

Nebraska

Workforce Development Board

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Governor's Residence
1425 H St.
Lincoln, NE

June 17, 2016
9:30 am - 11:30 am

Meeting Agenda

- | | |
|--|---------------------|
| 1. Call to Order | Mark Moravec |
| 2. Roll Call | Ambyr Moore-Beebe |
| 3. Notice of Publication | Ambyr Moore-Beebe |
| 4. Approval of Minutes* | Mark Moravec |
| 5. Old Business | |
| A. Combined State Plan Update | Mark Moravec |
| B. LB 1110 Update | Senator Heath Mello |
| 6. New Business | |
| A. Local Area Plan Modifications* | Mark Moravec |
| B. Workforce System Partner Planning Process | Jason Feldhaus |
| C. Strategic Direction Committee Report | Brian Deakin |
| • Regional Plan Updates | |
| • Potential Upcoming Grants | |
| D. System Alignment Committee Report | Becky Stitt |
| • Infrastructure Funding Update | |
| E. Labor Availability Study - Scottsbluff | Phil Baker |
| F. Next Board Meeting: October 21, 2016, 9:30 - Noon | Mark Moravec |
| • Location: Technology Park, 2021 Transformation Drive | |
| 7. Public Comment | Mark Moravec |
| 8. Adjournment* | Mark Moravec |

* Requires Motion and Vote

Nebraska Workforce Development Board

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Nebraska Workforce Development Board Meeting Minutes April 8, 2016

Agenda Item 1: Call to Order

Chairman Mark Moravec called the Nebraska Workforce Development Board (NWDB) meeting to order on April 8, 2016, at 9:30 a.m. at the Cornhusker Marriott, Arbor Room 2, 333 South 13th Street, Lincoln, Nebraska.

Agenda Item 2: Roll Call

Jessica Brown, Recorder, called roll and a quorum was established.

Members Present (19):

John Albin	Tammie Beck	Bradley Bird
Brian Deakin	Jason Feldhaus	Allen Hale
James Hanson Jr.	Susan Martin	Heath Mello
Mark Moravec	Don Nordell	Courtney Phillips (10:11)
Vern Powers	Bradley Schroeder	Jennifer Sedlacek
Becky Stitt	Carol Swigart	Lisa Wilson

Members Absent (3)

Matthew Blomstedt	Courtney Dentlinger	Michael Geary
Michelle Olson	Governor Pete Ricketts	Terri Ridder

Nebraska Department of Labor Staff in Attendance:

Joan Modrell, Director - Employment & Training
Stan Odenthal, Workforce Services Administrator - Employment & Training
Jessica Brown, Employment Services Program Specialist/Recorder - Employment & Training
Deb Andersen, Policy Coordinator - Employment & Training
Peng Li, Legal Aide - Employment & Training
Dylan Wren, Program Coordinator, Employment & Training

Guests in Attendance:

Rich Katt, Nebraska Department of Education
Jan Norlander-Jensen, Greater Lincoln Workforce Development Board

Agenda Item 3: Notice of Publication

Ms. Brown announced the Notice of Public Meeting was duly published in the Beatrice Daily Sun, Grand Island Independent, Lincoln Journal Star, North Platte Telegraph, Omaha World Herald, and Scottsbluff Star-Herald in accordance with the Nebraska Open Meetings Act. Copies of the Act were available from Legal Counsel or administrative staff.

Agenda Item 4: Approval of Minutes

Brian Deakin moved, and John Albin seconded, to approve the minutes of the February 12, 2016 meeting. A voice vote was taken. Motion carried unanimously.

Chairman Moravec announced that meeting agendas, minutes, and handouts for the full board and any standing committees, can be found on the website at www.dol.nebraska.gov under the heading "Workforce Innovation and Opportunity Act (WIOA)".

Mayor John Fagot from Lexington has regrettably had to resign from the board due to some family demands. He will remain on the Greater Nebraska Chief Elected Officials Board..

Agenda Item 5: Old Business

A. *Combined State Plan Update*

Chairman Moravec announced that Nebraska's Combined State Plan was submitted on March 31st with the board's comments included in the final draft.

B. *LB 1110 Update*

Chairman Moravec congratulated Senator Mello on the passing of Legislative Bill 1110 and asked for the bill to be an agenda item at the board's June meeting.

Agenda Item 6: New Business

A. *reVision*

Rich Katt of the Nebraska Department of Education's Career Technical Education presented on the state's reVision program. A video was also viewed highlighting career opportunities beyond 4-year degrees.

B. *Strategic Direction Committee Report*

Brian Deakin from the Strategic Direction Committee reported on their progress since the last board meeting. Highlights included WIOA regional planning requirements, Nebraska planning region assignment and labor market information, and regional planning instructions and timeline.

C. *System Alignment Committee Report*

Beck Stitt, Jason Feldhaus and Carol Swigart from the System Alignment Committee reported on their progress since the last board meeting. Highlights included the workforce system planning process, eligible training provider process, and infrastructure funding.

D. *Next Board Meeting*

Chairman Moravec confirmed the date of June 17, 2016. This meeting will be held at the Governor's Residence, 1425 H St. Lincoln, Nebraska.

Agenda Item 7: Public Comment

Chairman Moravec asked if there were any questions or comments from the public. No comments were voiced.

Agenda Item 8: Adjournment

Becky Stitt moved and Bradley Schroeder seconded to adjourn the Nebraska Workforce Development Board meeting. A voice vote was taken. Motion carried unanimously. Chairman Moravec declared the meeting adjourned at 11:55 a.m.

04/08/16 JB

Workforce Innovation and Opportunity Act: Summary of States' Unified and Combined Plans (as of May 26, 2016)

Unified Plans (27)
(Titles I, II, III, IV)

Job Training, Adult Education,
Wagner-Peyser, Vocational Rehabilitation

Combined Plans (30) represent Unified Plans +

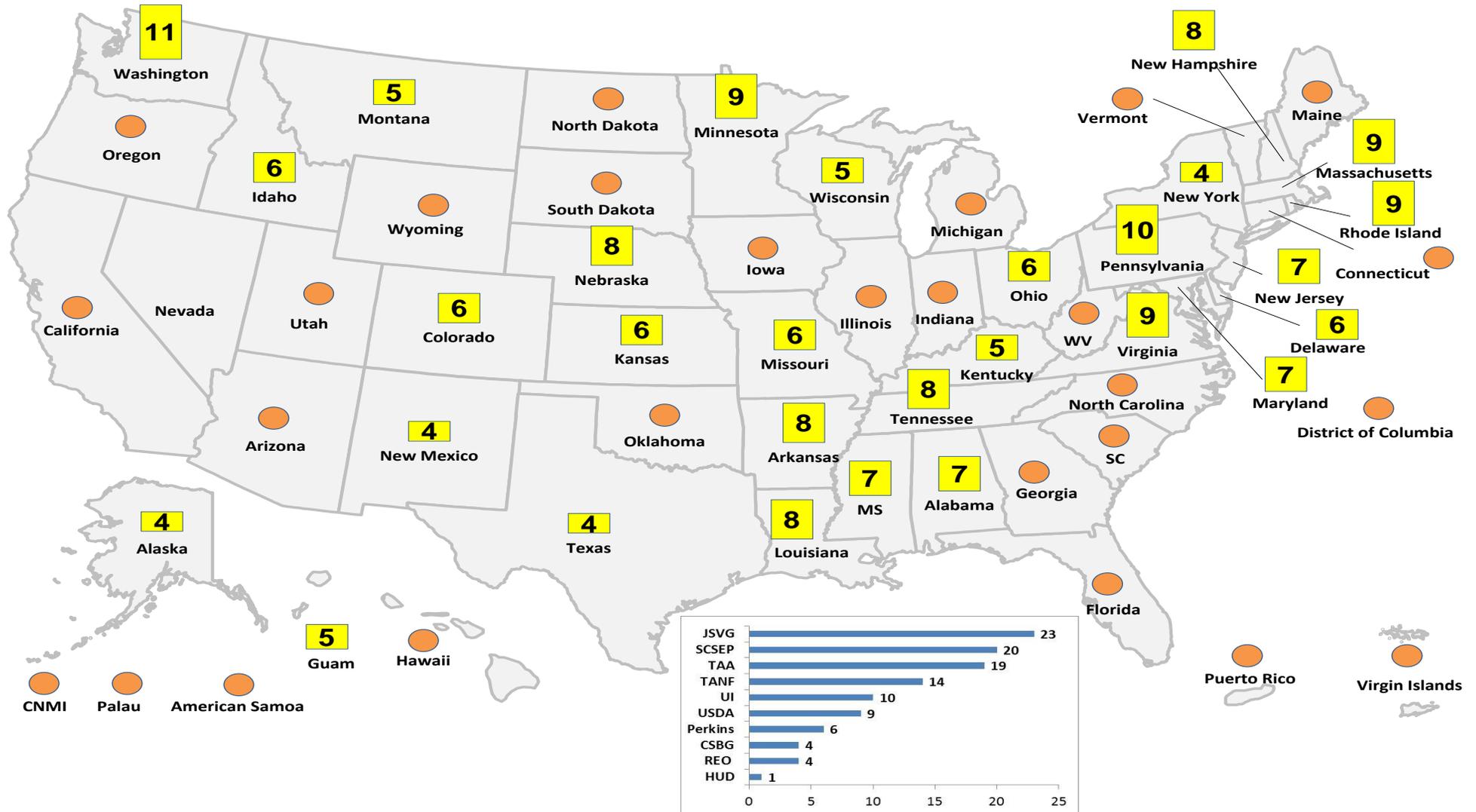
DOL: TAA, SCSEP, UI, REXO, JVS

Education: Perkins (CTE)

USDA E&T (SNAP)

HHS: TANF, CSBG

HUD E&T



Workforce Innovation and Opportunity Act: Summary of State Unified and Combined Plans

(reflects adjustments as of May 26, 2016)

	DEPARTMENT OF LABOR						DEPARTMENT OF EDUCATION			HHS			Number of Programs	
	Title 1 / WP	TAA	SCSEP	UI	REO	JVSG	AE	VR	Perkins	TANF	CSBG	USDA		HUD
Alabama	X		X			X	X	X		X		X		7
Alaska	X		X				X	X						4
American Samoa	X						X	X						3
Arizona	X						X	X						3
Arkansas	X	X		X		X	X	X		X		X		8
California	X						X	X						3
Colorado	X	X	X			X	X	X						6
Connecticut	X						X	X						3
Delaware	X	X				X	X	X	X					6
District of Columbia	X						X	X						3
Florida	X						X	X						3
Georgia	X						X	X						3
Guam	X		X			X	X	X						5
Hawaii	X						X	X						3
Idaho	X	X	X			X	X	X						6
Illinois	X						X	X						3
Indiana	X						X	X						3
Iowa	X						X	X						3
Kansas	X	X	X			X	X	X						6
Kentucky	X			X		X	X	X						5
Louisiana	X	X				X	X	X		X	X	X		8
Maine	X						X	X						3
Maryland	X	X			X	X	X	X		X				7
Massachusetts	X	X	X	X		X	X	X		X		X		9
Michigan	X						X	X						3
Minnesota	X	X	X			X	X	X	X	X		X		9
Mississippi	X		X	X		X	X	X		X				7
Missouri	X						X	X		X	X	X		6
Montana	X	X	X				X	X						5
Nebraska	X	X	X	X		X	X	X		X				8
Nevada	X						X	X						3
New Hampshire	X	X	X	X		X	X	X	X					8
New Jersey	X	X	X		X	X	X	X						7
New Mexico	X		X				X	X						4
New York	X	X					X	X						4
North Carolina	X						X	X						3
North Dakota	X						X	X						3
Northern Marianas	X						X	X						3
Ohio	X		X			X	X	X	X					6
Oklahoma	X						X	X						3
Oregon	X						X	X						3
Palau	X						X	X						3
Pennsylvania	X	X	X		X	X	X	X	X	X	X			10
Puerto Rico	X						X	X						3
Rhode Island	X	X	X	X	X	X	X	X		X				9
South Carolina	X						X	X						3
South Dakota	X						X	X						3
Tennessee	X		X	X		X	X	X		X		X		8
Texas	X		X				X	X						4
Utah	X						X	X						3
Vermont	X						X	X						3
Virgin Islands	X						X	X						3
Virginia	X	X		X		X	X	X	X	X		X		9
Washington	X	X	X	X		X	X	X		X	X	X	X	11
West Virginia	X						X	X						3
Wisconsin	X	X				X	X	X						5
Wyoming	X						X	X						3
Program Totals	57	19	20	10	4	23	57	57	6	14	4	9	1	

LB 1110- Nebraska Workforce Innovation and Opportunity Act

LB 1110, the Nebraska Workforce Innovation and Opportunity Act established principles and definitions to guide the state's workforce investment system particularly in carrying out requirements of the federal Workforce Innovation and Opportunity Act.

Committee Amendment AM2294 incorporated changes requested by the Department of Labor and provisions of LB 1029

LB 1029- The Sector Partnership Program as introduced was originally modelled after national skills coalition model legislation and would have had a \$2million dollar cash fund transfer. However- no GF impact. Following introduction, I worked with the administration to amend the legislation to modify the proposal from what would have essentially been a grant program, to a sustainable internal, publicly available, data and research foundation that could be used by multiple departments.

