

Nebraska Workforce Development Board Meeting

March 14, 2025, 9:00a – 12:00p

Nebraska Educational Telecommunications Center

1800 North 33rd Street, Lincoln, NE 68503

<https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>

Agenda

- | | |
|--|----------------|
| 1. Call to order | Mark Moravec |
| 2. Roll call | Kelly Flanagan |
| 3. Notice of publication | Kelly Flanagan |
| 4. Approval of September 13, 2024 meeting minutes ¹ | Mark Moravec |
| 5. Old business | Mark Moravec |
| a. State plan workgroups: Career Pathways Workgroup and Alignment Workgroup | |
| b. Board effectiveness | |
| c. Board subcommittee structure ¹ | |
| 6. New business | |
| a. Commissioner of Labor update | Katie Thurber |
| b. Governor update | Kenny Zoeller |
| c. State and local area performance assessments, Program Year 2023 | John O'Keefe |
| d. Annual Statewide Performance Report Narrative, Program Year 2023 | John O'Keefe |
| e. State and local area performance negotiations, Program Years 2024 – 2025 | John O'Keefe |
| f. Federal review: NDOL and Greater Nebraska Workforce Development Area, August 2024 | John O'Keefe |
| g. Research and Evaluation Project Goals for 2025 | John O'Keefe |
| 7. Member updates | Board Members |
| 8. Public comment | Mark Moravec |
| 9. Adjournment ¹ | Mark Moravec |

¹ Requires a motion and roll call vote

Nebraska Workforce Development Board
Draft Meeting Minutes
September 13, 2024, 9a – 12p
NET Center, 1800 North 33rd Street, Lincoln, Nebraska 68503

Agenda item 1. Call to Order

Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (Board) on September 13, 2024 at approximately 9a at the Nebraska Educational Telecommunications Center, 1800 North 33rd Street, Lincoln, Nebraska 68503.

Agenda item 2. Roll Call

Chair Moravec asked Nicole Schaefer to call role for purposes of establishing quorum.¹ Nicole called roll and advised Chair Moravec that quorum was established (23 of 28 Governor-appointed voting members attending).

Governor-appointed voting members attending

1. John Albin
2. KC Belitz
3. Jim Bulkley
4. Steve Corsi
5. Gary Dixon, Jr.
6. Lindy Foley
7. Michael Geary
8. Tate Lauer
9. Mark Moravec, Board Chair
10. Don Nordell
11. Sherla Post
12. Terri Ridder
13. Sara Riffel
14. Bradley Schroeder, Board Vice Chair
15. Jennifer Sedlacek
16. Bryan Slone
17. Becky Stitt
18. Keisha Thomas
19. Paul Turman
20. Kevin Wetuski
21. Lisa Wilson
22. Courtney Wittstruck
23. Mark Wright

Governor-appointed voting members absent

1. Elizabeth Babcock
2. Joanna Estrada
3. Jim Hansen
4. Susan Martin
5. Kyle Nixon

Other voting members absent

1. Governor Jim Pillen
2. Senator Merv Riepe

Nebraska Department of Labor (NDOL) administrative Board support staff in attendance

1. Derek Ahrens, State Monitoring Unit Supervisor, Division of Reemployment Services
2. Erick Carrillo, Administrator, Division of Reemployment Services
3. Kelly Flanagan, Administrator, Division of Reemployment Services
4. Joel Green, Attorney III, General Counsel Division
5. Kyle McConnell, Administrator, Division of Reemployment Services
6. John O'Keefe, Director, Division of Reemployment Services
7. Nicole Schaefer, Administrative Programs Officer, Department of Labor

¹ Section 4.7 of the [Board's bylaws](#) defines quorum as a majority of Governor-appointed voting members.

Agenda item 3. Notice of Publication

Nicole Schaefer announced that public meeting notices were published, in accordance with the Nebraska Open Meetings Act, in the Beatrice Daily Sun, Columbus Telegram, Grand Island Independent, Hastings Tribune, Kearney Hub, Lincoln Journal Star, Norfolk Daily News, North Platte Telegraph, Omaha World-Herald, and Scottsbluff Star-Herald. Nicole announced that public notice was posted also published on the State of Nebraska Public Meeting Calendar.

Agenda item 4. Approval of Minutes

Chair Moravec called the next order of business, which was the approval of the draft meeting minutes from the March 15, 2024 meeting of the Board. The draft minutes from the March meeting were emailed to Board Members on September 10, 2024. The meeting minutes were included in Board Member packets as Handout 1.

Chair Moravec opened the floor to Board Members for discussion on the draft minutes. Board Members did not comment on the draft minutes. Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made.

Michael Geary motioned to approve the March minutes as provided and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously.

Agenda item 5. Old Business

Chair Moravec advised the Board that there were no items of old business before the Board for consideration.

Agenda item 6. New Business

a. Proposed methods for enhancing Board effectiveness

Chair Moravec advised the Board that following the March 15 meeting of the Board he met [on May 2, 2024] with Brad Schroeder (Vice Chair of the Board) and Michael Geary (Chair of the Board's Strategy and Innovation Subcommittee) to discuss methods for enhancing Board effectiveness. Chair Moravec stated they discussed four proposed methods for enhancing Board effectiveness (outlined in Handout 2 in Board Member packets and listed below):

1. establishing training for new and current Board members, including training on Board responsibilities and local workforce development board roles and responsibilities;
2. surveying Board members to determine:
 - a. topics of interest;
 - b. how to take advantage of Board membership diversity to help Nebraska businesses, including forward thinking concerning disruptive technology; and
 - c. how to take advantage of information shared by Board members during the *Member Updates* portion of Board meetings;
3. creation of a portal accessible only by Board members that provides information about:
 - a. Board responsibilities and other relevant/current information relating to Board; and
 - b. workforce system performance;
4. setting up tours of Nebraska's American Job Centers for interested Board members (subject to limitations relating to the Nebraska Open Meetings Act and the possibility of establishing Board quorum during tours).

Board members did not comment on the proposed methods.

b. Board subcommittee structure

Chair Moravec informed that the Board that he, Brad Schroeder, and Michael Geary during their meeting [on May 2, 2024] discussed the possibility of restructuring the Board's subcommittees. Michael presented to the Board on this agenda item by:

- welcoming the new Board Members
- reminding all Board Members that according to Section 2.8 of the [Board's bylaws](#) are required to actively participate in the work of the Board and that all members of the Board are or will be appointed to at least one committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the Board; and
- providing background information on subcommittee formation and structure (outlined in Handout 3 in Board Member packets).

Michael asked the Board if it feels the current subcommittee structure works for the purposes of the Board. Keisha Thomas asked if there are issues with the current subcommittee structure. Michael responded saying there are no issues with the current structure, however, there is no clear guidance on what the Board or its subcommittees should be targeting its focus and it's difficult to get subcommittee members together for meetings. Michael also mentioned the impact of the pandemic and the resulting acceleration of economic instability and compression of business cycles on the effectiveness of that Board. Michael stated that the Board can learn a lot from its subcommittees when they are not working in silos.

