

**Nebraska Workforce Investment Board  
Meeting Minutes**

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

**Agenda Item #1 – Call to Order**

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

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

**Agenda Item #2 – Roll Call**

*NWIB members present (16):*

John Albin  
Tammie Beck  
Brian Deakin  
Mindy Fisher  
Bud Fleischer  
Michael Geary

Jim Hanson  
Dacia Kruse  
John McNally  
Mark Moravec  
Michelle Olson  
Vern Powers

Terri Ridder  
Brad Schroeder  
Jennifer Sedlacek  
Becky Stitt

*NWIB members absent (12):*

Joseph Acierno  
Roma Amundson  
Cheryl Anderson  
Dennis Baack

Matt Blomstedt  
Vanessa Brown  
Lt. Governor Mike Foley  
M. L. Martin

Don Nordell  
Ann Rouch  
Carol Swigart  
Clyde Tyndall

A quorum was established.

*Ex-officio member absent (1):*

Senator Galen Hadley

*Other Guests in Attendance (12):*

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

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

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

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

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**Agenda Item #4 – Approval of Minutes**

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

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

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**Agenda Item #5 – Old Business**

a) *Performance Committee Report*

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

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

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

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

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

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

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

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

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

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

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

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

Roll Call vote follows:

**FOR: (13)**

John Albin  
Brian Deakin  
Mindy Fisher  
Michael Geary  
Jim Hanson

Dacia Kruse  
John McNally  
Mark Moravec  
Michelle Olson  
Vern Powers

Terri Ridder  
Brad Schroeder  
Becky Stitt

**ABSTAIN: (0)**

**AGAINST: (3)**

Tammie Beck

Bud Fleischer

Jennifer Sedlacek

**ABSENT: (12)**

Joseph Acierno  
Roma Amundson  
Cheryl Anderson  
Dennis Baack

Matt Blomstedt  
Vanessa Brown  
Lt. Governor Mike Foley  
M. L. Martin

Don Nordell  
Ann Rouch  
Carol Swigart  
Clyde Tyndall

**MOTION CARRIED**

*b) Workforce Innovation and Opportunity Act (WIOA) Transition*

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

*c) Business and/or Partner Updates*

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

**Agenda Item #6 – New Business**

*a) Metro Labor Availability Study*

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

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

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

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

*b) Update from Local Workforce Investment Boards*

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

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

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

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

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

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

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

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

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

#### **Agenda Item #7 – Upcoming Meetings**

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

#### **Agenda Item #8 – Adjournment**

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

02/05/2015

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