Slip Law- Section by Section- LB 1110

Sec. 1. creates the Nebraska Workforce Innovation and Opportunity Act (WIOA).

Sec. 2. intent language stating that a well-educated and highly skilled workforce is essential for Nebraska to remain prosperous and competitive. AM 2294 outlines guiding principles for the state's workforce investment system to include the following: the programs and services should be responsive to the needs of employers, workers and students; collaboration is encouraged between state and local workforce development boards and other public and private institutions; programs and services should be data driven and evidence based when setting priorities, investing resources, and adopting practices; partnerships should be developed with the private sector; and programs and services must be accessible to employers, workers, and students, especially those with barriers to employment.

The Legislature finds that screening designed to detect learning disabilities improves workforce preparation and enhances the use of training resources. Intent language stating that the federal WIOA program allows for the use of funds for initial assessments of skill levels, aptitudes, abilities, and support services, including diagnostic testing, interviewing, and evaluation to identify employment barriers and employment goals.

The Legislature encourages one-stop career centers to maximize use of federal WIOA resources and other federal and state resources for detection of unidentified disabilities.

Sec. 3. defines career pathways. Career pathways offer programs, training, education and other services aimed at aligning skill needs with an individual who is prepared, educated and trained to succeed in the workforce.

Sec. 4. requires the Commissioner of Labor to submit a copy of the performance report required under WIOA annually to the Governor, Legislature, and the Nebraska Workforce Investment Board no later than November 30. The report will cover the prior program year and the total amount of federal funding provided to the state and each of the local workforce development areas.

Sec. 5. authorizes the Department of Labor to administer the requirements of the federal WIOA program in order to ensure compliance. The department may adopt and promulgate rules.

Sec. 6. creates the Sector Partnership Program Act.

Sec. 7. intent language stating that sector partnerships are a proven strategy for success for employers and workers to close skill gaps and provide training in high-demand industries.

Sec. 8. definitional section. Defines department, high-demand sector, local area, local sector partnership, local workforce development board, and Nebraska Workforce Development Board.

Sec. 9. creates the Sector Partnership Program, to be administered by the Department of Labor in conjunction with the Department of Economic Development. The Department of Labor must consult with the Nebraska Workforce Development Board, the Department of Economic Development, and the State Department of Education. It requires the Department of Labor to establish a study process to conduct labor availability and skills gap studies, determine the laborshed areas of the state, and complete studies for those areas on a rotating basis as determined by the Department of Labor. All studies are public information, except as otherwise provided in state or federal law.

The Department of Labor and Department of Economic Development may contract with other entities to conduct additional studies. The departments shall provide technical assistance to local sector partnerships.

Sec. 10. creates the Sector Partnership Program Fund to be administered by the Department of Labor. The fund is to be used to pursue sector partnership activities, including studies conducted by the Department of Labor and the Department of Economic Development pursuant to the act. The fund may also be used for administrative costs of both departments associated with sector partnership activities.

The fund will consist of money that is: transferred from the Job Training Cash Fund and the Nebraska Training and Support Cash Fund; appropriated by the Legislature; donated as gifts; and made available by any department or agency of the U.S. if so directed.

Sec. 11. requires the department to provide an annual report on or before July 31 of each year to the Governor and Business and Labor Committee of the Legislature. The report shall detail the process and results of the labor availability and skills gap studies.

Sec. 12. permits the department to adopt and promulgate rules and regulations.

Sec. 13. authorizes money in the Nebraska Training and Support Cash Fund to be used to develop and conduct labor availability and skills gap studies pursuant to the Sector Partnership Program Act. It also requires the State Treasurer to transfer \$250,000 from the Nebraska Training and Support Cash Fund to the Sector Partnership Program Fund no later than July 15, 2016.

Sec. 14. authorizes money in the Job Training Cash Fund to be used pursuant to Sec. 10 of this act. It also requires \$250,000 to be transferred from the Job Training Cash Fund to the Sector Partnership Program Fund no later than July 15, 2016.

Sec. 15. repealer.

Sec. 16. emergency clause for act to take effect when passed.

Motion to Approve the Greater Lincoln Local Area Plan Modification

June 17, 2016 Meeting of the Nebraska Workforce Development Board

Local Area Plan Modifications, Agenda Item 6.A.

Background: Pursuant to the U.S. Department of Labor Training and Employment Guidance Letter No. 17-15, **statewide allotments** for Program Year 2016 for Nebraska's Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2015	PY 2016	\$ Difference	% Difference
Title I Youth	\$2,425,096	\$2,291,470	(\$133,626)	-5.51%
Title I Adult	\$1,931,641	\$2,028,005	\$96,364	4.99%
Title I Dislocated Worker	\$2,016,308	\$1,824,043	(\$192,265)	-9.54%
Total	\$6,373,045	\$6,143,518	(\$229,527)	-3.60%

Pursuant to the Nebraska Department of Labor's Issuance No. 15-05 Change 1, the **Greater Lincoln Local Area allocations** for Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2016 Allocation Rate	PY 2016 Distribution Amount
Title I Youth	19.425%	\$378,353
Title I Adult	16.647%	\$286,974
Title I Dislocated Worker	Current Dislocated Worker allocation formula	\$167,448
Total		\$832,775

The Greater Lincoln Local Area Board requests the NWDB's approval of its local area plan modification and intent to accept the Program Year 2016 funds allocation for Title I Youth, Adult, and Dislocated Worker Programs as detailed above and provided under Issuance 15-05 Change 1.

Approval is recommended.

Motion to Approve the Greater Nebraska Local Area Plan Modification

June 17, 2016 Meeting of the Nebraska Workforce Development Board

Local Area Plan Modifications, Agenda Item 6.A.

Background: Pursuant to the U.S. Department of Labor Training and Employment Guidance Letter No. 17-15, **statewide allotments** for Program Year 2016 for Nebraska's Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2015	PY 2016	\$ Difference	% Difference
Title I Youth	\$2,425,096	\$2,291,470	(\$133,626)	-5.51%
Title I Adult	\$1,931,641	\$2,028,005	\$96,364	4.99%
Title I Dislocated Worker	\$2,016,308	\$1,824,043	(\$192,265)	-9.54%
Total	\$6,373,045	\$6,143,518	(\$229,527)	-3.60%

Pursuant to the Nebraska Department of Labor's Issuance No. 15-05 Change 1, the **Greater Nebraska Local Area allocations** for Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2016 Allocation Rate	PY 2016 Distribution Amount
Title I Youth	23.609%	\$459,840
Title I Adult	25.089%	\$432,483
Title I Dislocated Worker	Current Dislocated Worker allocation formula	\$709,891
Total		\$1,602,214

The Greater Nebraska Local Area Board requests the NWDB's approval of its local area plan modification and intent to accept the Program Year 2016 funds allocation for Title I Youth, Adult, and Dislocated Worker Programs as detailed above and provided under Issuance 15-05 Change 1.

Approval is recommended.

Motion to Approve the Greater Omaha Local Area Plan Modification

June 17, 2016 Meeting of the Nebraska Workforce Development Board

Local Area Plan Modifications, Agenda Item 6.A.

Background: Pursuant to the U.S. Department of Labor Training and Employment Guidance Letter No. 17-15, **statewide allotments** for Program Year 2016 for Nebraska’s Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2015	PY 2016	\$ Difference	% Difference
Title I Youth	\$2,425,096	\$2,291,470	(\$133,626)	-5.51%
Title I Adult	\$1,931,641	\$2,028,005	\$96,364	4.99%
Title I Dislocated Worker	\$2,016,308	\$1,824,043	(\$192,265)	-9.54%
Total	\$6,373,045	\$6,143,518	(\$229,527)	-3.60%

Pursuant to the Nebraska Department of Labor’s Issuance No. 15-05 Change 1, the **Greater Omaha Local Area allocations** for Title I Youth, Adult and Dislocated Worker Programs are:

Program	PY 2016 Allocation Rate	PY 2016 Distribution Amount
Title I Youth	56.966%	\$1,109,557
Title I Adult	58.264%	\$1,004,349
Title I Dislocated Worker	Current Dislocated Worker allocation formula	\$490,693
Total		\$2,604,599

The Greater Omaha Local Area Board requests the NWDB’s approval of its local area plan modification and intent to accept the Program Year 2016 funds allocation for Title I Youth, Adult, and Dislocated Worker Programs as detailed above and provided under Issuance 15-05 Change 1.

Approval is recommended.

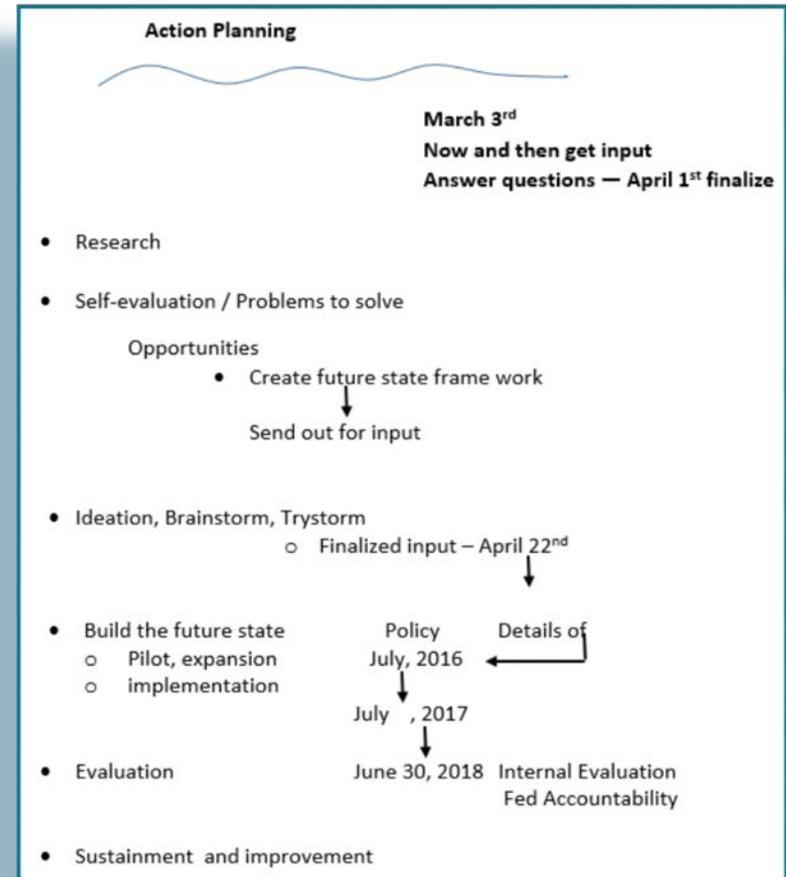
Workforce Innovation and Opportunity Act (WIOA)

NEBRASKA WORKFORCE DEVELOPMENT BOARD

WORKFORCE SYSTEM PARTNER PLANNING PROCESS

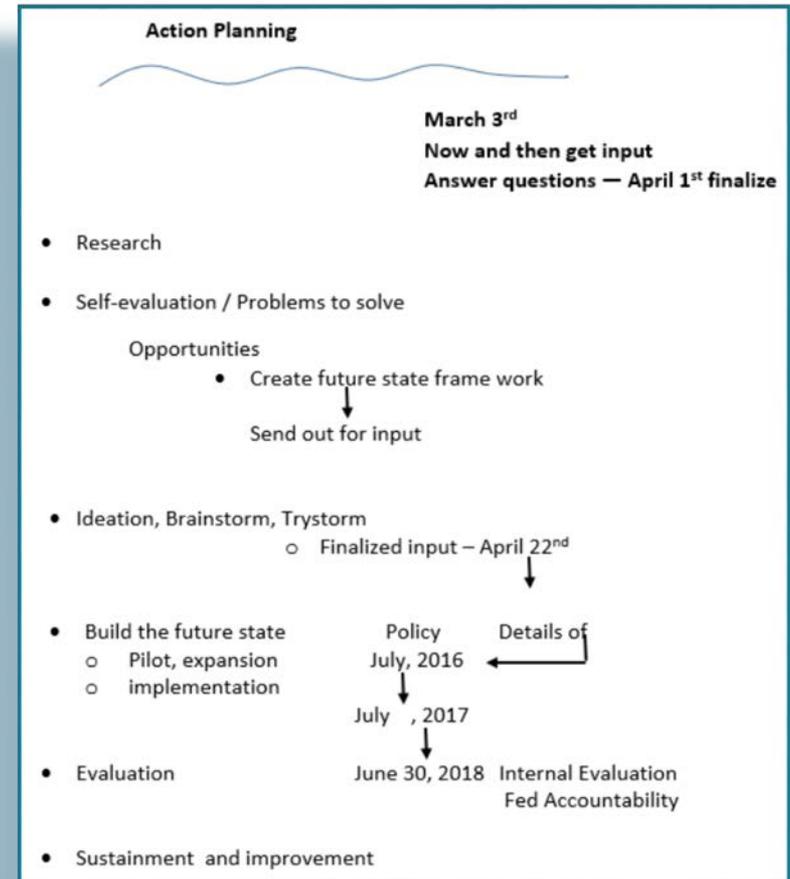
ACTION PLAN AND TIMELINES

- March 3 and 4, 2016
 - Seek input from partners
- April 1, 2016
 - Finalize guiding principles
 - Brainstorm opportunities
 - Create a future-state framework
- April 15, 2016
 - Seek input from partners on preliminary future state of Nebraska's workforce system
- April 22, 2016
 - Finalize future-state framework
 - Finalize action plan, resources, timeline to execute