Michael asked Board Members to submit target-area ideas after the meeting to Mark Moravec and Deb Andersen.

c. Cultural and Historical Considerations and Native American Workforce Development

Grace Johnson, the Liaison for Missing and Murdered Indigenous Persons with the Nebraska Attorney General's Office presented to the Board on cultural and historical considerations relating to Native American Workforce Development. Grace's presentation was included as Handout 4 in Board Member packets.

d. National Farmworker Jobs Program: Empowering Farmworkers

Jody Stutzman, the Regional Director for Central Western Nebraska with Proteus presented to the Board on the National Farmworker Jobs Program. Jody's presentation was included as Handout 5 in Board Member packets.

e. SNAP Next Step

Melissa Zeiler, the SNAP Employment and Training Program Manager with the Nebraska Department of Health and Human Services presented to the Board on the SNAP Next Step program. Melissa's presentation was included in Board Member packets as Handout 6.

f. Proposed dates for 2025 Board meetings

Chair Moravec presented the proposed dates for the 2025 meetings of the Board, which are listed below and were outlined in Handout 7 in the Board Member packets:

- March 14, 2025, 9a – 12p
- June 13, 2025, 9a – 12p
- September 12, 2025, 9a – 12p

The proposed location for 2025 meetings was the NET Center at 1800 North 33rd Street, Lincoln, NE 68503, which is subject to NET Center availability for those dates.

Board Members had no comment on the proposed dates. Chair Moravec opened the floor for public comment. Public comments were not made.

Chair Moravec requested a motion from a Board Member on the proposed dates listed in Handout 7 of the Board Member packets. Becky Stitt motioned to approve the proposed meeting dates, times, and locations as listed. Brad Schroeder seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously.

Chair Moravec stated that invitations for the meetings will be sent to Members of the Board following the meeting.

Agenda item 7. Member Updates

Chair Moravec asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

Agenda item 8. Next meeting date, time, and location

Chair Moravec reminded the Members of the Board that the next meeting of the Board is scheduled for March 14, 2025 from 9a to 12p and will most likely be held at the Nebraska Educational Telecommunications Center, 1800 North 33rd Street,

Lincoln, Nebraska 68503. If the date, time or location of the meeting changes, Chair Moravec advised Board Members that they will be notified by email.

Agenda item 9. Public comment

Chair Moravec opened the floor for public comment. No public comments were made.

Agenda item 10. Adjournment

Chair Moravec asked for a motion to adjourn the meeting of the Board. Jennifer Sedlacek motioned that the meeting be adjourned. Lisa Wilson seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously. The meeting adjourned at approximately 11:30a.

DRAFT



TO Nebraska Workforce Development Board
Career Pathways Workgroup

FROM Mark Moravec, Chair, Nebraska Workforce Development Board Mark Moravec Digitally signed by Mark Moravec
Date: 2025.14 09:33:46 -06'00'

DATE February 14, 2025

SUBJECT Career Pathways Workgroup membership

Sections II.b. and II.c. of the [Combined State Plan for Nebraska's Workforce System for Program Years 2024 through 2027](#) define Nebraska's two-part statewide goal and strategies for preparing an educated and skilled workforce that meets the needs of employers:

1. selection and prioritization of development of career pathways; and
2. alignment of the state's workforce development system.

In 2021, the Nebraska Workforce Development Board (the Board) established the Career Pathways Workgroup (the Workgroup) to implement statewide goal number 1.

As permitted under Sections 3.1(b) and 5.3(c) of the Board's bylaws, I hereby appoint the Workgroup Chair and reappoint other Workgroup members listed in Table 1.

Table 1. Career Pathways Workgroup membership

First	Last	Workgroup role	Workforce system role	Professional affiliation
Tim	Faunce	Chair	Rapid Response, Trade Adjustment Assistance, Business Services	Program Coordinator, Reemployment Services Division, Nebraska Department of Labor
Elliott	Cain	Member	Registered Apprenticeship	Program Coordinator, Reemployment Services Division, Nebraska Department of Labor
Sydney	Kobza	Member	Career and Technical Education	Assistant State Director, Nebraska Career and Technical Education, Nebraska Department of Education
Erin	Porterfield	Member	Employment and Training, Greater Omaha Workforce Development Area	Executive Director, Heartland Workforce Solutions, Greater Omaha Workforce Development Area
Terri	Ridder	Member	Nebraska Workforce Development Board (business representative)	HR Manager, Franciscan Care Services, Inc.

First	Last	Workgroup role	Workforce system role	Professional affiliation
Paul	Turman	Member	Nebraska Workforce Development Board (workforce representative)	Chancellor, Nebraska State College System
Melissa	Weyer	Member	SNAP, State Plan Partner	Program Manager, Children & Family Services, Nebraska Department of Health and Human Services
Lisa	Wilson	Member	Nebraska Workforce Development Board (business representative)	Plant HR Manager, Case New Holland Industrial (CNHI)
Dylan	Wren	Member	Employment and Training, Greater Lincoln Workforce Development Area	Workforce Administrator, City of Lincoln, Greater Lincoln Workforce Development Area



TO Nebraska Workforce Development Board
Alignment Workgroup

FROM Mark Moravec, Chair, Nebraska Workforce Development Board Mark Moravec Digitally signed by Mark Moravec
Date: 2025.02.24 13:48:40 -06'00'

DATE February 24, 2025

SUBJECT Alignment Workgroup membership

Sections II.b. and II.c. of the [Combined State Plan for Nebraska's Workforce System for Program Years 2024 through 2027](#) define Nebraska's two-part statewide goal and strategies for preparing an educated and skilled workforce that meets the needs of employers:

1. selection and prioritization of development of career pathways; and
2. alignment of the state's workforce development system.

In 2021, the Nebraska Workforce Development Board (the Board) established the Alignment Workgroup (the Workgroup) to implement statewide goal number 2.

As permitted under Sections 3.1(b) and 5.3(c) of the Board's bylaws, I hereby appoint the Workgroup Chair and appoint other Workgroup members listed in Table 1.

Table 1. Alignment Workgroup membership

First	Last	Workgroup role	Workforce system role	Professional title and affiliation
Dylan	Wren	Chair	Employment and training, Greater Lincoln Workforce Development Area	Workforce Administrator, City of Lincoln, Greater Lincoln Workforce Development Area
Andrew	Baumgardner	Member	WIOA Title I One-Stop Operator, Greater Nebraska Workforce Development Area	Program Coordinator, Nebraska Department of Labor
Erin	Brandyberry	Member	WIOA Title IV Vocational Rehabilitation, State Plan Partner	Deputy Director of Services, NCBVI
Erick	Carrillo	Member	WIOA Title III Wagner-Peyser, JVSG, TAA, State Plan Partner	Reemployment Services Administrator, Nebraska Department of Labor
Lindy	Foley	Member	WIOA Title IV Vocational Rehabilitation, State Plan Partner, Nebraska Workforce Development Board Member	Director, Nebraska VR Program
Angela	Fujan	Member	WIOA Title IV Vocational Rehabilitation, State Plan Partner	Program Director, Nebraska VR Program

