, 2014.

Agenda Item #7 – Adjournment

Becky Stitt made a motion that the meeting be adjourned at 11:02 a.m. Brad Schroeder seconded the motion. A vote was taken, and the motion carried unanimously with no abstentions.

rs
April 24, 2014

DRAFT

Motion to Approve Local Plan Modification Correction
January 9, 2015 Meeting of the
Nebraska Workforce Investment Board Executive Committee

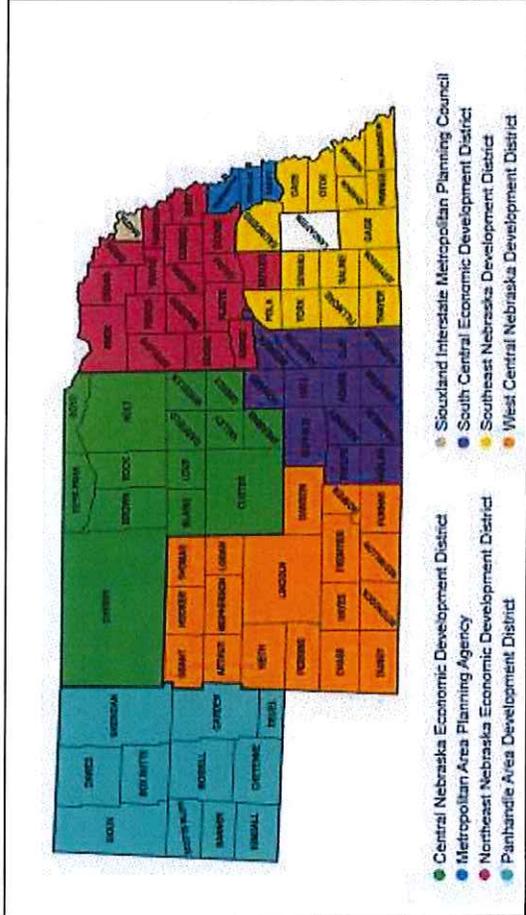
Local Area WIA Plan Modification, Agenda item 5.a.:

Greater Nebraska Workforce Investment Area requests approval of a modification correction to their local plan. This modification corrections consists of a transfer of a total of \$61,000 from PY14 Dislocated Worker (DLW) funds to PY14 Adult funds effective 08/11/2014. This request was submitted timely for approval of the Nebraska Workforce Investment Board at its October 31, 2014 meeting, but was accidentally excluded from the approved motion involving additional fund transfers requested by Greater Nebraska.

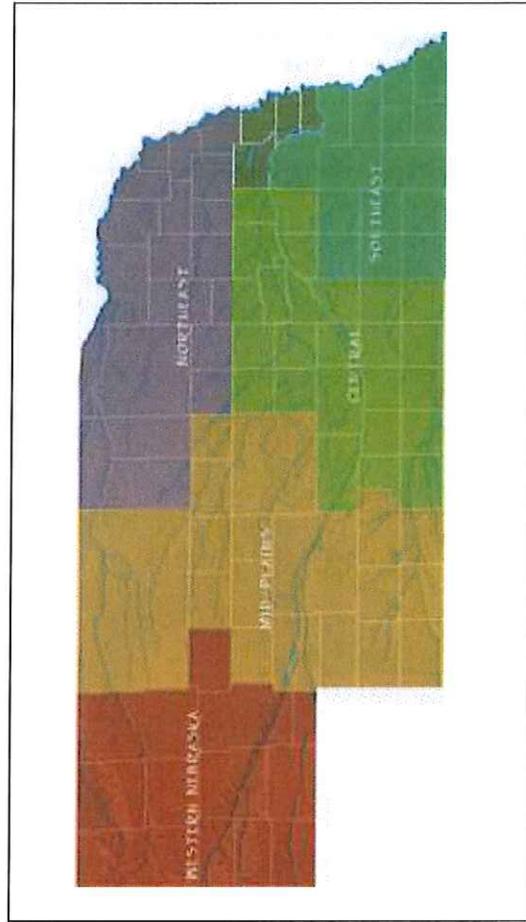
- ❖ The State has reviewed this request and recommends approval of the motion.
-