ACTION PLAN AND TIMELINES

- Before July 1, 2016
 - Draft and approve policy
- By July 1, 2017
 - Implement policy
 - Begin internal evaluation of success/failure
 - Implement continuous process improvement (CPI)
- By July 1, 2018
 - External evaluation of Nebraska's new workforce system



WORKFORCE SYSTEM - VISION

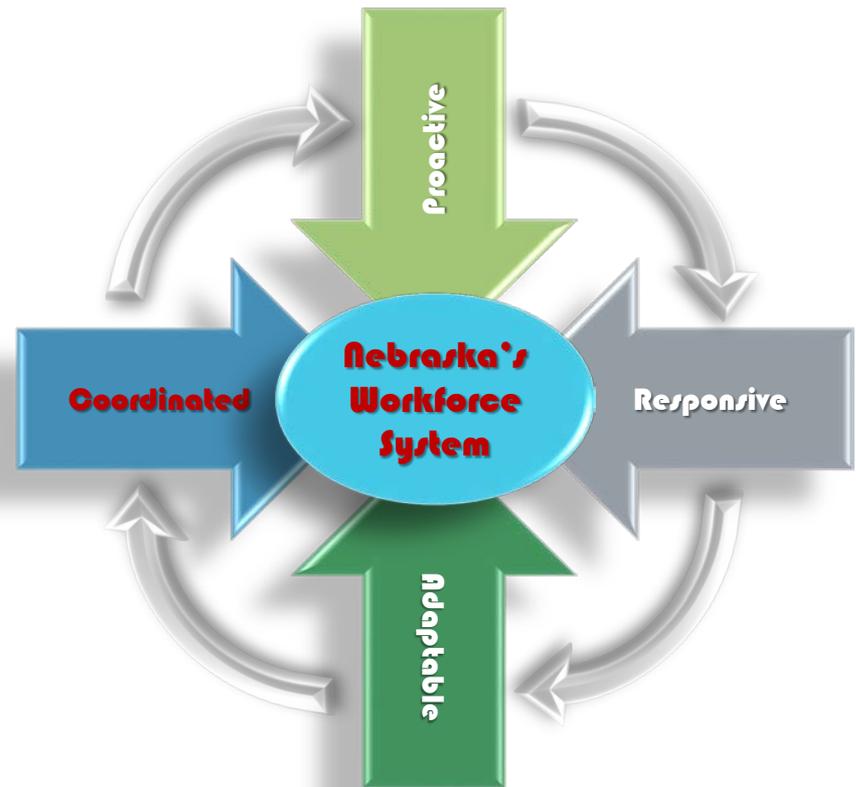
Nebraska's Workforce System: Delivers statewide **coordinated, proactive, responsive and adaptable** services for jobseekers and employers to maximize opportunities for earning, learning, and living.



WORKFORCE SYSTEM – GUIDING PRINCIPLES

■ **Coordinated:**

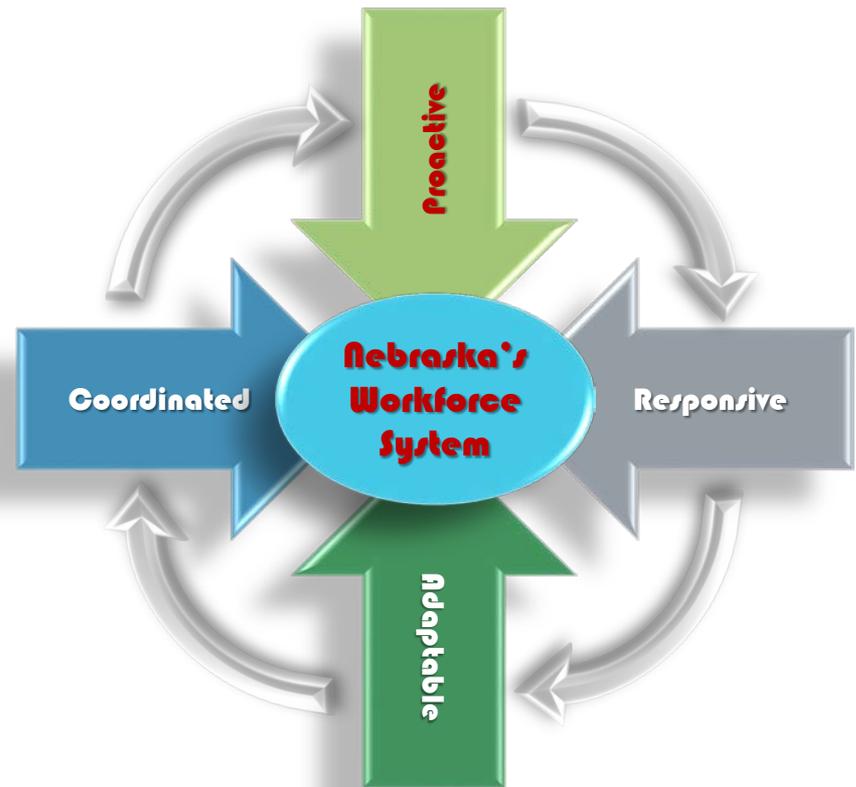
- The strategies are **coordinated** – with partners working collaboratively, sharing information, and aligning policies across programs to ensure efficiency and enhanced access.
 - Common intake procedures
 - Aligning terminology
 - Integrating technology
 - Targeted outreach
 - Enhancing access to available services
 - Improving data sharing and analysis
 - Sharing knowledge to facilitate referrals
 - Increasing co-enrollment of partner-program participants



WORKFORCE SYSTEM – GUIDING PRINCIPLES

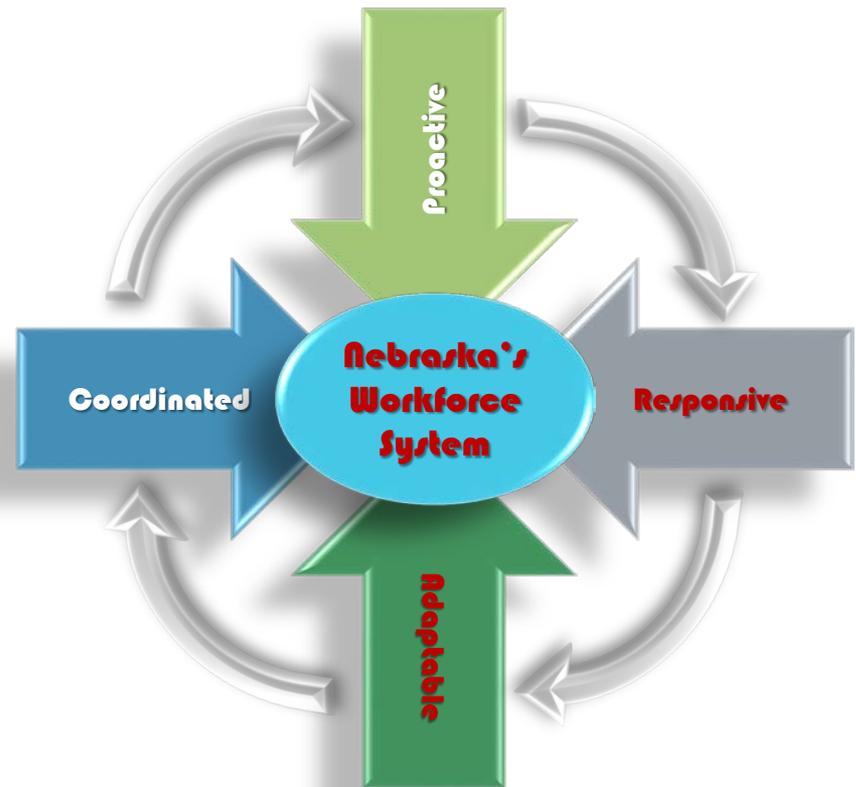
■ **Proactive:**

- The strategies are **proactive** – anticipating future problems, needs, and changes.
 - Coordinating policy development
 - Public sector partnerships
 - Developing and implementing sector strategies
 - Promoting and targeting high wage, high skill, and high demand jobs
 - Developing career pathways
 - Aligning education, credentialing, and placement
 - Expanding work-based learning opportunities
 - Planning for the impacts of disruptive technology and innovation
 - Increasing school careers and workforce professionals' knowledge and exposure to the job opportunities in Nebraska



WORKFORCE SYSTEM – GUIDING PRINCIPLES

- **Responsive and adaptable:**
 - The strategies are **responsive and adaptable** – continuously improving to meet the changing needs of jobseekers and employers.
 - Coordinating funding streams
 - Assessing systems collaboratively to ensure continuous improvement
 - Coordinating with local and regional areas
 - Targeted distribution of available funding streams
 - Targeted acquisition of new funding streams and other resources
 - Working closely with each WIOA-designated region
 - Promoting career readiness
 - Continuous improvement of workforce development strategies
 - Continued development and dissemination of online resources

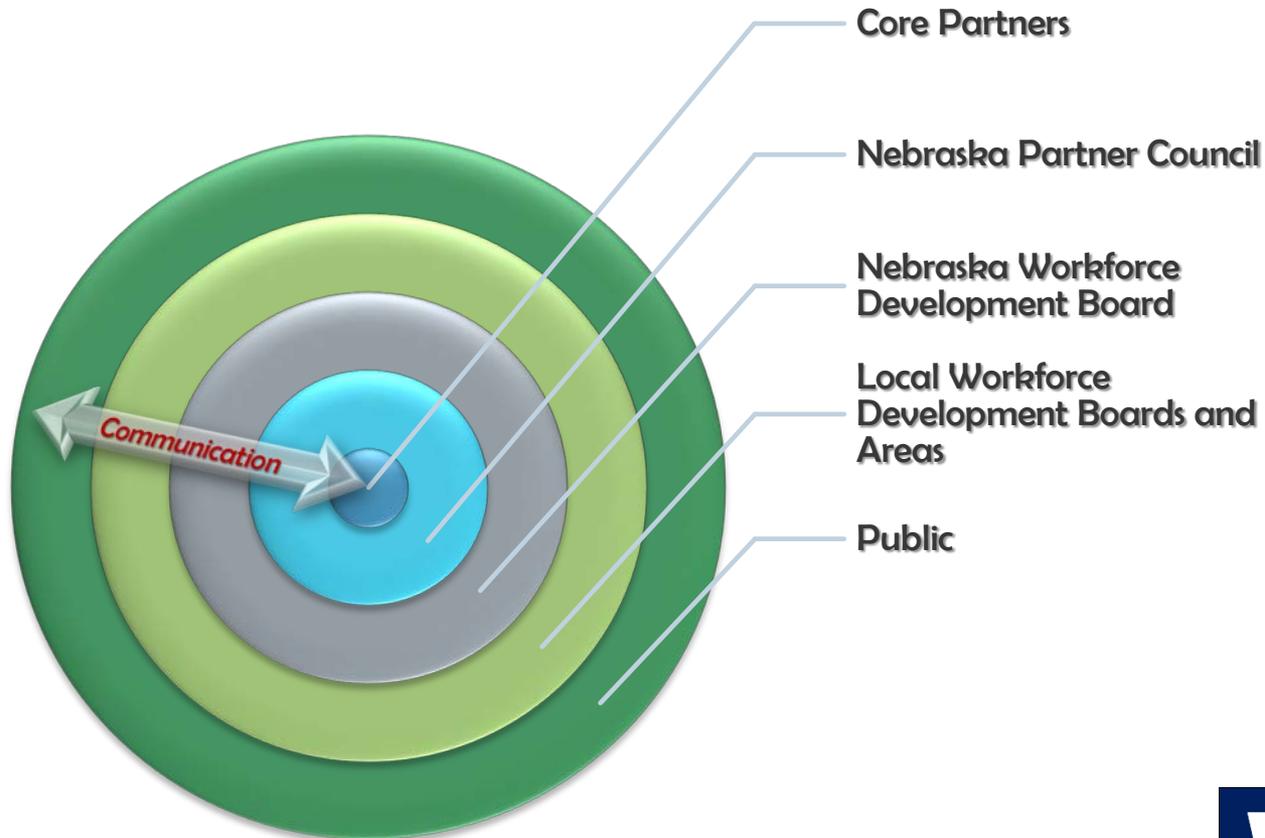


WORKFORCE SYSTEM – PLANNING MATRIX

- The vision and guiding principles align with the goals and strategies detailed in the Combined State Plan
- Each strategy has:
 - An assigned workforce system partner responsible for coordination of activities
 - Defined activities for implementation
 - A timeline
- The planning matrix will be emailed to the members of the Board by Deb Andersen



WORKFORCE SYSTEM PARTNER COMMUNICATION PLAN



WORKFORCE SYSTEM PARTNER PLANNING PROCESS

Questions on the Workforce System Partner
Planning Process?