First	Last	Workgroup role	Workforce system role	Professional title and affiliation
Catrina	Gray	Member	Apprenticeship	Area Wide Apprenticeship Director, Central Community College
Julie	Henningsen	Member	SNAP E&T, State Plan Partner	Program Manager II, Office of Economic Assistance, Nebraska Department of Health and Human Services
Billie	Kitcheyan	Member	WIOA Title ID Native American Program	COVID 19 Grant Coordinator, Winnebago Tribe
Tate	Lauer	Member	WIOA Title II Adult Education, State Plan Partner, Nebraska Workforce Development Board Member	State Director, Adult Education, Nebraska Department of Education
Jennifer	Lewis	Member	WIOA Title ID National Farmworker Jobs Program	Eastern Regional Director, Proteus, Inc.
Janelle	Mahood	Member	Labor	Project Manager, Nebraska Department of Labor
Stan	Odenthal	Member	Employment and training, Greater Omaha Workforce Development Area	Director of Business Relations, Heartland Workforce Solutions
Colleen	Plasek	Member	WIOA Title ID Native American Program	Workforce Development Program Director, Ponca Tribe
Richard	Prince	Member	Unemployment Insurance, State Plan Partner	UI Benefits Administrator, Nebraska Department of Labor
Erica	Sanchez	Member	SNAP E&T, State Plan Partner	Program Specialist, Office of Economic Assistance, Nebraska Department of Health and Human Services
Jody	Stutzman	Member	WIOA Title ID National Farmworker Jobs Program	Western Regional Director, Proteus, Inc.
Becca	Tangeman	Member	SCSEP, State Plan Partner	Program Coordinator, Nebraska Department of Labor
Will	Varicak	Member	TANF, State Plan Partner	Program Manager II, Supplemental Nutritional Assistance Program, Nebraska Department of Health and Human Services
DeJuan	Reddick	Member	WIOA Title I Regional One-Stop Operator, Greater Lincoln and Greater Omaha Workforce Development Areas	WIOA Title I Regional One-Stop Operator Manager, Dynamic Workforce Solutions
Melissa	Zeiler	Member	SNAP E&T, State Plan Partner	Program Manager I, Office of Economic Assistance, Nebraska Department of Health and Human Services

similarly designated groups is permitted under 20 CFR § 679.110(d)(5), subject to the requirements described in Sec. 4.5(e) of these Bylaws.

Section 5.7 CONDUCT OF MEETINGS

The provisions of Secs. 4.4 – 4.8 of these Bylaws apply to the conduct of all Executive Committee meetings.

Section 5.8 EXECUTIVE COMMITTEE

There shall be an Executive Committee consisting of members appointed by the Governor in accordance with Sec. 5.3 of these Bylaws. The Executive Committee shall have the authority to act on behalf of the State Board on issues that require action between scheduled State Board meetings, and may exercise such other powers and perform such other duties or functions as may be authorized by a majority vote of the State Board. The Executive Committee, as a public body, is subject to Nebraska's Open Meetings Act.

Section 5.9 POLICY AND OVERSIGHT SUBCOMMITTEE

There shall be a Policy and Oversight Subcommittee consisting of members appointed by the Chair in accordance with Sec. 5.3 of these Bylaws. The Chair shall appoint the chair of this subcommittee, pursuant to Sec. 5.2 of these Bylaws, from among the members of the State Board appointed to the subcommittee. The Policy and Oversight Subcommittee shall be a subcommittee of the State Board. This subcommittee shall be assigned duties and responsibilities associated with policy development and oversight regarding the workforce development and one-stop delivery system, including development of Nebraska's WIOA state plan, review of the WIOA annual performance report narrative, WIOA Title I funding allocation formulas, and other duties as assigned by the Chair. The Policy and Oversight Subcommittee, as a subcommittee of the State Board, is not subject to the Nebraska Open Meetings Act, as it does not hold hearings, make policy, or take formal action on behalf of the State Board.

Section 5.10 STRATEGY AND INNOVATION SUBCOMMITTEE

There shall be a Strategy and Innovation Subcommittee consisting of members appointed by the Chair in accordance with Sec. 5.3 of these Bylaws. The Chair shall appoint the chair of this subcommittee, pursuant to Sec. 5.2 of these Bylaws, from among the members of the State Board appointed to the subcommittee. The Strategy and Innovation Subcommittee shall be a subcommittee of the State Board. This subcommittee shall be assigned duties and responsibilities associated with strategy and innovation regarding employer engagement, industry sector and public sector partnerships, career pathways, connecting workforce efforts, workforce-related grants, system-related grants, technology solutions, data priorities, continuous improvement, and other duties as assigned by the Chair. The Strategy and Innovation Subcommittee, as a subcommittee of the State Board, is not subject to the Nebraska Open Meetings Act, as it does not hold hearings, make policy, or take formal action on behalf of the State Board.

ARTICLE VI. AMENDMENT OF BYLAWS

Section 6.1 AMENDMENTS

These Bylaws may be amended or repealed by a vote of two-thirds (2/3) of the State Board members present at any regular or special meeting of the State Board.

State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)

U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)

U.S. Department of Education, Rehabilitation Services Administration (RSA)

February 26, 2025

Nebraska Performance Results for PY 2023

[About](#)[Overview](#)[Adult](#)[Dislocated Worker](#)[Youth](#)[Wagner-Peyser](#)[Vocational Rehabilitation](#)

This report is the ETA and RSA assessment of PY 2023 WIOA performance results for Nebraska. Performance is assessed using state negotiated levels of performance, actual levels of performance, actual participant characteristics and economic conditions within a state, and estimates of the statistical adjustment models for PY 2023. Once ETA received PY 2023 participant data, model estimates were used to adjust the PY 2023 negotiated levels of performance. The adjusted levels of performance were then compared against the actual levels of performance of states to get the individual indicator scores and overall indicator and program scores.

Some things to note about this performance assessment:

- The Departments of Labor and Education issued a notice indicating which primary indicators of performance will be assessed for PY 2023. The notice was published as Training and Employment Notice (TEN) 04-24 (<https://www.dol.gov/agencies/eta/advisories/ten-04-24>), Program Memorandum 24-7 (<https://www.ed.gov/laws-and-policy/adult-education-laws-and-policy/policy-memoranda>), and FAQ 24-02 (<https://rsa.ed.gov/sites/default/files/subregulatory/FAQ-24-02.pdf>) for each agency.
- For PY 2023, the performance indicators being formally assessed are:
 - For the WIOA title I and IV Programs (WIOA Adult, WIOA Dislocated Worker, WIOA Youth, Vocational Rehabilitation):
 - Employment Rate 2nd Quarter after Exit
 - Median Earnings 2nd Quarter after Exit
 - Employment Rate 4th Quarter after Exit
 - Credential Attainment Rate
 - For the WIOA title III program (Wagner-Peyser Act Employment Service):
 - Employment Rate 2nd Quarter after Exit
 - Median Earnings 2nd Quarter after Exit
 - Employment Rate 4th Quarter after Exit
 - Overall Program Score

State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)

U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)

U.S. Department of Education, Rehabilitation Services Administration (RSA)