WIOA Regional Planning Maps

Executive Committee Meeting 01/09/2015

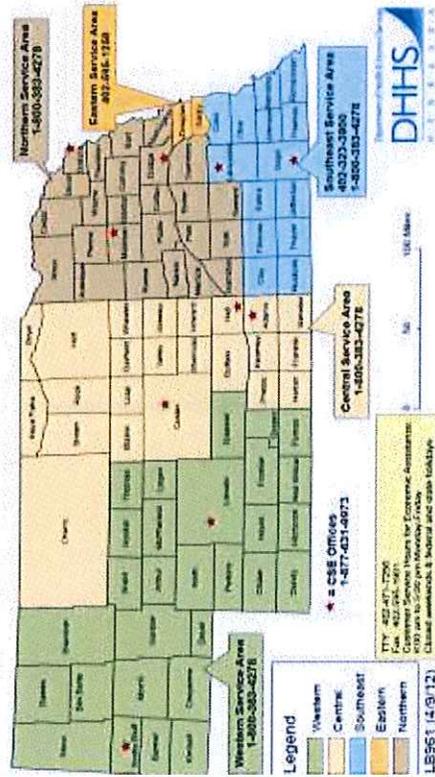


Nebraska Regional Officials Council
<http://www.nrocne.com/#!map/c2k>

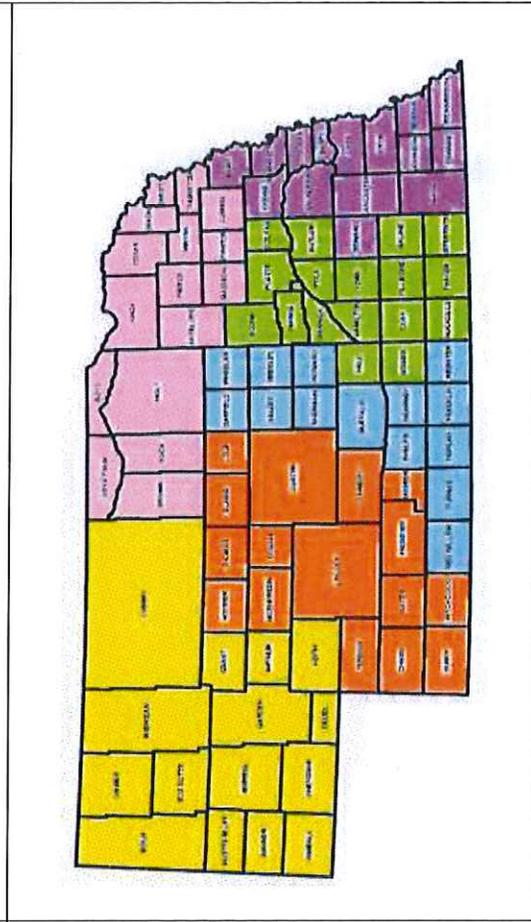


Nebraska Community College Boundaries
<http://www.ncca.ne.gov/nccs/areamap.htm>

CFS Economic Assistance Service Areas and Child Support Enforcement Field Offices