Workforce Innovation and Opportunity Act (WIOA)

NEBRASKA WORKFORCE DEVELOPMENT BOARD

STRATEGIC DIRECTION COMMITTEE

JUNE 17, 2016

COMMITTEE REPORT:

REGIONAL PLANS AND POTENTIAL UPCOMING GRANTS

COMMITTEE MEMBERSHIP

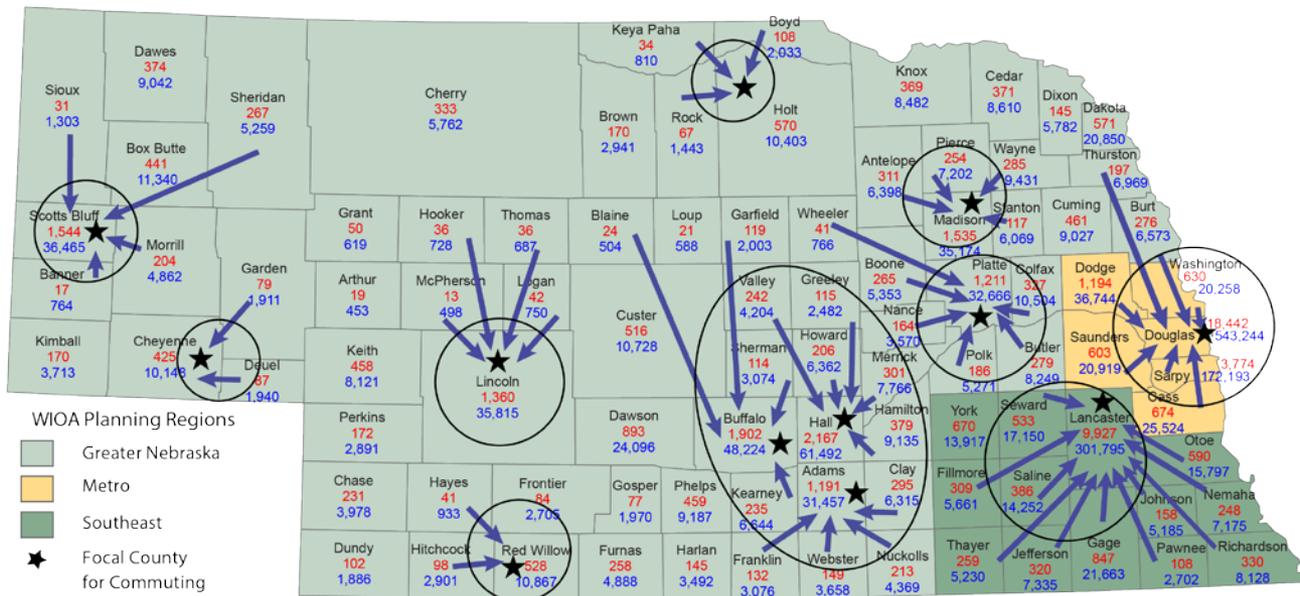
- Brian Deakin, Chair
- Tammie Beck
- Bradley Bird
- Matthew Blomstedt
- Courtney Dentlinger
- Michael Geary
- Allan Hale
- Susan Martin
- Senator Heath Mello
- Don Nordell
- Vern Powers
- Jennifer Sedlacek

COMMITTEE RESPONSIBILITIES

- Employer Engagement
- Industry Sector Partnerships
- Career Pathways
- Connects to "big picture" workforce efforts
- Regional Plans
- Workforce-related Grants

REGIONAL PLANS

WIOA Planning Regions



Sources: Commuting Patterns from Local Employment Dynamics (LED); Worksites from Quarterly Census of Employment and Wages First Quarter 2015; Population from U.S. Census Bureau, Population Estimates Program, 2014 Population Estimates

Worksite: The number of worksites per county is determined by each physical location of a business operating in a specific county. When a business has multiple locations, all physical locations where employees perform work are counted separately.

Population: The calculated number of people living in an area as of a specified point in time, July 1st. The estimated population is calculated using a component of change model that incorporates information on natural increase (births, deaths) and net migration (net domestic migration, net international migration) that has occurred in an area since the latest decennial census.

NEBRASKA'S PLANNING REGION ASSIGNMENTS

- 1. Metro Region** – covers Dodge, Douglas, Cass, Sarpy, Saunders, and Washington Counties, with Douglas County being the target area of economic concentration. The Greater Omaha Workforce Development Area is assigned to this planning region.
- 2. Southeast Region** – covers Fillmore, Gage, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, and York Counties, with Lancaster County being the target area of economic concentration. The Greater Lincoln Workforce Development Area is assigned to this planning region.
- 3. Greater Nebraska Region** – covers the remaining 74 counties in Nebraska. The Greater Nebraska Workforce Development Area is assigned to this planning region.

REGIONAL PLAN COORDINATION REQUIREMENTS UNDER WIOA

- Under WIOA, the local boards and chief elected officials in each planning region shall engage in a regional planning process that results in:
 - Preparing a regional plan
 - Establishing regional service strategies
 - Developing and implement sector strategies
 - Collecting and analyzing regional labor market data
 - Establishing administrative cost arrangements
 - Coordinating transportation and other supportive services
 - Coordinating services with regional economic development services

PROPOSED QUESTIONS FOR REGIONAL PLAN INSTRUCTIONS

- The Strategic Direction Committee reviewed and made recommendations on the proposed regional plan instructions at its May 18th meeting
- The proposed regional planning questions are included as **Handout No. 8A** in your packet today

Thoughts from the Board on the proposed questions?

PROPOSED REGIONAL PLAN TIMELINE

Date	Action
September 2016	Release planning instructions for both regional and local plans Local area will work on both simultaneously
September 2016 – January 2017	Regional plan sessions (State will offer to facilitate)
March 1, 2017	Due date for local and regional plans
March 2017 – May 2017	Plan review by State and Strategic Direction Committee
June 2017	Plan approval by full board (upon recommendation of Strategic Direction Committee)
July 1, 2017	Regional and Local Plans in effect

RECENTLY AWARDED – USDOL APPRENTICESHIP ACCELERATOR GRANT

- Funding opportunity for states to jump start their apprenticeship programs
- \$250,000 maximum available per grantee (later reduced to \$200,000)
- NDOL submitted grant application May 11, 2016
- **NDOL was recently notified that it has been awarded \$200,000 for this project**
- Two year grant period
- Funding for 1.0 FTE Program Coordinator dedicated to building apprenticeships across all NDOL E&T programs, ensuring accurate and quality information on WIOA eligible training provider list, and increasing sector strategy initiatives
- Additional funds would be spent on outreach, technical assistance to external partners, strategic partnership meetings, consulting costs (subject matter expert), publications, asset mapping, and partial funding of an E&T Administrator position

POTENTIAL UPCOMING GRANTS

- America's Promise Job-Driven USDOL Grant
 - Approximately \$100M available to fund 20 – 40 projects
 - Projects can range from \$1M to \$6M
 - 4-year grant period
 - Purpose is to accelerate the development of new and the expansion of existing regional workforce partnerships with business and industry leaders by:
 - Implementing sector strategies
 - Creating sector-based career pathways
- Peter Kiewit Foundation Grant
 - Having discussions and exploring ideas around sector strategy work as it relates to creating system solutions and planning and capacity building

STRATEGIC DIRECTION COMMITTEE UPDATE

Questions on Regional Plans or Grants?

Proposed Regional Plan Questions

1. How will the region align itself and the resources for managing the vision for preparing a skilled workforce to support regional economic growth and economic self-sufficiency? Provide an analysis of regional economic conditions, including:
 - existing and emerging in-demand industry sectors and occupations, and their employment needs;
 - demographic characteristics of the current workforce, including the educational and literacy levels, with emphasis on youth, adults in transition, underemployment, and individuals with disabilities. Describe how the local area's demographics are changing and the planning implications for the anticipated workforce of the future;
 - knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations;
 - analysis of the workforce in the region, including current labor force employment/unemployment data, labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment;
 - analysis of the workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region;
 - defining leadership and stakeholders involved in the plan.
2. Regional Sector Strategies. Identify which in-demand industry sector(s) or occupation(s) the region is serving and why. Identify any strategies that involve planning with other regions. For each in-demand sector or occupation, describe the current status of regional collaboration in support of the sector/occupation, and identify anticipated next steps and timelines for at least the first two years of plan implementation. Please describe your tactical approach to any foreseeable obstacles related to specific sector strategies.

Please provide one completed assessment for each in-demand industry sector or occupation/occupational grouping the region intends to prioritize. Please include job titles and required educational levels of such occupations. The 2017-2021 plan provides a baseline from which the region will show progress over time.
3. Regional Service Strategies. How will the region add value to job seeker and employer services through new and expanded service delivery strategies? Based on the regional analysis, identify and describe which populations and/or service strategies and/or services will be developed on a regional basis to affect a challenge or opportunity. Describe the current status and anticipated next steps during the planning period. The completed framework will serve as the regional cooperative service delivery agreement once the plan is approved.

4. Coordination with Regional Economic Development Organizations. Identify regional economic development services and providers in the region and describe how the planning region will coordinate services with these services and providers. Describe the current state of coordination with economic development and the anticipated next steps during the four-year plan period.
5. Coordination of Transportation and/or Other Support Services, as Appropriate. As part of the regional service delivery strategy, describe whether transportation or other support services need to be coordinated across the region based on the regional analysis, and if so which services and how.
6. Regional Cost Arrangements, as appropriate. Describe any regional or cross-regional cost or resource-sharing or resource leveraging arrangements between the local areas assigned to the planning region. (Note: Regional cost arrangements are not to be confused with one-stop infrastructure cost sharing MOUs and RSAs.)
7. Describe any additional regional planning strategies, including activities related to the coordination of services delivery, development of common intake methods, and the reduction of duplicative processes across programs.

Workforce Innovation and Opportunity Act (WIOA)

NEBRASKA WORKFORCE DEVELOPMENT BOARD

SYSTEM ALIGNMENT COMMITTEE

COMMITTEE REPORT:

INFRASTRUCTURE FUNDING UPDATE

COMMITTEE MEMBERSHIP

- Becky Stitt, Chair
- John Albin
- Jason Feldhaus
- Jim Hanson
- Michelle Olson
- Courtney Phillips
- Terri Ridder
- Carol Swigart
- Lisa Wilson

COMMITTEE RESPONSIBILITIES

- Submission of the Combined State Plan
- Policy development for One-Stop Partner role and resource contribution, including **development of an allocation formula for the state one-stop funding mechanism**
- Review of allocation formulas
- Review statewide LMI system and determine data priorities
- Oversight of the development of Public Sector Partnerships
- Review of and comment on the Annual Report
- Determine continuous improvement strategies and methodologies, including system training, performance, and best practices
- Policy development on program alignment
- Review and recommend Local Area Plan approval
- Technology solutions
- System-related grant opportunities (on-going)
- Policy development for criteria for One-Stop certification

INFRASTRUCTURE FUNDING UPDATE

- System Alignment Committee met with required one-stop partners on May 19th, including representatives from:
 - Adult, Dislocated Worker, and Youth programs
 - Wagner-Peyser
 - Adult Education
 - Vocational Rehabilitation
 - The Commission for the Blind and Visually Impaired
 - Jobs for Veterans State Grant
 - Senior Community Service Employment Program
 - Trade Adjustment Assistance
 - Unemployment Insurance
 - Temporary Assistance for Needy Families (TANF)
 - Native American Programs (Omaha Tribe WIOA and Vocational Rehabilitation representatives)
 - Proteus, Inc. (Migrant Seasonal Farmworker grantee)
 - Greater Lincoln Workforce Development Board
 - Greater Nebraska Workforce Development Board
 - Greater Omaha Workforce Development Board

INFRASTRUCTURE FUNDING UPDATE

- Agenda items included:
 - Overview of the state one-stop infrastructure funding mechanism
 - Discussion of the state one-stop funding mechanism allocation formula criteria
 - Required criteria
 - Additional criteria



INFRASTRUCTURE FUNDING UPDATE

- Overview of the State One-Stop Infrastructure Funding Mechanism
 - Triggered if the local workforce development board and required one-stop partners aren't able to reach consensus on infrastructure funding
 - Ensures each partner contributes proportionately
 - The Governor determines how much each required one-stop partner contributes from the Federal funds provided to the state for the partner's program, based on the partner's proportionate benefits received and proportionate use of the one-stop center
 - The Nebraska Workforce Development Board determines how the contributed funds are allocated to local workforce development areas



Search ID: cwln3505
"Everyone *finally* agrees: the only consensus is there's no consensus."

INFRASTRUCTURE FUNDING UPDATE

- Discussion of the State One-Stop Funding Mechanism Allocation Formula Criteria
 - Required criteria
 1. Number of one-stop centers in the local workforce development area
 2. Population served by the one-stop center(s) in the local workforce development area
 3. Services provided by the one-stop center(s) in the local workforce development area
 - Additional criteria
 4. Other factors the Nebraska Workforce Development Board determines are appropriate and that are consistent with Federal cost principles



INFRASTRUCTURE FUNDING UPDATE

- Other Region V states:
 - Michigan is requiring local areas to develop their own allocation formulas
 - Indiana policy states: “*There will be no state infrastructure funding mechanism*”
 - Majority of other Region V states are:
 - In planning stage for development of an allocation formula for their state infrastructure funding mechanism
 - Waiting for final rules before developing policies on MOUs and infrastructure funding

INFRASTRUCTURE FUNDING UPDATE

- Next steps
 - Provide required one-stop partners with a:
 - Handout identifying who local boards should work with as representatives of the required partners
 - Handout describing from where partners' required contributions are pulled (i.e., administrative funds or program funds)
 - Further development and review of:
 - Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - Guidance on infrastructure funding for local area use
 - Guidelines on state-administered one-stop partner programs for determining program contributions to a one-stop delivery system based on programs' proportionate use of the system
 - Guidance to assist local boards, CEOs and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in local areas

INFRASTRUCTURE FUNDING UPDATE

Questions on Infrastructure Funding?