February 26, 2025

Nebraska Performance Results for PY 2023

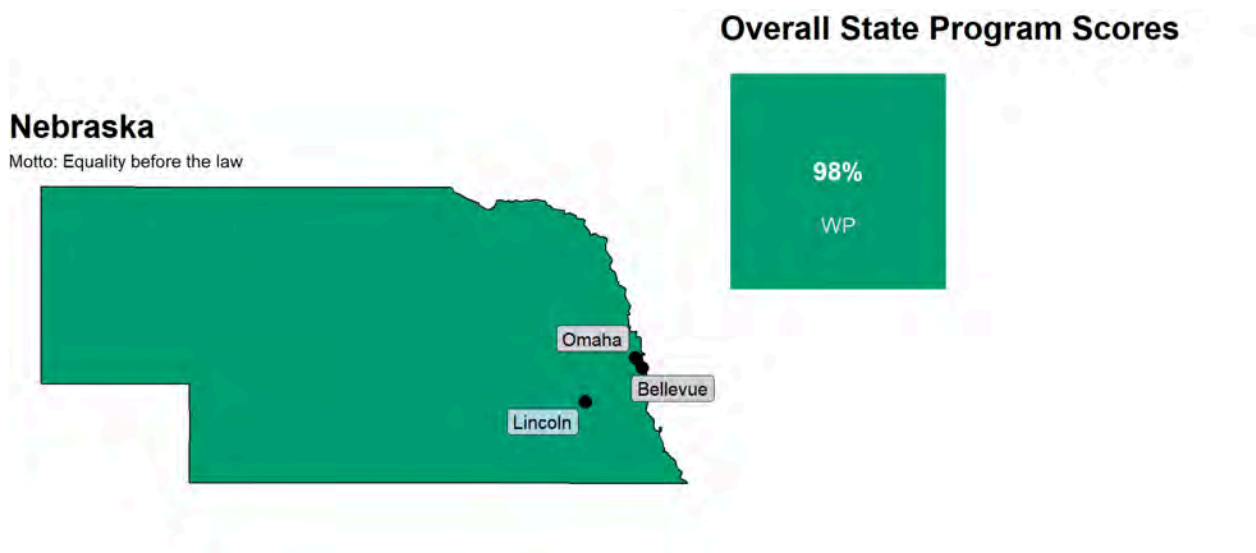
[About](#)[Overview](#)[Adult](#)[Dislocated Worker](#)[Youth](#)[Wagner-Peyser](#)

Vocational Rehabilitation

The figures here give an overview of the performance results for Nebraska in PY 2023 using the model estimates to get performance scores as discussed in *About*. The data table shows the summary data related to these figures.

[State Performance Scores](#)[State Comparison](#)[Data Table](#)

The figures below show the performance scores for Nebraska. The color of the state map indicates the performance result for Nebraska (i.e., **green** for performance success and **purple** for performance failure). The boxes on the right show the overall state indicator scores and overall state program scores. There is a performance failure if any overall score is **below 90%**.



The figure below shows the individual indicator scores for each program. The scores are calculated by dividing the actual level of performance by the adjusted level of performance (the values used in the calculation are shown in the box). A failure occurs if an individual indicator score is **below 50%**.

Individual Indicator Scores



State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)
U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)
U.S. Department of Education, Rehabilitation Services Administration (RSA)
February 26, 2025

Nebraska Performance Results for PY 2023

[About](#)[Overview](#)

[Adult](#)

[Dislocated Worker](#)[Youth](#)[Wagner-Peyser](#)

Vocational Rehabilitation

This is an overview of the assessment of PY 2023 WIOA performance results for Nebraska in the Adult program. The figure shows the relationship between the negotiated, adjusted, and actual levels of performance. The data table shows the effects of each variable in the statistical adjustment model.

Results

Model Data Tables

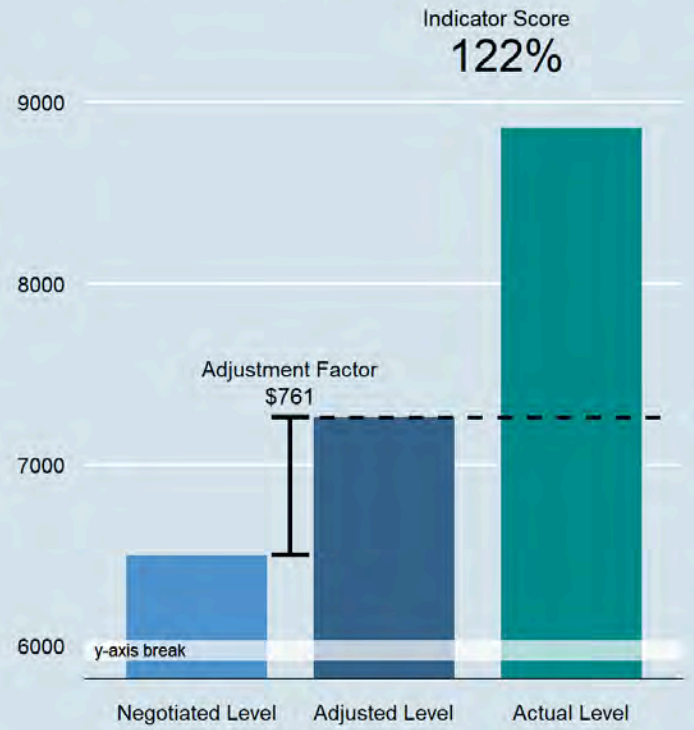
The figures below show details for the two performance indicators being assessed in PY 2023 in the Adult program.

- The **negotiated level** of performance is the agreed upon target level of performance for PY 2023 prior to the start of PY 2023.
- The **adjusted level** of performance is the result of re-calculating the negotiated level of performance once PY 2023 ends. It is calculated using model estimates, data on actual program participants in PY 2023, and data on actual economic conditions in which the participants were served.
- The **adjustment factor** is the total amount that the original negotiated level was adjusted.
- The **actual level** of performance shows the actual reported performance results for the indicator and includes the **individual indicator score** (i.e., the actual level divided by the adjusted level).

Employment Rate 2nd Quarter after Exit



Median Earnings 2nd Quarter after Exit



Employment Rate 4th Quarter after Exit



Credential Attainment Rate



State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)
U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)
U.S. Department of Education, Rehabilitation Services Administration (RSA)
February 26, 2025

Nebraska Performance Results for PY 2023

[About](#)[Overview](#)[Adult](#)

[Dislocated Worker](#)

[Youth](#)[Wagner-Peyser](#)

Vocational Rehabilitation

This is an overview of the assessment of PY 2023 WIOA performance results for Nebraska in the Dislocated Worker program. The figure shows the relationship between the negotiated, adjusted, and actual levels of performance. The data table shows the effects of each variable in the statistical adjustment model.