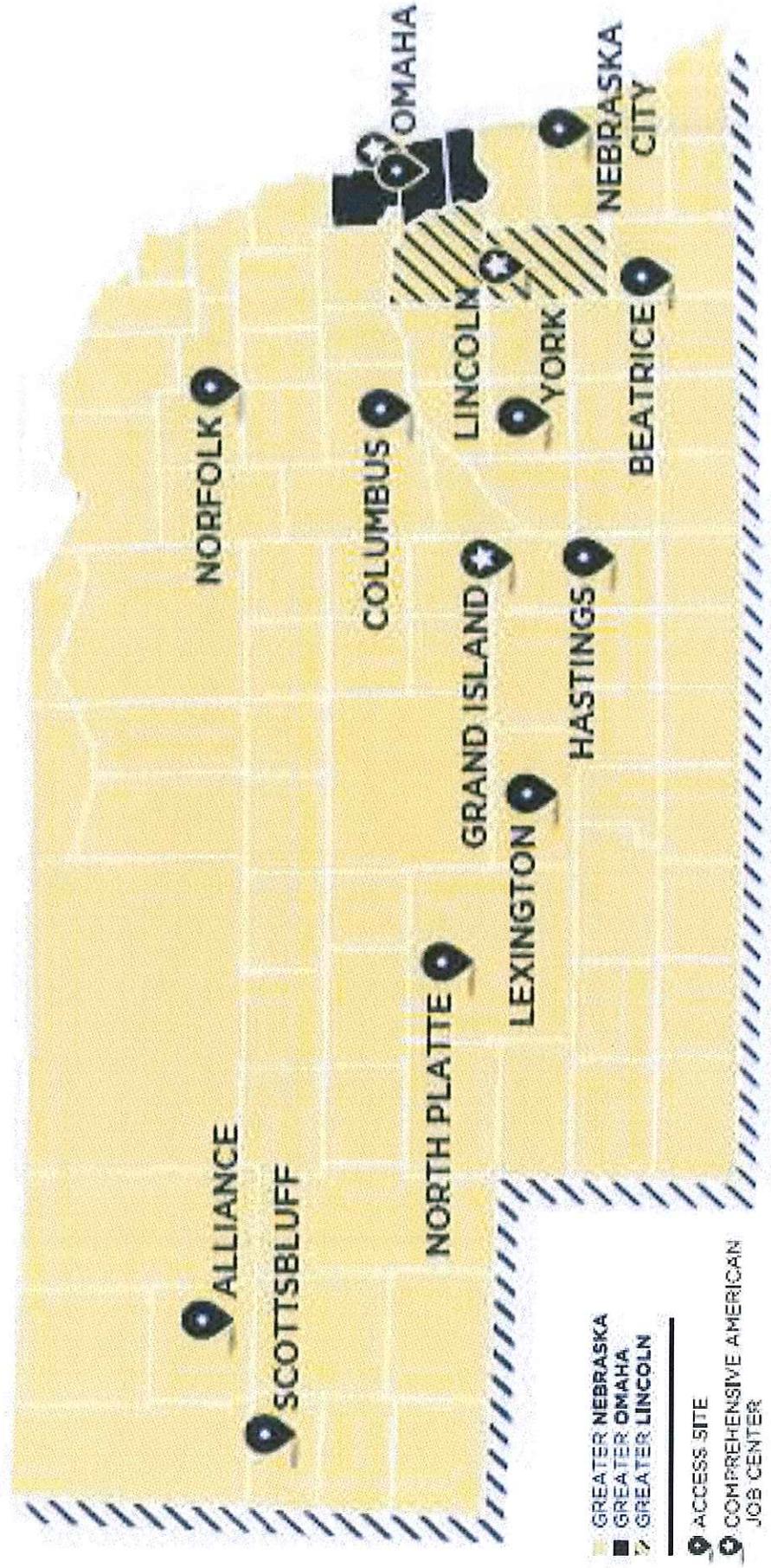


Nebraska Department of Health and Human Services Economic Assistance Service Areas
http://dhhs.ne.gov/children_family_services/Documents/CFSEACSEMap.pdf



Nebraska Department of Economic Development Business Development Field Service Regions