Nebraska Workforce Development Board

June 17, 2016

Phillip Baker

Phil.baker@Nebraska.gov

Nebraska Department of Labor, Labor Market Information

Nebraska Labor Availability Survey Pilot Surveys

- ▶ Study Goals:
 - ▶ Discover how many people within an area are available and willing to take on a new job
 - ▶ Find the wage demands and work preferences of potential job seekers
 - ▶ Measure the education, skills, and experience of potential job seekers
 - ▶ Synthesize this information in a way which makes it useful to local Economic Development authorities
- ▶ Initial pilot project, modeled off Iowa study
- ▶ Agencies involved:
 - ▶ Economic Development authorities from local communities provided guidance
 - ▶ Nebraska Department of Economic Development: funding and direction
 - ▶ University of Nebraska's Bureau of Sociological Research: Assisted with the labor availability household survey design and administered questionnaire, assigned weights
 - ▶ Nebraska Department of Labor: analyzed results and produced customized reports on the findings for each community in the labor availability survey area and conducted the employer Survey of Hiring and Training Needs
 - ▶ University of Nebraska, Bureau of Business Research: Assisted with the development and reporting of the skills gap reports

Methodology

- ❖ Survey Sample area built from zip codes around each community using commuting pattern data
- ❖ Areas included some zip codes in surrounding states like Iowa, South Dakota and Wyoming
- ❖ Northeast survey eight page, 56 question survey sent by mail to 12,000 households in fall of 2013
- ❖ 3,164 responses received from adults 19 and older. Response rate: 29.7% after adjusting for undeliverable mail
- ❖ Data entry and initial cleaning provided by BOSR
- ❖ Analysis and reports from Nebraska Department of Labor with guidance from Nebraska Department of Economic Development

Panhandle Study Results

Potential Job Seeker:

- ❖ An employed person who answered either 'yes' or 'maybe' to the question, "Are you likely to change jobs in the net year if a suitable job is available?"
- ❖ A non-employed person who answered 'yes' or 'maybe' to the question, "Are you likely to reenter the workforce in the next year if a suitable job is available?"

Active Job Seeker:

- ❖ Potential Job Seekers that answered "YES" to are you actively seeking a new job

Panhandle Study Results

Potential Job Seekers:

Estimated 23,543 potential job seekers in survey area

Majority (81.4%) are employed

Median Wage Sought = \$40,000 annually (\$19.23/hour)

93% willing to commute 15 minutes or more

About one third (36.4%) hold a Bachelor's Degree or higher

Salary, work schedule, use of skills more important factors

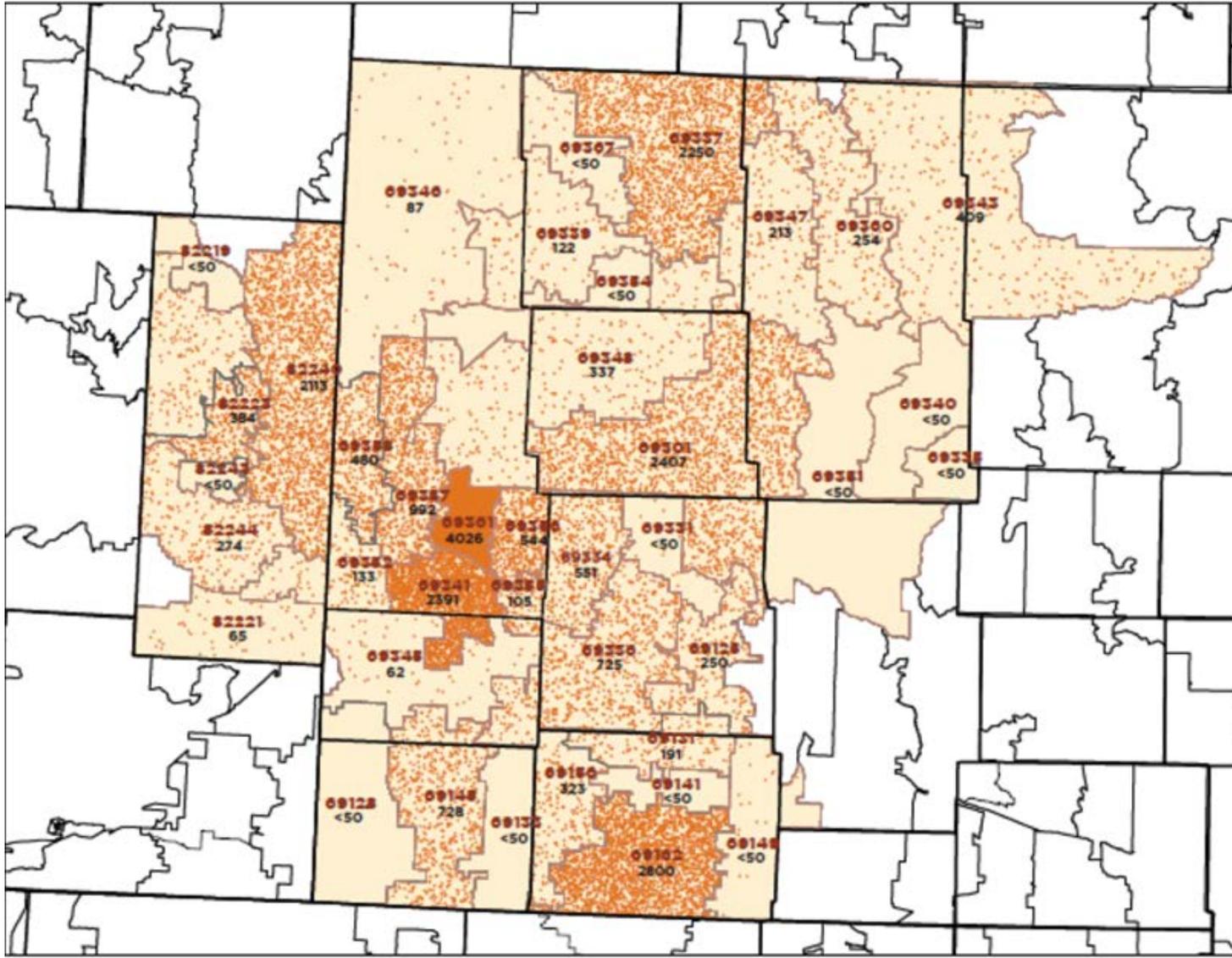
Lack of Job Opportunities, Inadequate Pay, Inadequate Benefits
more common barriers

Active Job Seekers:

Estimated 7,804 actively seeking a new job in Panhandle area

Most currently looking for work are employed (78.3%)