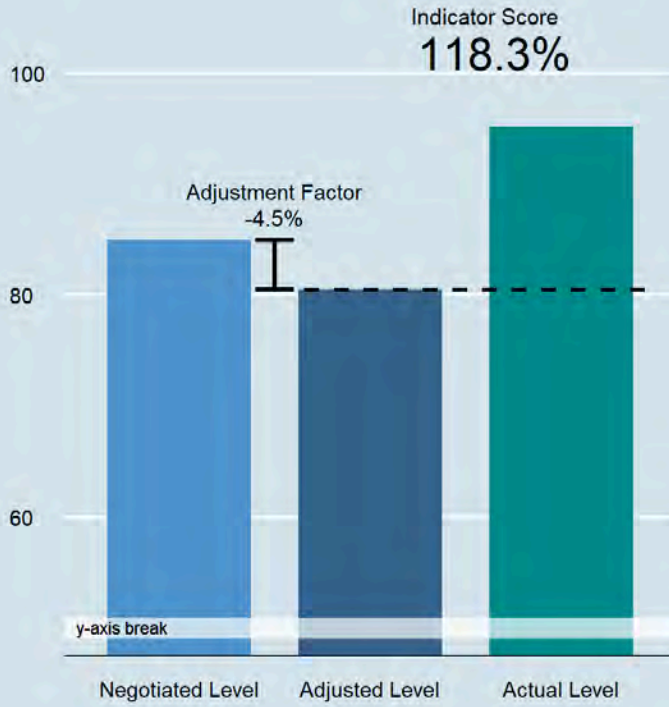
[Results](#)

[Model Data Tables](#)

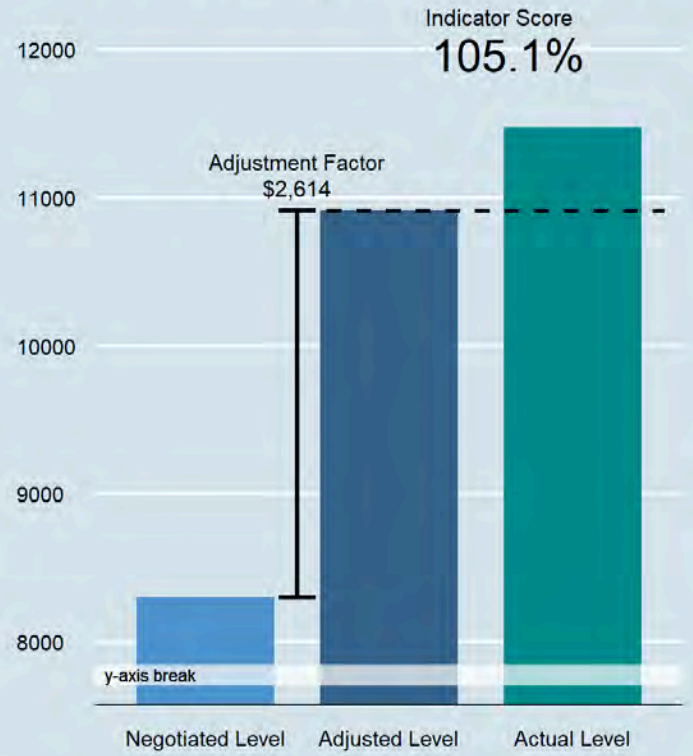
The figures below show details for the two performance indicators being assessed in PY 2023 in the Dislocated Worker program.

- The **negotiated level** of performance is the agreed upon target level of performance for PY 2023 prior to the start of PY 2023.
- The **adjusted level** of performance is the result of re-calculating the negotiated level of performance once PY 2023 ends. It is calculated using model estimates, data on actual program participants in PY 2023, and data on actual economic conditions in which the participants were served.
- The **adjustment factor** is the total amount that the original negotiated level was adjusted.
- The **actual level** of performance shows the actual reported performance results for the indicator and includes the **individual indicator score** (i.e., the actual level divided by the adjusted level).

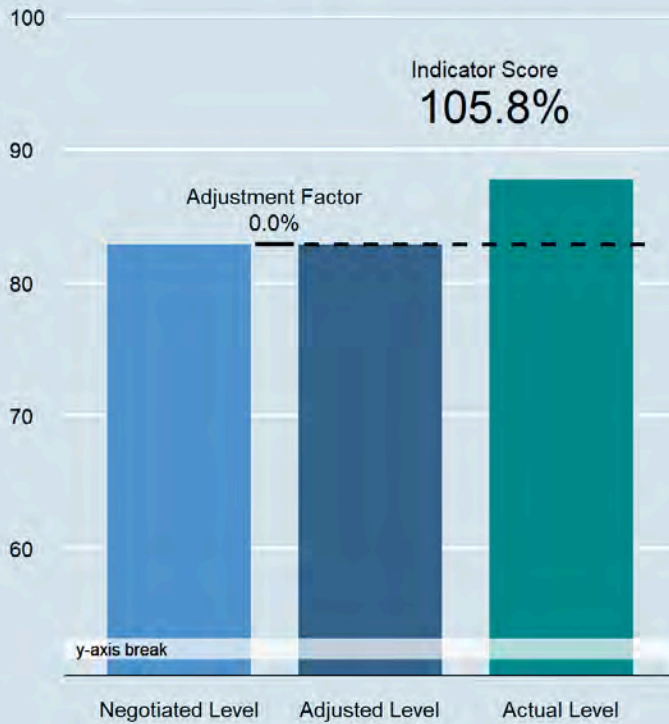
Employment Rate 2nd Quarter after Exit



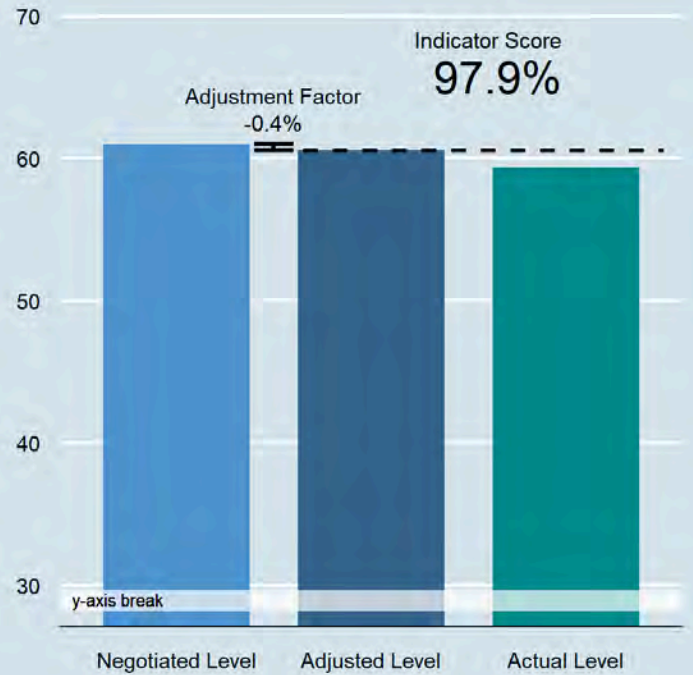
Median Earnings 2nd Quarter after Exit



Employment Rate 4th Quarter after Exit



Credential Attainment Rate



State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)
U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)
U.S. Department of Education, Rehabilitation Services Administration (RSA)
February 26, 2025

Nebraska Performance Results for PY 2023

[About](#)[Overview](#)[Adult](#)[Dislocated Worker](#)[Youth](#)[Wagner-Peyser](#)

Vocational Rehabilitation

This is an overview of the assessment of PY 2023 WIOA performance results for Nebraska in the Youth program. The figure shows the relationship between the negotiated, adjusted, and actual levels of performance. The data table shows the effects of each variable in the statistical adjustment model.

[Results](#)[Model Data Tables](#)

The figures below show details for the two performance indicators being assessed in PY 2023 in the Youth program.