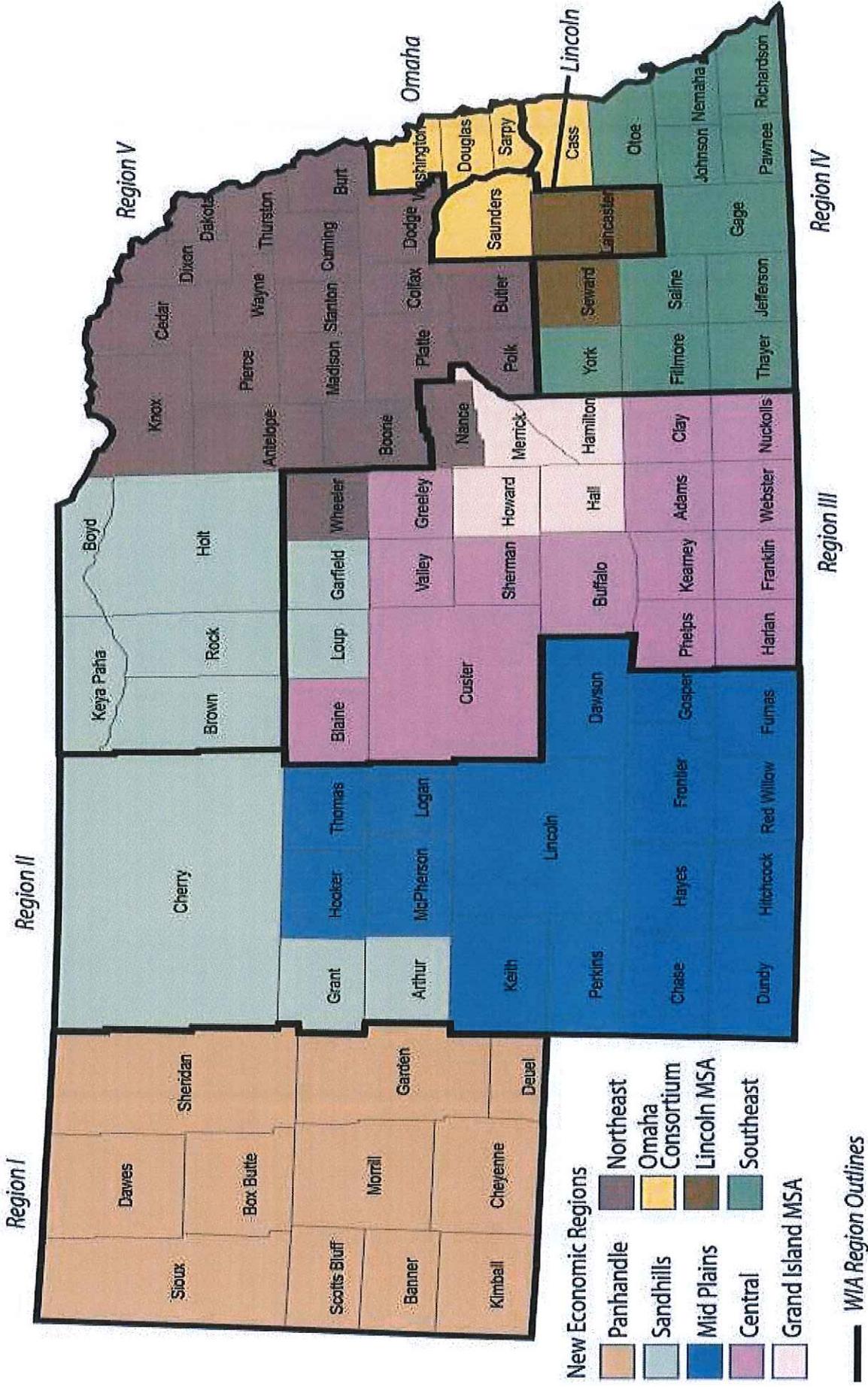
Current WIA Regions



WIOA Regional Planning Maps

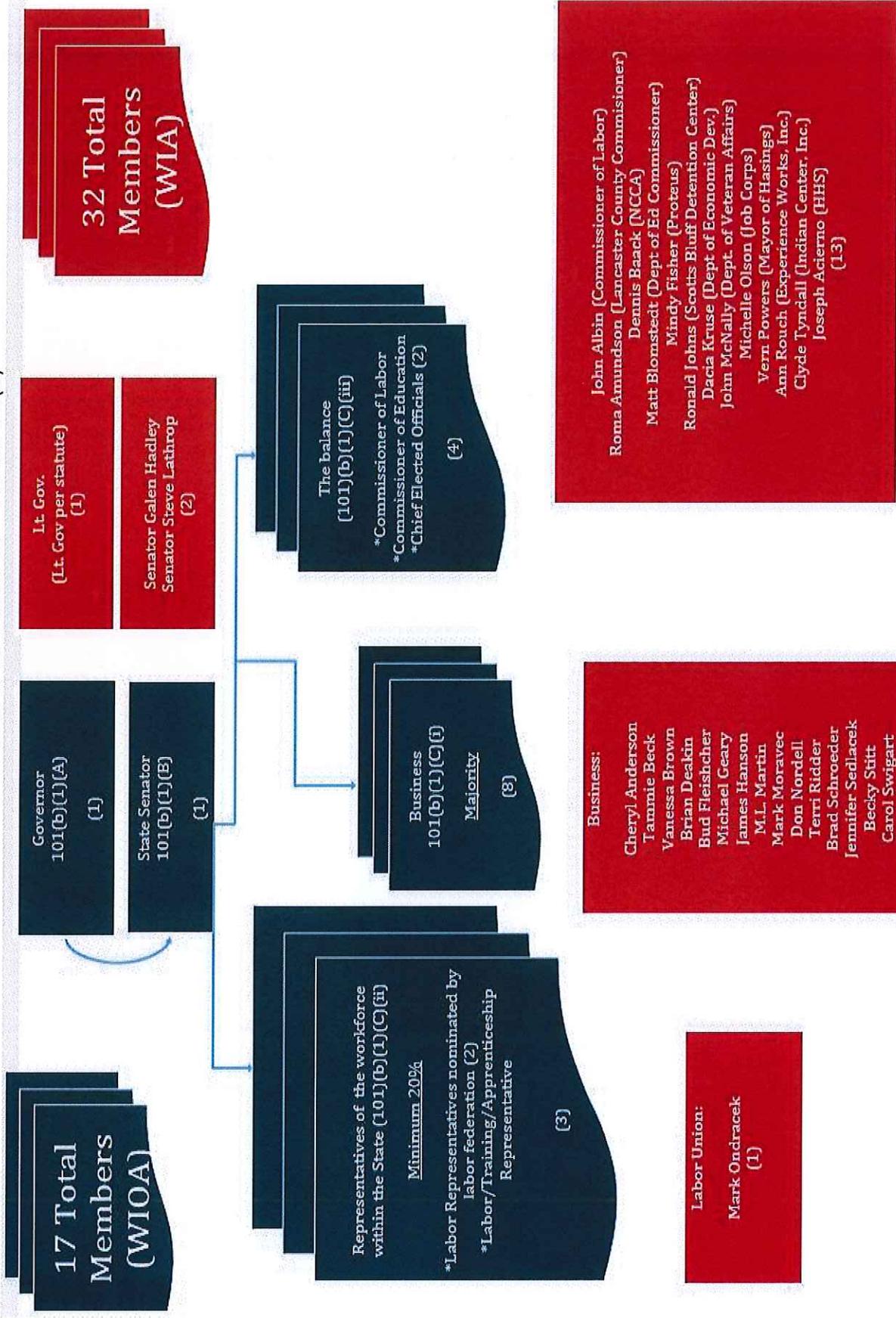
Executive Committee Meeting 01/09/2015

New LMI Economic Regions with WIA Region Outlines



Nebraska Workforce Investment Board

Minimum Number of Members – WIOA 101(b)



Dislocated Worker Allocation Provisions under WIOA

WIOA Section 133(b)(2)(B)

(B) DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES.—

(i) ALLOCATION.—In allocating the funds described in paragraph (1)(B) to local areas, a State shall allocate the funds based on an allocation formula prescribed by the Governor of the State. Such formula may be amended by the Governor not more than once for each program year. Such formula shall utilize the most appropriate information available to the Governor to distribute amounts to address the State's worker readjustment assistance needs.

(ii) INFORMATION.—The information described in clause (i) shall include insured unemployment data, unemployment concentrations, plant closing and mass layoff data, declining industries data, farmer-rancher economic hardship data, and long-term unemployment data.

(iii) MINIMUM PERCENTAGE.—*The local area shall not receive an allocation percentage for fiscal year 2016 or a subsequent fiscal year that is less than 90 percent of the average allocation percentage of the local area for the 2 preceding fiscal years.* Amounts necessary for increasing such allocations to local areas to comply with the preceding sentence shall be obtained by ratably reducing the allocations to be made to other local areas under this subparagraph.

WIOA Section 133(b)(4)

(4) TRANSFER AUTHORITY.—A local board may transfer, if such a transfer is approved by the Governor, *up to and including 100 percent of the funds allocated to the local area* under paragraph (2)(A) or (3), and *up to and including 100 percent of the funds allocated to the local area* under paragraph (2)(B), for a fiscal year between—

(A) adult employment and training activities; and

(B) dislocated worker employment and training activities.