Panhandle Study



1 Dot = 1 estimated potential job seeker

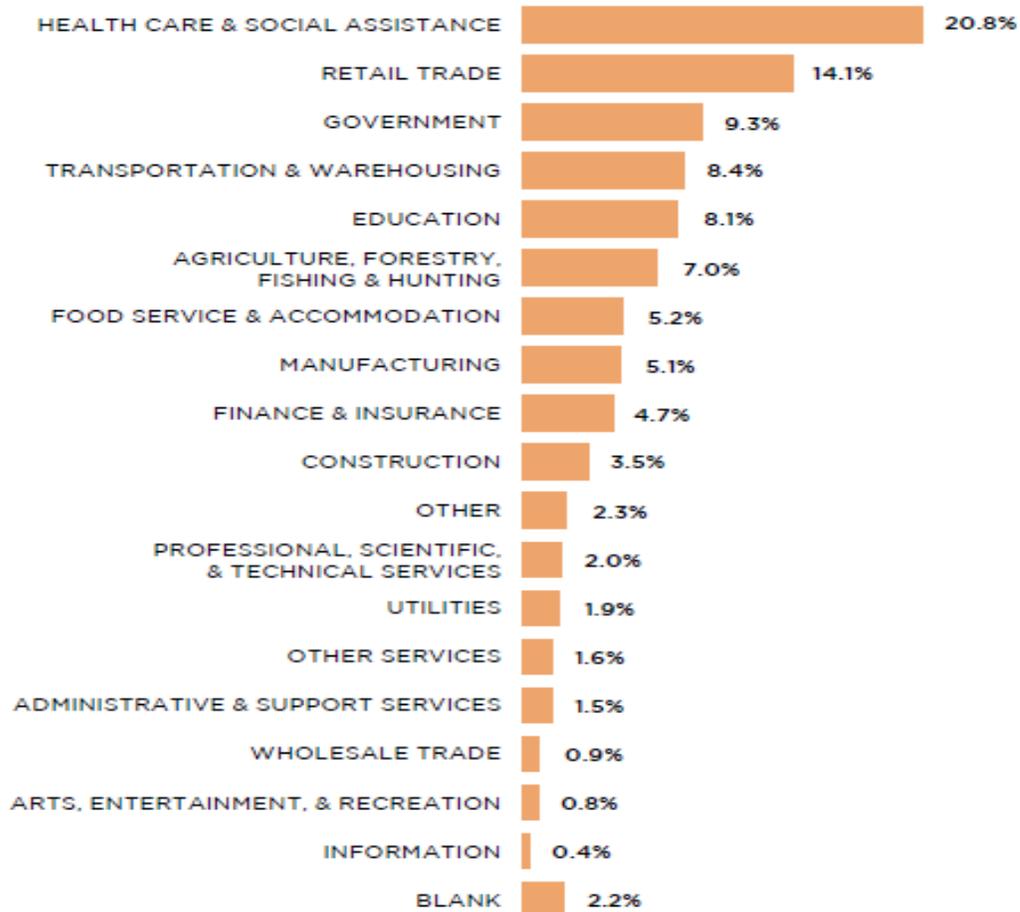
= Zip Code

= Estimated number of job seekers

Panhandle Study

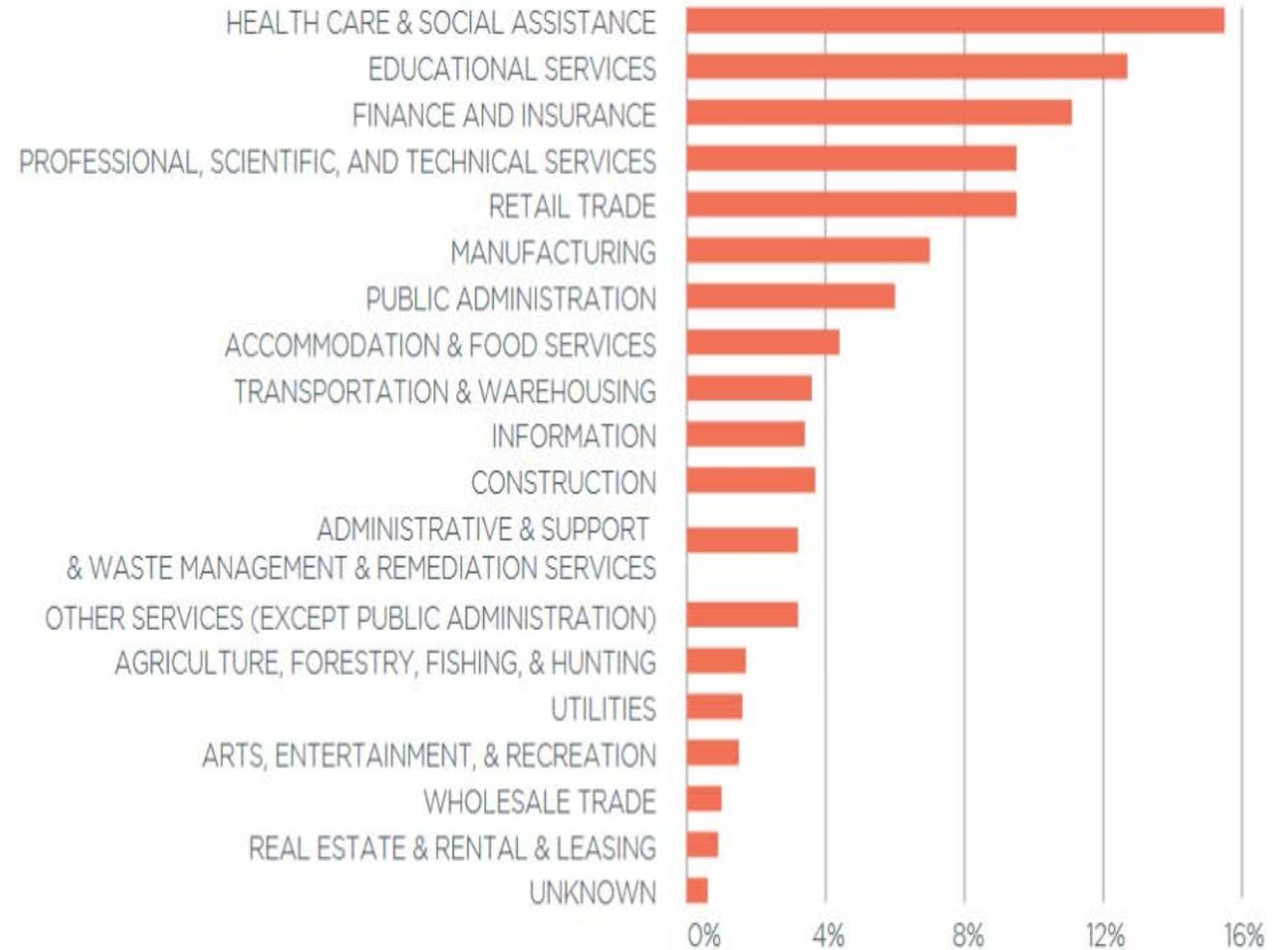
EMPLOYMENT CHARACTERISTICS OF POTENTIAL JOB SEEKERS

INDUSTRY OF EMPLOYMENT OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS

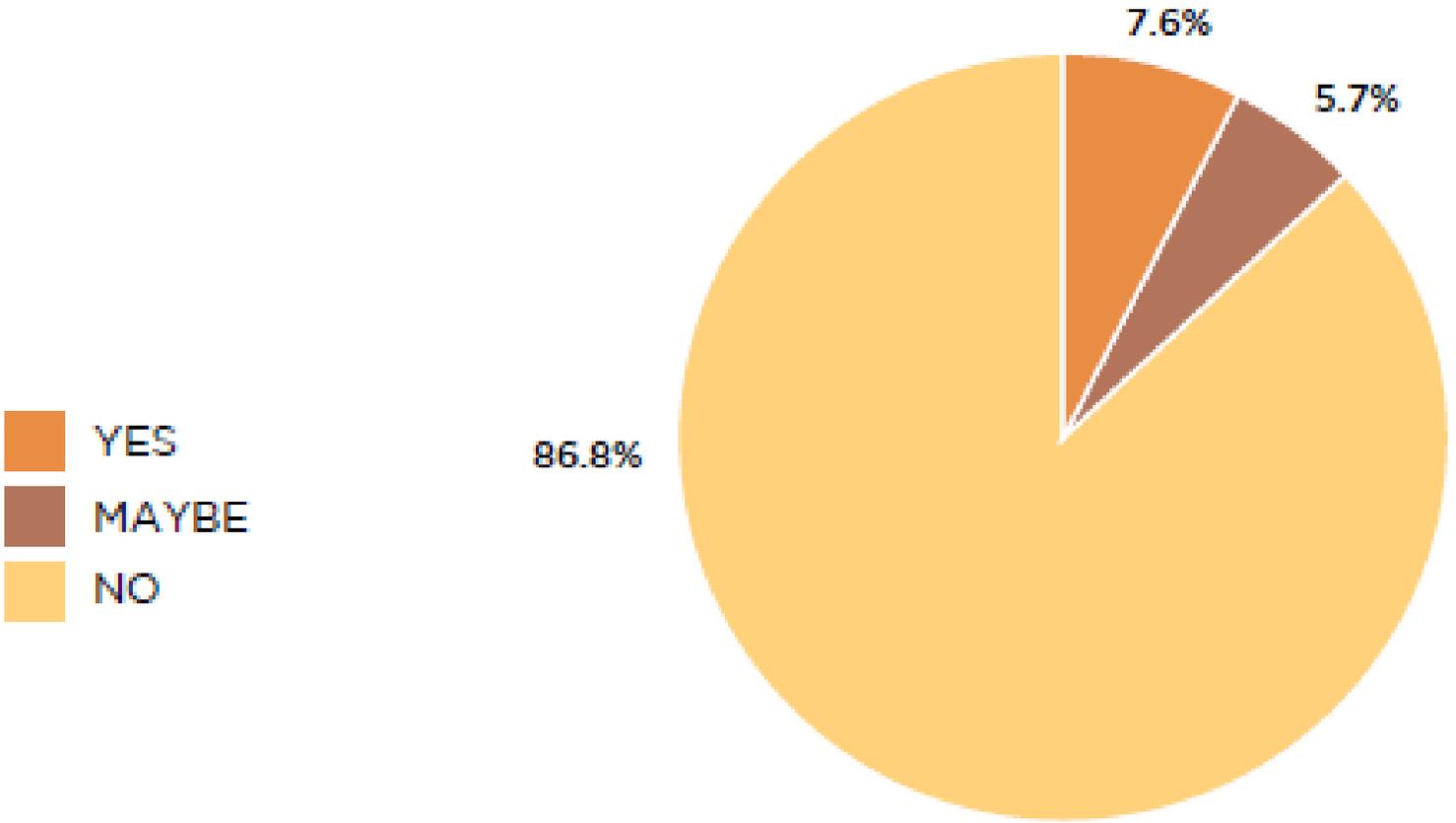


Metro Area Study

INDUSTRY OF EMPLOYMENT OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS

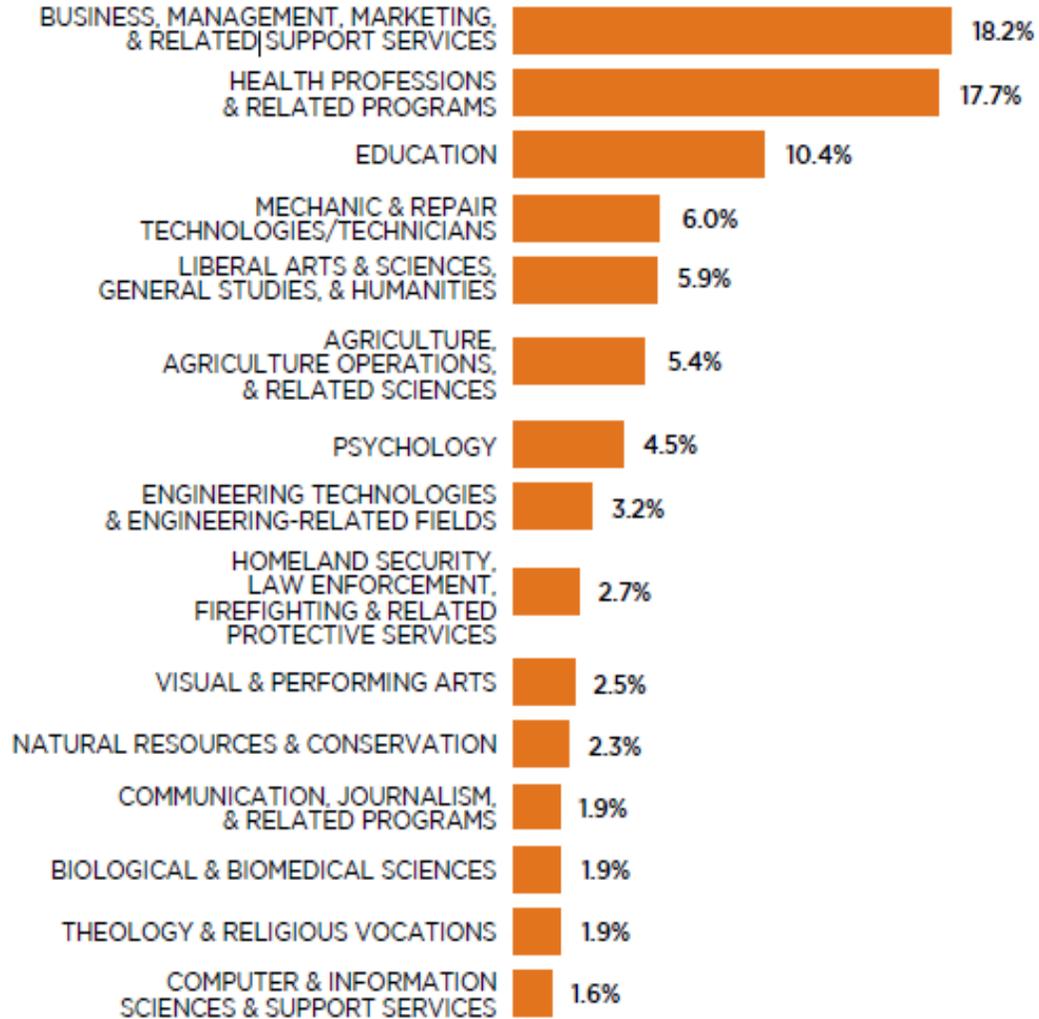


EMPLOYED POTENTIAL JOB SEEKERS PLANNING ON RETIRING WITHIN 5 YEARS

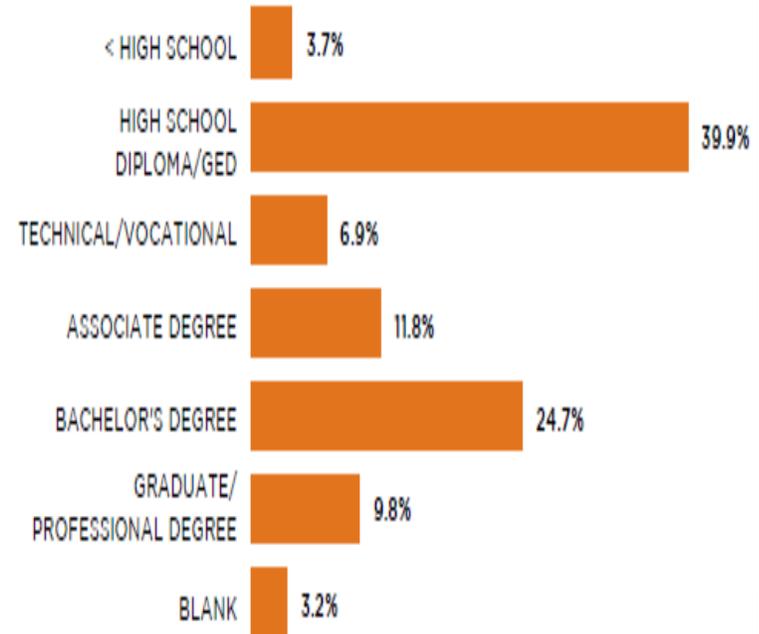


Panhandle Study Potential Job Seekers

TOP 15 FIELDS OF STUDY

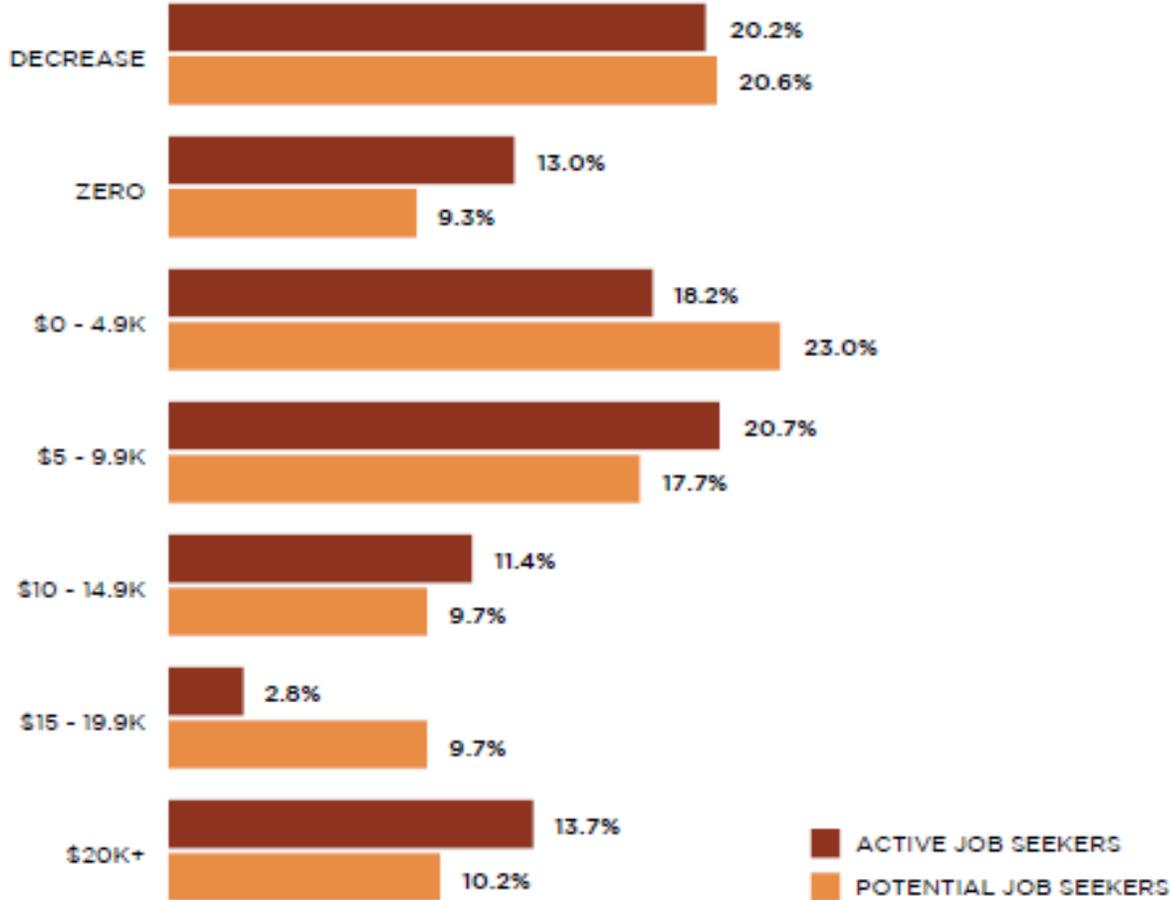


EDUCATIONAL ATTAINMENT



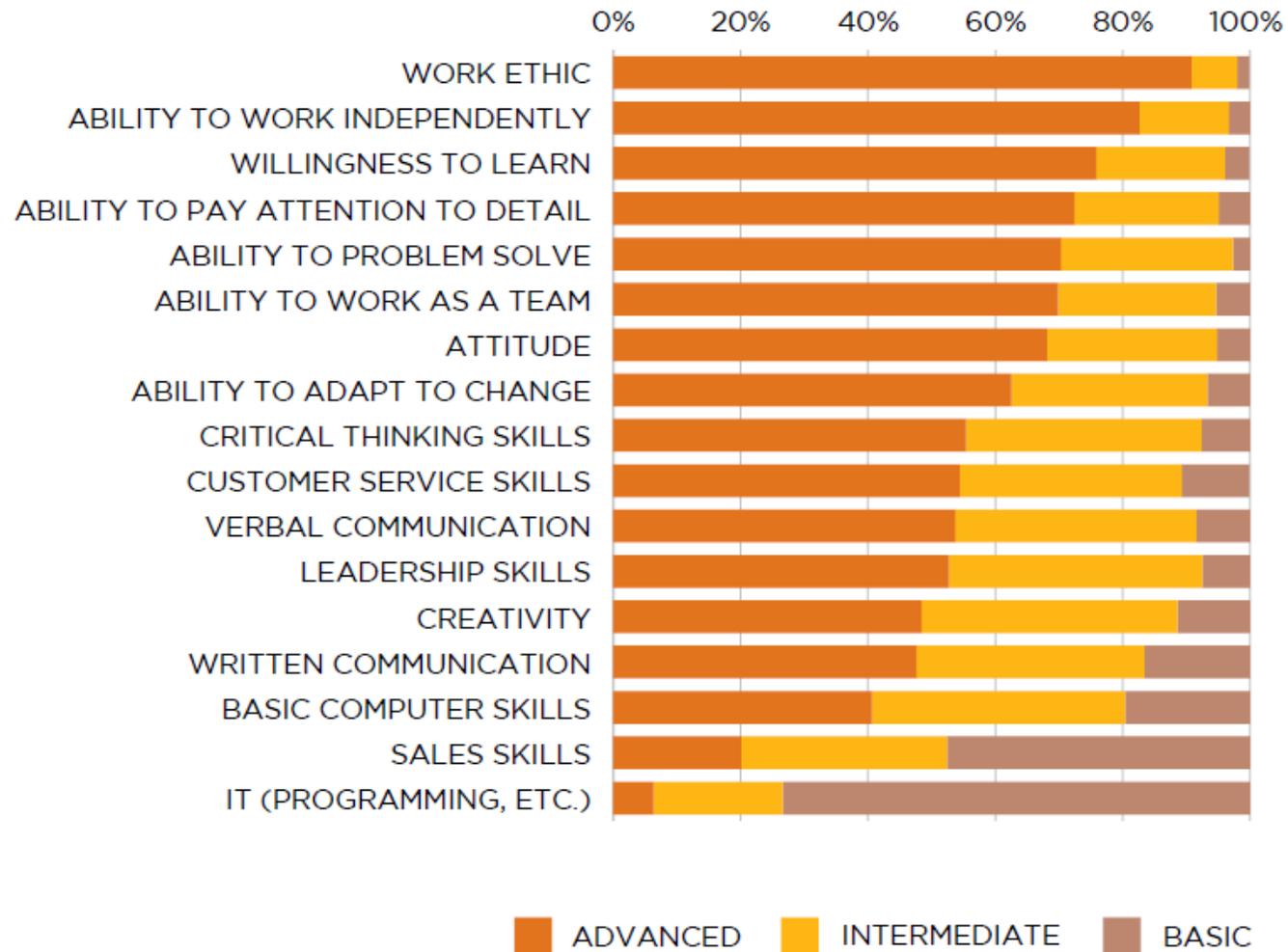
Panhandle Study

MINIMUM PAY INCREASE NEEDED TO CHANGE JOBS