- The **negotiated level** of performance is the agreed upon target level of performance for PY 2023 prior to the start of PY 2023.
- The **adjusted level** of performance is the result of re-calculating the negotiated level of performance once PY 2023 ends. It is calculated using model estimates, data on actual program participants in PY 2023, and data on actual economic conditions in which the participants were served.
- The **adjustment factor** is the total amount that the original negotiated level was adjusted.
- The **actual level** of performance shows the actual reported performance results for the indicator and includes the **individual indicator score** (i.e., the actual level divided by the adjusted level).

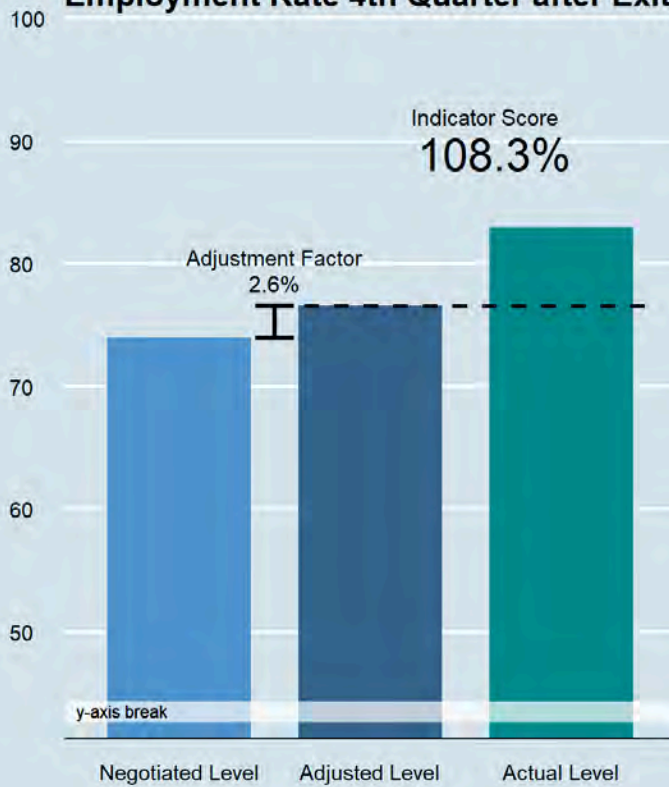
Employment Rate 2nd Quarter after Exit



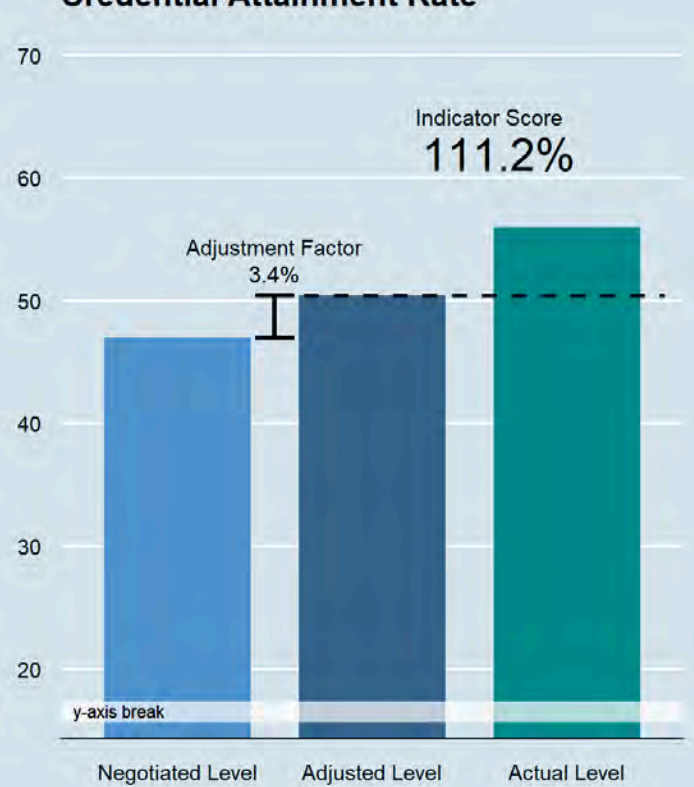
Median Earnings 2nd Quarter after Exit



Employment Rate 4th Quarter after Exit



Credential Attainment Rate



State Performance Assessment

U.S. Department of Labor, Employment and Training Administration (ETA)
U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)
U.S. Department of Education, Rehabilitation Services Administration (RSA)
February 26, 2025

Nebraska Performance Results for PY 2023

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[Wagner-Peyser](#)

Vocational Rehabilitation

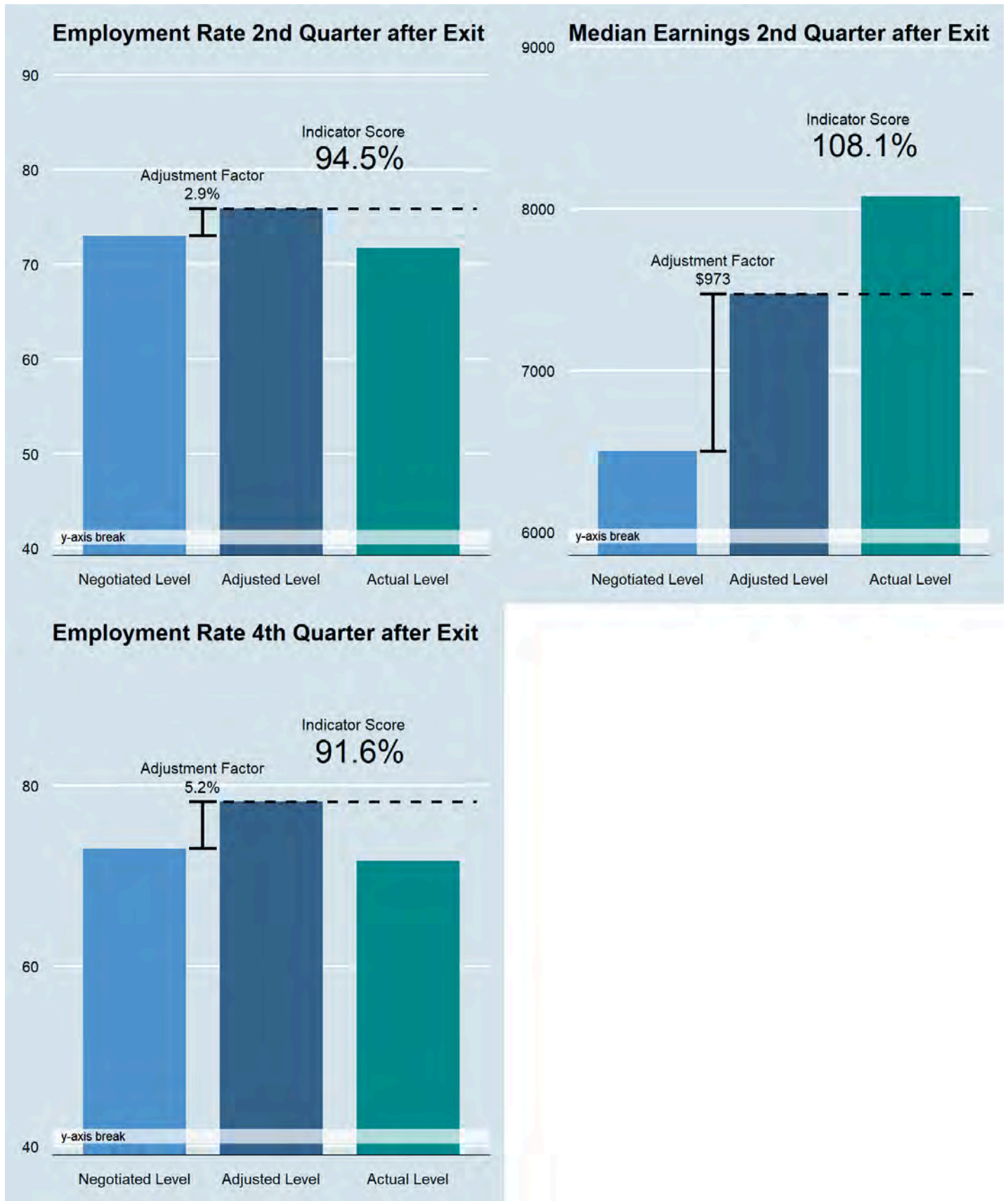
This is an overview of the assessment of PY 2023 WIOA performance results for Nebraska in the Wagner-Peyser program. The figure shows the relationship between the negotiated, adjusted, and actual levels of performance. The data table shows the effects of each variable in the statistical adjustment model.