PROPOSED NEW WEIGHTS FOR DISLOCATED WORKER ALLOCATIONS with **HOLD HARMLESS Applied**

Current Weights:

Allocated Factor	Current Weight
UI	10%
Excess UI	20%
Long Term	10%
Dislocated Workers	40%
Declining Industries	20%

Option 1:

Allocated Factor	Proposed New Weight	Current Weight
UI	20%	10%
Excess UI	20%	20%
Long Term	30%	10%
Dislocated Workers	20%	40%
Declining Industries	5%	20%
Farmer/Rancher Hardship	5%	(Part of Dislocated Worker)
	100%	100%

Option 2:

Allocated Factor	Proposed New Weight	Current Weight
UI	15%	10%
Excess UI	15%	20%
Long Term	20%	10%
Dislocated Workers	20%	40%
Declining Industries	5%	20%
Farmer/Rancher Hardship	5%	(Part of Dislocated Worker)
Enrollments in DW programs	20%	--
	100%	100%

Definitions

UI: Regular UI claimants

Excess UI: Regular UI claimants plus UI claimants in Areas of Substantial Unemployment

Long Term: Individuals who have been unemployed for 15 weeks or more

Dislocated Workers: Individuals meeting the dislocated worker eligibility requirements, most commonly those that have been laid off due to employer closing or downsizing

Declining Industries: The reduction in the number of jobs within declining industries

Farmer/Rancher Hardship: Low income farmers and farm bankruptcies

Enrollments in DW programs: Number of enrollees in the WIA Dislocated Worker program

Option 1 (with Hold Harmless):

Greater Nebraska			
	PY14	PY13	PY12
TOTAL (with Option 1)	\$718,821	\$775,969	\$821,411
Percent (with Option 1)	43.28%	51.27%	54.63%

Greater Omaha			
	PY14	PY13	PY12
TOTAL (with Option 1)	\$726,538	\$542,324	\$460,063
Percent (with Option 1)	43.74%	35.83%	30.60%

Greater Lincoln			
	PY14	PY13	PY12
TOTAL (with Option 1)	\$215,550	\$195,098	\$222,214
Percent (with Option 1)	12.98%	12.89%	14.78%

Option 2 (with Hold Harmless):

Greater Nebraska			
	PY14	PY13	PY12
TOTAL (Option 2)	\$739,240	\$775,969	\$821,411
Percent (Option 2)	44.51%	51.27%	54.63%

Greater Omaha			
	PY14	PY13	PY12
TOTAL (Option 2)	\$699,369	\$542,322	\$460,063
Percent (Option 2)	42.11%	35.83%	30.60%

Greater Lincoln			
	PY14	PY13	PY12
TOTAL (with Option 2)	\$222,301	\$195,098	\$222,214
Percent (with Option 2)	13.38%	12.89%	14.78%