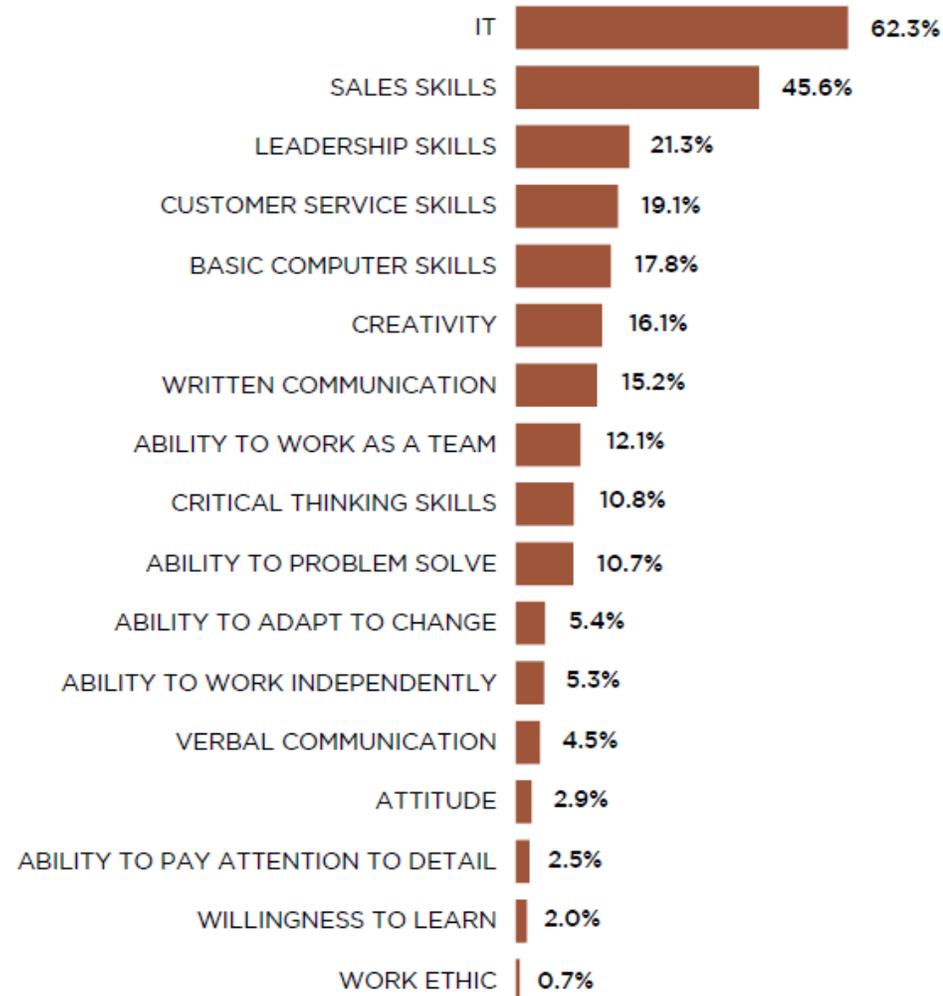
Panhandle Study

REPORTED SKILLS OF ALL POTENTIAL JOB SEEKERS



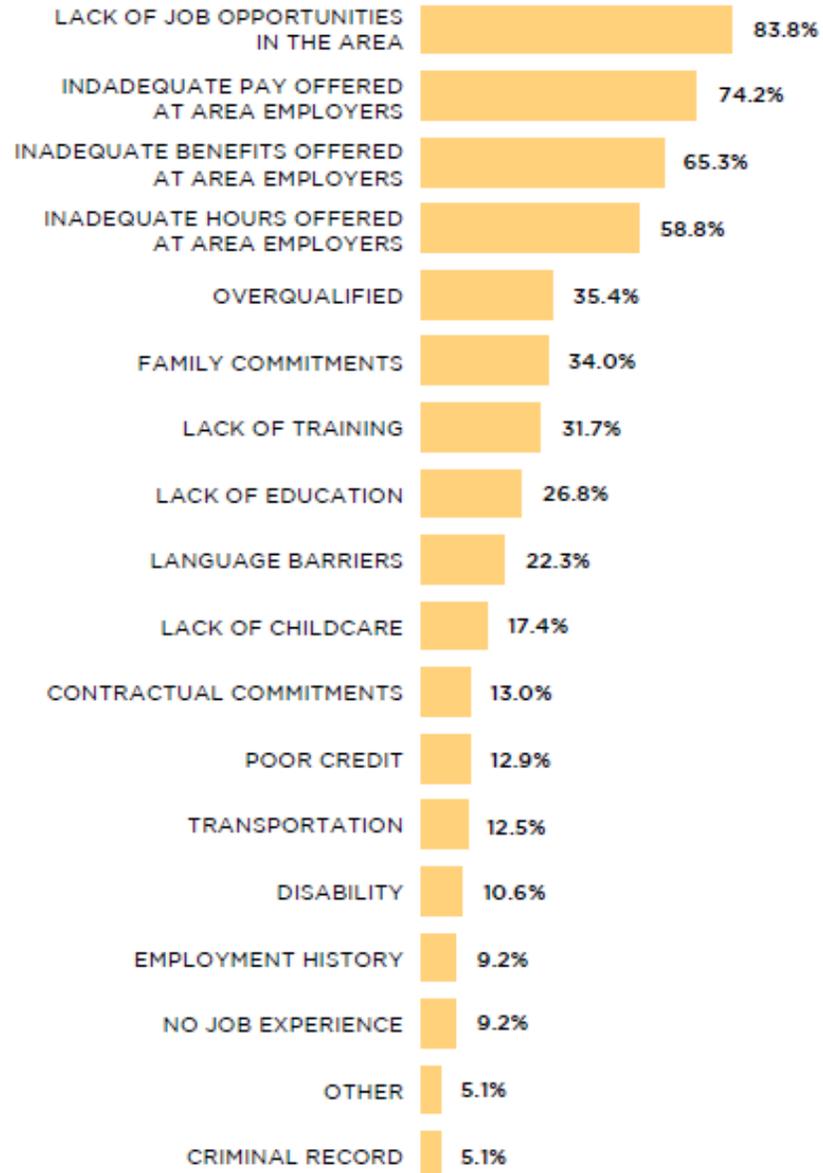
Panhandle Study

UNUSED SKILLS OF ACTIVE JOB SEEKERS WITH HIGH SELF-REPORTED SKILL LEVEL



Employment Obstacles for Active Job Seekers

OBSTACLES TO EMPLOYMENT



Scottsbluff Survey of Hiring and Training Needs

- ❖ Think about workers this business is trying to hire or recently hired. What are the top three occupation titles (by frequency of hire) for workers you have been trying to hire or recently hired?

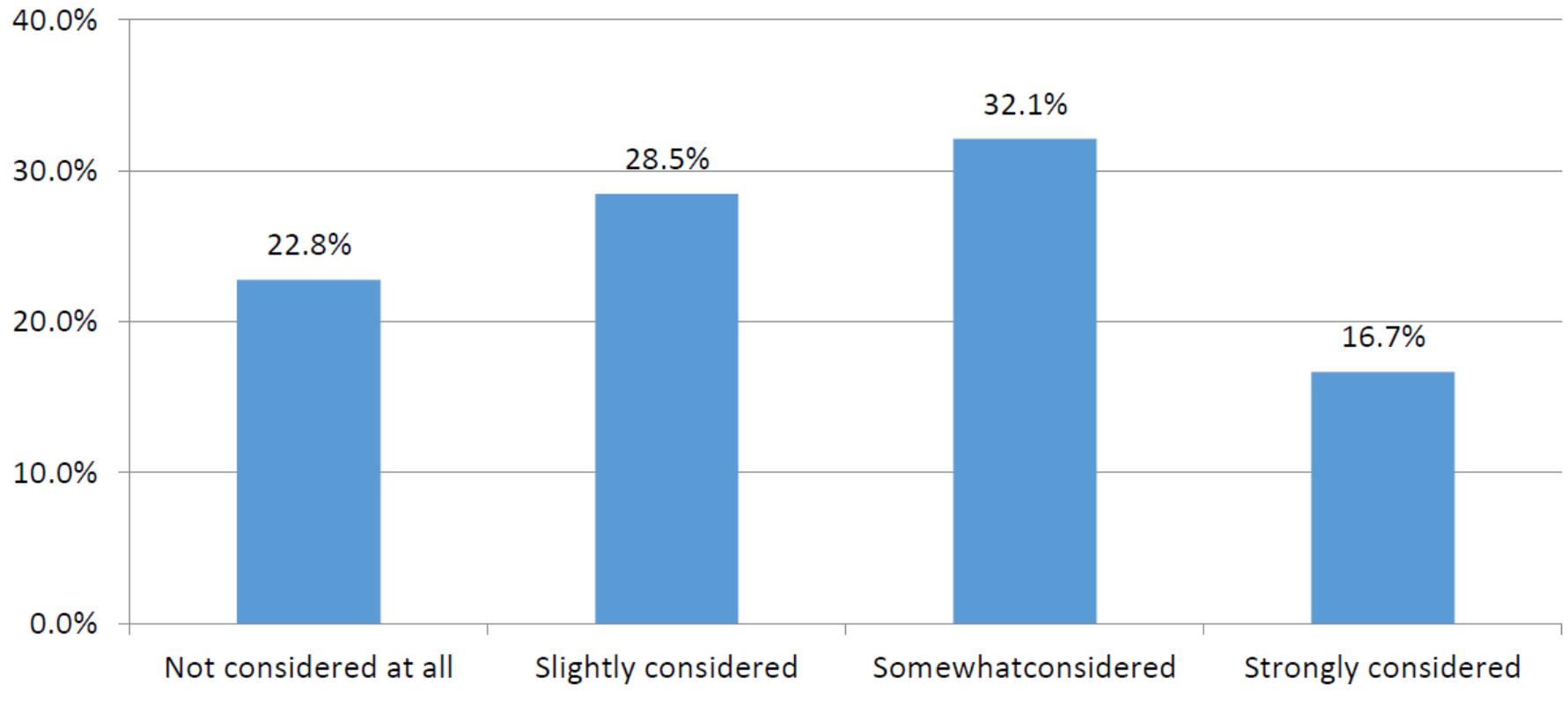
- ❖ Please list any additional occupations (besides the three listed previously) for which it is hard to find workers. In the area below, please describe the duties of that position and indicate why it is difficult to find workers.