Results

Model Data Tables

The figures below show details for the two performance indicators being assessed in PY 2023 in the Wagner-Peyser program.

- The **negotiated level** of performance is the agreed upon target level of performance for PY 2023 prior to the start of PY 2023.
- The **adjusted level** of performance is the result of re-calculating the negotiated level of performance once PY 2023 ends. It is calculated using model estimates, data on actual program participants in PY 2023, and data on actual economic conditions in which the participants were served.
- The **adjustment factor** is the total amount that the original negotiated level was adjusted.
- The **actual level** of performance shows the actual reported performance results for the indicator and includes the **individual indicator score** (i.e., the actual level divided by the adjusted level).



NEBRASKA

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DEPARTMENT OF LABOR

Jim Pillen, Governor



March 5, 2025

Dylan Wren
 Workforce Administrator
 Office of Mayor Leirion Gaylor Baird
 1330 N Street, Suite A
 Lincoln, NE 68508

RE: Notice of Workforce Innovation and Opportunity Act (WIOA) Program Year 2023 Adjusted Levels of Performance

Dear Mr. Wren,

This letter serves as an official notification advising the Greater Lincoln Local Workforce Development Area (LWDA) of their Program Year (PY) 2023 adjusted levels of performance. In accordance with TEN 04-24, the State will only assess performance for the Individual Indicator Scores Employment Rate 2nd Quarter after Exit, Median Earnings 2nd Quarter after Exit, Employment Rate 4th Quarter after Exit, and Credential Attainment Rate in PY23. A copy of Greater Lincoln's PY23 adjusted performance levels is enclosed with this letter.

As required by TEGL 11-19 Change 1, the State provides technical assistance to local areas who fail to meet adjusted levels of performance. Greater Lincoln has met performance measures for PY23 and is not subject to mandatory technical assistance.

We look forward to working with you and your staff as Greater Lincoln implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,

Dr. John O'Keefe
 Director of Reemployment Services
 Nebraska Department of Labor

Enclosures: PY23 adjusted performance levels

CC: Sherla Post, Chair, Greater Lincoln Workforce Development Board
 Leirion Gaylor Baird, Chief Elected Official
 Katie Thurber, Interim Commissioner of Labor, Nebraska Department of Labor
 Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

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<p>Workforce Development Activities (Title I of WIOA)</p> <p>PY23 Adjusted Levels of Performance</p> <p>Greater Lincoln</p>
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	PY23 Negotiated Performance Level	PY23 Actual Performance Level	PY23 Adjusted Performance Level	PY23 Percentage of Goal Met
<u>Adult</u>				
Employment Rate 2 nd Quarter after Exit	76.00%	86.40%	76.95%	112.27%
Employment Rate 4 th Quarter after Exit	75.50%	77.90%	82.15%	94.83%
Median Earnings 2 nd Quarter after Exit	\$7,577.00	\$9,255.00	\$7,298.36	126.81%
Credential Attainment within 4 Quarters after Exit	69.00%	77.40%	68.12%	113.62%
Measurable Skills Gains	57.00%	63.30%	N/A	N/A
<u>Dislocated Worker</u>				
Employment Rate 2 nd Quarter after Exit	86.40%	93.30%	81.56%	114.39%
Employment Rate 4 th Quarter after Exit	89.00%	80.00%	96.50%	82.90%
Median Earnings 2 nd Quarter after Exit	\$8,805.00	\$9,690.00	\$9,089.87	106.60%
Credential Attainment within 4 Quarters after Exit	66.00%	60.00%	61.45%	97.65%
Measurable Skills Gains	65.00%	71.40%	N/A	N/A
<u>Youth</u>				
Employment Rate 2 nd Quarter after Exit	73.90%	81.00%	79.45%	101.96%
Employment Rate 4 th Quarter after Exit	75.40%	84.60%	75.29%	112.36%
Median Earnings 2 nd Quarter after Exit	\$3,650.00	\$4,092.00	\$3,651.31	112.07%
Credential Attainment within 4 Quarters after Exit	43.00%	71.40%	55.14%	129.49%
Measurable Skills Gains	43.50%	49.20%	N/A	N/A
<u>Overall Local Area Single Indicator Score</u>				
Employment Rate 2 nd Quarter after Exit				109.54%
Employment Rate 4 th Quarter after Exit				96.70%
Median Earnings 2 nd Quarter after Exit				115.16%
Credential Attainment within 4 Quarters after Exit				113.58%
Measurable Skills Gains				N/A
<u>Overall Local Area Single Program Score</u>				
Adult				111.88%
Dislocated Worker				100.38%
Youth				113.97%

NEBRASKA

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DEPARTMENT OF LABOR

Jim Pillen, Governor



March 5, 2025

Elliott Cain
Reemployment Services Administrator
Nebraska Department of Labor
550 South 16th St
Lincoln, NE 68508

RE: Notice of Workforce Innovation and Opportunity Act (WIOA) Program Year 2023 Adjusted Levels of Performance

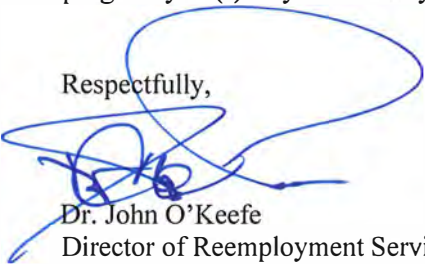
Dear Mr. Cain,

This letter serves as an official notification advising the Greater Nebraska Local Workforce Development Area (LWDA) of their Program Year (PY) 2023 adjusted levels of performance. In accordance with TEN 04-24, the State will only assess performance for the Individual Indicator Scores Employment Rate 2nd Quarter after Exit, Median Earnings 2nd Quarter after Exit, Employment Rate 4th Quarter after Exit, and Credential Attainment Rate in PY23. A copy of Greater Nebraska's PY23 adjusted performance levels is enclosed with this letter.

As required by TEGL 11-19 Change 1, the State provides technical assistance to local areas who fail to meet adjusted levels of performance. Greater Nebraska has met performance measures for PY23 and is not subject to mandatory technical assistance.