WIA Common Measures
State
PY14 Quarter 1
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 9/30/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results																																										
	Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard																																							
ADULTS																																														
1. Entered Employment Rate	75.0%	78.0%	32 / 41	104.1%	79.8%	205 / 257	106.4%																																							
2. Employment Retention Rate	88.0%	91.2%	83 / 91	103.6%	87.8%	260 / 296	99.8%																																							
3. Average Earnings	\$11,000	\$12,041	\$878,957 / 73	109.5%	\$11,348	\$2,734,772 / 241	103.2%																																							
Aggregate Score				105.7%			103.1%																																							
DISLOCATED WORKERS																																														
4. Entered Employment Rate	89.0%	88.1%	37 / 42	99.0%	88.8%	182 / 205	99.8%																																							
5. Employment Retention Rate	94.0%	88.9%	40 / 45	94.6%	96.0%	241 / 251	102.1%																																							
6. Average Earnings	\$15,000	\$13,995	\$543,449 / 39	92.9%	\$14,173	\$3,188,911 / 225	94.5%																																							
Aggregate Score				95.5%			98.8%																																							
YOUTH COMMON MEASURES																																														
7. Placement in Employment / Education	71.0%	81.1%	30 / 37	114.2%	83.5%	137 / 164	117.7%																																							
8. Attainment of Degree / Certificate	68.0%	75.4%	46 / 61	110.9%	79.1%	185 / 234	116.3%																																							
9. Literacy & Numeracy	60.6%	55.0%	22 / 40	90.8%	60.4%	81 / 134	99.7%																																							
Aggregate Score				105.3%			111.2%																																							
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Performance Measure</th> <th colspan="2">Current Quarter Relevant Periods of Exiters</th> <th colspan="2">Cumulative 4 Quarter Relevant Periods of Exiters</th> </tr> <tr> <th>Current Quarter</th> <th>10/1/2013 - 12/31/2013</th> <th>Cumulative 4 Quarter</th> <th>1/1/2013 - 12/31/2013</th> </tr> </thead> <tbody> <tr> <td>Entered Employment Rate (Adult/DLW/OY)</td> <td></td> <td></td> <td>Entered Employment Rate (Adult/DLW/OY)</td> <td>1/1/2012 - 6/30/2013</td> </tr> <tr> <td>6 Month Retention Rate (Adult/DLW/OY/YY)</td> <td>4/1/2013 - 6/30/2013</td> <td></td> <td>6 Month Retention Rate (Adult/DLW/OY/YY)</td> <td>7/1/2012 - 6/30/2013</td> </tr> <tr> <td>Average Earnings (Adult/OY)</td> <td>4/1/2013 - 6/30/2013</td> <td></td> <td>Average Earnings (Adult/OY)</td> <td>7/1/2012 - 6/30/2013</td> </tr> <tr> <td>Placement in Employment / Education</td> <td>10/1/2013 - 12/31/2013</td> <td></td> <td>Placement in Employment / Education</td> <td>1/1/2013 - 12/31/2013</td> </tr> <tr> <td>Attainment of Degree or Certificate</td> <td>10/1/2013 - 12/31/2013</td> <td></td> <td>Attainment of Degree or Certificate</td> <td>1/1/2013 - 12/31/2013</td> </tr> <tr> <td>Literacy & Numeracy</td> <td>7/1/2014 - 9/30/2014</td> <td></td> <td>Literacy & Numeracy</td> <td>10/1/2013 - 9/30/2014</td> </tr> </tbody> </table>								Performance Measure	Current Quarter Relevant Periods of Exiters		Cumulative 4 Quarter Relevant Periods of Exiters		Current Quarter	10/1/2013 - 12/31/2013	Cumulative 4 Quarter	1/1/2013 - 12/31/2013	Entered Employment Rate (Adult/DLW/OY)			Entered Employment Rate (Adult/DLW/OY)	1/1/2012 - 6/30/2013	6 Month Retention Rate (Adult/DLW/OY/YY)	4/1/2013 - 6/30/2013		6 Month Retention Rate (Adult/DLW/OY/YY)	7/1/2012 - 6/30/2013	Average Earnings (Adult/OY)	4/1/2013 - 6/30/2013		Average Earnings (Adult/OY)	7/1/2012 - 6/30/2013	Placement in Employment / Education	10/1/2013 - 12/31/2013		Placement in Employment / Education	1/1/2013 - 12/31/2013	Attainment of Degree or Certificate	10/1/2013 - 12/31/2013		Attainment of Degree or Certificate	1/1/2013 - 12/31/2013	Literacy & Numeracy	7/1/2014 - 9/30/2014		Literacy & Numeracy	10/1/2013 - 9/30/2014
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WIA Common Measures
 Greater Lincoln
 PY14 Quarter 1
 Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 9/30/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results			
	Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard
ADULTS							
1. Entered Employment Rate	93.8%	100.0%	3 / 3	106.6%	93.3%	14 / 15	99.5%
2. Employment Retention Rate	95.0%	100.0%	8 / 8	105.3%	95.2%	20 / 21	100.3%
3. Average Earnings	\$12,875	\$15,342	\$92,052 / 6	119.2%	\$14,564	\$262,144 / 18	113.1%
Aggregate Score				110.3%			104.3%
DISLOCATED WORKERS							
4. Entered Employment Rate	95.3%	100.0%	2 / 2	104.9%	100.0%	23 / 23	104.9%
5. Employment Retention Rate	98.3%	100.0%	7 / 7	101.7%	100.0%	31 / 31	101.7%
6. Average Earnings	\$16,074	\$16,083	\$96,497 / 6	100.1%	\$16,985	\$424,627 / 25	105.7%
Aggregate Score				102.2%			104.1%
YOUTH COMMON MEASURES							
7. Placement in Employment / Education	60.9%	85.7%	6 / 7	140.7%	82.6%	38 / 46	135.6%
8. Attainment of Degree / Certificate	74.1%	60.0%	3 / 5	81.0%	78.4%	29 / 37	105.8%
9. Literacy & Numeracy	59.1%	100.0%	5 / 5	169.2%	68.0%	17 / 25	115.1%
Aggregate Score				130.3%			118.8%
PERFORMANCE MEASURES							
Current Quarter Relevant Periods of Exiters				Cumulative 4 Quarter Relevant Periods of Exiters			
Performance Measure	Current Quarter			Cumulative 4 Quarter			
Entered Employment Rate (Adult/DLW/OY)	10/1/2013 - 12/31/2013			1/1/2013 - 12/31/2013			
6 Month Retention Rate (Adult/DLW/OY/YY)	4/1/2013 - 6/30/2013			7/1/2013 - 6/30/2013			
Average Earnings (Adult/OY)	4/1/2013 - 6/30/2013			7/1/2013 - 6/30/2013			
Placement in Employment / Education	10/1/2013 - 12/31/2013			1/1/2013 - 12/31/2013			
Attainment of Degree or Certificate	10/1/2013 - 12/31/2013			1/1/2013 - 12/31/2013			
Literacy & Numeracy	7/1/2014 - 9/30/2014			10/1/2013 - 9/30/2014			