Table 2.1: Profile of Responding Businesses

Group	Responses	
	Number	Share
Size of Business		
Small (Less than 50 employees)	221	89.1%
Mid-size (50-100 employees)	15	6.0%
Large (More than 100 employees)	12	4.8%
Industry		
Goods-Producing	41	16.5%
Service-Producing	207	83.5%
Wholesale and Retail Trade	68	27.4%
Health Care	35	14.1%

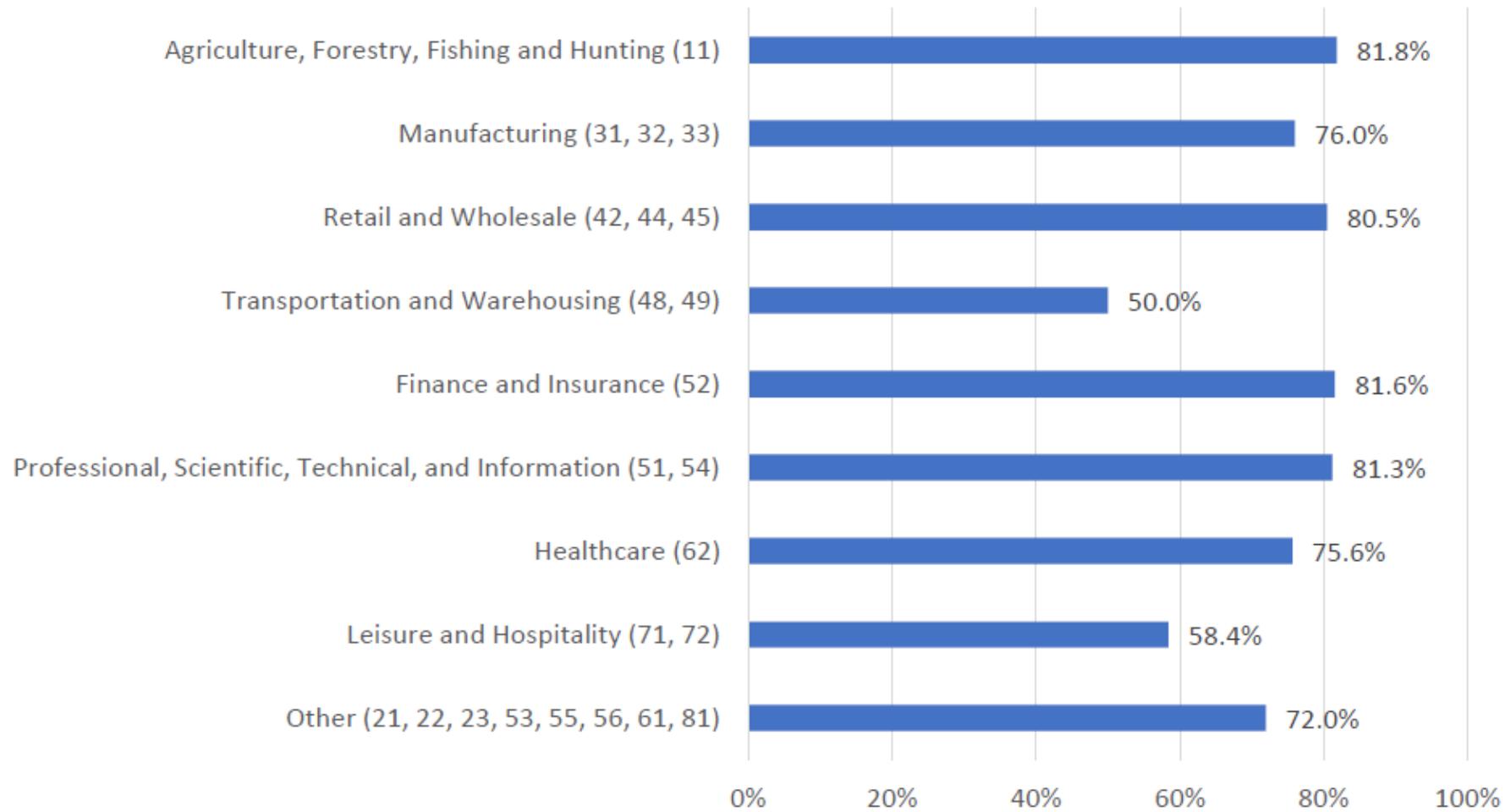
Source: UNL-BBR calculations based on the *Scottsbluff Survey of Hiring and Training Needs*

Figure 3.1: When hiring, how much does your business consider whether an applicant is currently working?



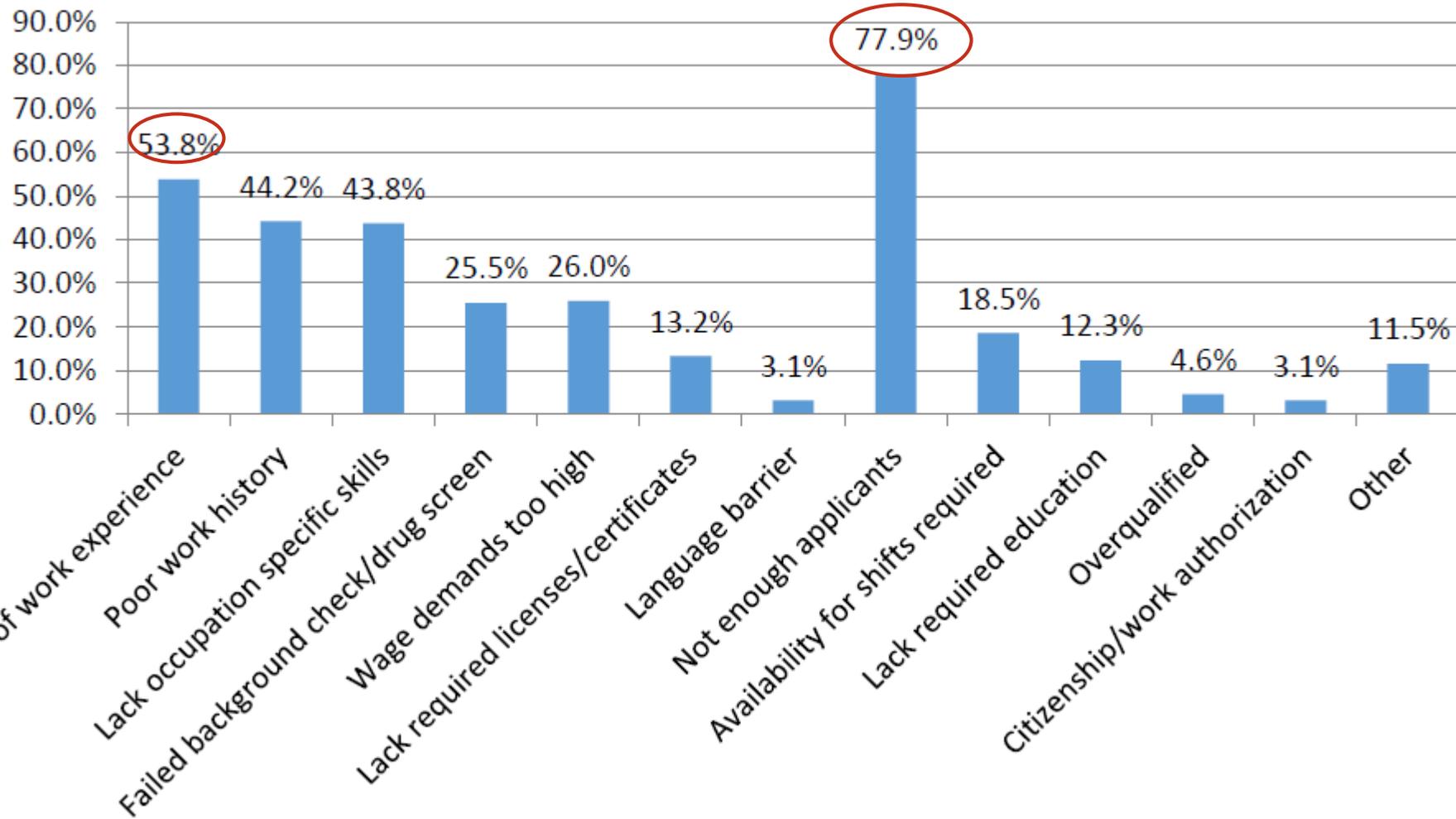
Source: UNL-BBR calculations based on the *Scottsbluff Survey of Hiring and Training Needs*

Figure 3.8: Is it Difficult to Find Workers? Percent "Yes" by Industry



Source: UNL-BBR calculations based on the *Scottsbluff Survey of Hiring and Training Needs*

Figure 3.10: Why is it difficult to find workers?



Source: UNL-BBR calculations based on the *Scottsbluff Survey of Hiring and Training Needs*

Scottsbluff Area Skills Gap Report

- Results indicated areas for a need to prepare more workers;
- Management Analysts
- Accountants and Auditors
- Loan Officers
- Computer Systems Analysts
- Computer Programmers and Software Developers
- Network and Computer Systems Administrators
- Computer Support Specialists
- Registered Nurses
- Licensed Practical Nurses
- Industrial Machinery Mechanics
- Maintenance and Repair Workers, General

Legislative Bill 1110

- ▶ This bill adopted the Nebraska Workforce Innovation Opportunity Act and the Sector Partnership Act
- ▶ The Department of Labor and the Department of Economic Development are to work together to;
 - ▶ establish a study process to conduct labor availability and skills gap studies
 - ▶ Determine the laborshed areas of the state ;
 - ▶ And complete labor availability and skills gap studies for al laborshed areas of the state on a rotating basis as determined by the Department of Labor.



Metro Nebraska Labor Availability Study

"Labor availability" describes how many people within a given area are available and willing to take on a new job. In the summer of 2014, the Nebraska Departments of Economic Development and Labor collaborated on a survey designed to measure labor availability in the Lincoln and Omaha metro areas of Nebraska.

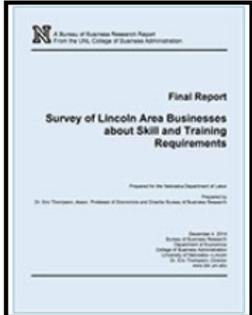
The resulting reports feature detailed demographics, commuting patterns, skills and education, hours worked, pay and benefit expectations and other characteristics of potential job seekers for the Omaha and Lincoln areas. Analysis includes the factors that are important to those seeking new employment as well as barriers that may prevent people from taking a new job.

Choose a Metro Area Report... ▾



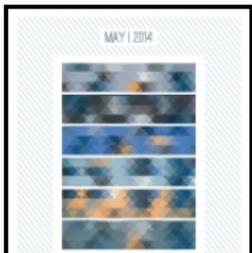
[Lincoln Skills Gap](#)

This report summarizes information about job skills in the Lincoln area and whether a skills gap is found in particular occupations. A skills gap is present if it is difficult for a large share of employers to hire in a particular occupation and there is also a persistent gap between the demand for new workers and the number of individuals entering that occupation. Key questions include: In what part of the labor force, if any, is a skills gap present? And, is the skills gap the result of a lack of education and training opportunities, or are other factors at work?



[Survey of Lincoln Area Businesses about Skill and Training Requirements](#)

This report discusses the results from the *Make it Work for Lincoln* survey of employers conducted by the University of Nebraska-Lincoln Bureau of Business Research (UNL-BBR). It examines the types of occupations Lincoln area employers are searching for and hiring, and the types of difficulties employers face when hiring. The survey also asks about the types of training which employers provide.



Northeast Nebraska Labor Availability Study

In the fall of 2013, the Nebraska Departments of Economic Development and Labor collaborated in a pilot project designed to measure labor availability for selected communities in northeast Nebraska.

Reports feature detailed geography and demographics, regional commuting patterns, skills and education of the area's labor force, hours worked and compensation/benefits expectations, analysis of what entices workers to seek new employment or change jobs, and analysis of barriers to improving employment experienced by area workers.

These studies can be located on the Nebraska Department of Labor NEworks web site. Go to NEworks.Nebraska.gov select Publications in the Labor Market Information section.