WIA Common Measures
Greater Omaha
PY14 Quarter 1
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 9/30/2014

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	Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard																																
ADULTS																																							
1. Entered Employment Rate	72.0%	100.0%	12 / 12	138.9%	77.5%	93 / 120	107.6%																																
2. Employment Retention Rate	88.0%	82.9%	29 / 35	94.2%	81.8%	121 / 148	92.9%																																
3. Average Earnings	\$11,358	\$10,848	\$292,884 / 27	95.5%	\$11,813	\$1,334,874 / 113	104.0%																																
Aggregate Score				109.5%			101.5%																																
DISLOCATED WORKERS																																							
4. Entered Employment Rate	89.0%	66.7%	4 / 6	74.9%	85.7%	42 / 49	96.3%																																
5. Employment Retention Rate	94.0%	90.0%	9 / 10	95.7%	97.4%	74 / 76	103.6%																																
6. Average Earnings	\$16,182	\$12,228	\$110,048 / 9	75.6%	\$14,221	\$1,009,704 / 71	87.9%																																
Aggregate Score				82.1%			95.9%																																
YOUTH COMMON MEASURES																																							
7. Placement in Employment / Education	71.7%	82.6%	19 / 23	115.2%	84.4%	81 / 96	117.7%																																
8. Attainment of Degree / Certificate	68.0%	73.1%	19 / 26	107.5%	78.9%	97 / 123	116.0%																																
9. Literacy & Numeracy	60.6%	36.4%	8 / 22	60.0%	56.8%	50 / 88	93.8%																																
Aggregate Score				94.2%			109.1%																																
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WIA Common Measures
Greater NE
PY14 Quarter 1
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 9/30/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results																																			
	Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard	Actual Performance Measure	Numerator / Denominator	% of Negotiated Standard																																
ADULTS																																							
1. Entered Employment Rate	83.0%	65.4%	17 / 26	78.8%	80.3%	98 / 122	96.8%																																
2. Employment Retention Rate	88.0%	95.8%	46 / 48	108.9%	93.7%	119 / 127	106.5%																																
3. Average Earnings	\$10,166	\$12,351	\$494,021 / 40	121.5%	\$10,343	\$1,137,755 / 110	101.7%																																
Aggregate Score				103.1%			101.7%																																
DISLOCATED WORKERS																																							
4. Entered Employment Rate	89.0%	91.2%	31 / 34	102.4%	88.0%	117 / 133	98.8%																																
5. Employment Retention Rate	94.0%	85.7%	24 / 28	91.2%	94.4%	136 / 144	100.5%																																
6. Average Earnings	\$15,000	\$14,038	\$335,905 / 24	93.6%	\$13,601	\$1,754,580 / 129	90.7%																																
Aggregate Score				95.7%			96.7%																																
YOUTH COMMON MEASURES																																							
7. Placement in Employment / Education	77.1%	71.4%	5 / 7	92.6%	81.8%	18 / 22	106.1%																																
8. Attainment of Degree / Certificate	70.3%	80.0%	24 / 30	113.8%	79.7%	59 / 74	113.4%																																
9. Literacy & Numeracy	66.7%	81.8%	9 / 11	122.7%	76.5%	13 / 17	114.6%																																
Aggregate Score				109.7%			111.4%																																
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