We look forward to working with you and your staff as Greater Nebraska implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,



Dr. John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor

Enclosures: PY23 adjusted performance levels

CC: Lisa Wilson, Chair, Greater Nebraska Workforce Development Board
Katie Thurber, Interim Commissioner of Labor, Nebraska Department of Labor
Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

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<p>Workforce Development Activities (Title I of WIOA)</p> <p>PY23 Adjusted Levels of Performance</p> <p>Greater Nebraska</p>

	PY23 Negotiated Performance Level	PY23 Actual Performance Level	PY23 Adjusted Performance Level	PY23 Percentage of Goal Met
<u>Adult</u>				
Employment Rate 2 nd Quarter after Exit	82.00%	86.90%	81.66%	106.42%
Employment Rate 4 th Quarter after Exit	79.50%	75.90%	75.10%	101.07%
Median Earnings 2 nd Quarter after Exit	\$6,550.00	\$9,055.00	\$6,604.34	137.11%
Credential Attainment within 4 Quarters after Exit	63.50%	73.00%	64.76%	112.73%
Measurable Skills Gains	62.00%	68.90%	N/A	N/A
<u>Dislocated Worker</u>				
Employment Rate 2 nd Quarter after Exit	89.00%	98.20%	90.87%	108.07%
Employment Rate 4 th Quarter after Exit	86.00%	86.70%	84.84%	102.19%
Median Earnings 2 nd Quarter after Exit	\$8,050.00	\$11,648.00	\$10,263.14	113.49%
Credential Attainment within 4 Quarters after Exit	62.50%	70.00%	61.01%	114.73%
Measurable Skills Gains	69.50%	87.50%	N/A	N/A
<u>Youth</u>				
Employment Rate 2 nd Quarter after Exit	83.00%	81.00%	85.82%	94.38%
Employment Rate 4 th Quarter after Exit	80.00%	86.70%	76.88%	112.77%
Median Earnings 2 nd Quarter after Exit	\$5,000.00	\$6,753.00	\$5,082.65	132.86%
Credential Attainment within 4 Quarters after Exit	55.80%	57.90%	53.27%	108.68%
Measurable Skills Gains	52.50%	59.80%	N/A	N/A
<u>Overall Local Area Single Indicator Score</u>				
Employment Rate 2 nd Quarter after Exit				102.96%
Employment Rate 4 th Quarter after Exit				105.34%
Median Earnings 2 nd Quarter after Exit				127.82%
Credential Attainment within 4 Quarters after Exit				112.05%
Measurable Skills Gains				N/A
<u>Overall Local Area Single Program Score</u>				
Adult				114.33%
Dislocated Worker				109.62%
Youth				112.17%

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Jim Pillen, Governor



March 5, 2025

Erin Porterfield
Executive Director
Heartland Workforce Solutions
5752 Ames Ave.
Omaha, NE 68104

RE: Notice of Workforce Innovation and Opportunity Act (WIOA) Program Year 2023 Adjusted Levels of Performance

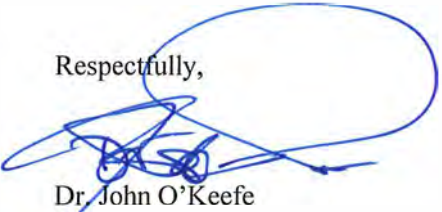
Dear Ms. Porterfield,

This letter serves as an official notification advising the Greater Omaha Local Workforce Development Area (LWDA) of their Program Year (PY) 2023 adjusted levels of performance. In accordance with TEN 04-24, the State will only assess performance for the Individual Indicator Scores Employment Rate 2nd Quarter after Exit, Median Earnings 2nd Quarter after Exit, Employment Rate 4th Quarter after Exit, and Credential Attainment Rate in PY23. A copy of Greater Omaha's PY23 adjusted performance levels is enclosed with this letter.

As required by TEGL 11-19 Change 1, the State provides technical assistance to local areas who fail to meet adjusted levels of performance. Greater Omaha has met performance measures for PY23 and is not subject to mandatory technical assistance.

We look forward to working with you and your staff as Greater Omaha implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,



Dr. John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor

Enclosures: PY23 adjusted performance levels

CC: John Staup, Chair, Greater Omaha Workforce Development Board
Jean Stothert, Chief Elected Official
Katie Thurber, Interim Commissioner of Labor, Nebraska Department of Labor
Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

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<p>Workforce Development Activities (Title I of WIOA)</p> <p>PY23 Adjusted Levels of Performance</p> <p>Greater Omaha</p>
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	PY23 Negotiated Performance Level	PY23 Actual Performance Level	PY23 Adjusted Performance Level	PY23 Percentage of Goal Met
<u>Adult</u>				
Employment Rate 2 nd Quarter after Exit	79.00%	80.60%	77.60%	103.86%
Employment Rate 4 th Quarter after Exit	80.00%	79.90%	78.67%	101.57%
Median Earnings 2 nd Quarter after Exit	\$7,000.00	\$8,638.00	\$6,041.59	142.98%
Credential Attainment within 4 Quarters after Exit	63.00%	78.60%	63.78%	123.24%
Measurable Skills Gains	57.00%	72.00%	N/A	N/A
<u>Dislocated Worker</u>				
Employment Rate 2 nd Quarter after Exit	88.00%	83.30%	84.01%	99.16%
Employment Rate 4 th Quarter after Exit	86.00%	100.00%	87.17%	114.72%
Median Earnings 2 nd Quarter after Exit	\$8,400.00	\$11,440.00	\$9,738.00	117.48%
Credential Attainment within 4 Quarters after Exit	64.00%	44.40%	59.98%	74.03%
Measurable Skills Gains	69.00%	70.00%	N/A	N/A
<u>Youth</u>				
Employment Rate 2 nd Quarter after Exit	79.00%	78.60%	78.68%	99.90%
Employment Rate 4 th Quarter after Exit	77.00%	81.30%	80.43%	101.08%
Median Earnings 2 nd Quarter after Exit	\$3,800.00	\$4,476.00	\$3,721.39	120.28%
Credential Attainment within 4 Quarters after Exit	55.00%	52.20%	57.63%	90.57%
Measurable Skills Gains	45.00%	54.80%	N/A	N/A
<u>Overall Local Area Single Indicator Score</u>				
Employment Rate 2 nd Quarter after Exit				100.97%
Employment Rate 4 th Quarter after Exit				105.79%
Median Earnings 2 nd Quarter after Exit				126.91%
Credential Attainment within 4 Quarters after Exit				95.94%
Measurable Skills Gains				N/A
<u>Overall Local Area Single Program Score</u>				
Adult				117.91%
Dislocated Worker				101.35%
Youth				102.96%

U.S. Department of Labor



Employment and Training Administration

REGION 5

John C. Kluczynski Building
230 South Dearborn Street, 6th Floor
Chicago, IL 60604-1505

<http://www.doleta.gov/regions/reg05>

June 11, 2024

John Albin, Commissioner
Nebraska Department of Labor
P.O. Box 94600
550 S. 16th St.
Lincoln, NE 68509-4600

Dear Mr. Albin:

Thank you for the submittal of the Program Year (PY) 2024 and 2025 expected levels of performance for Title I of the Workforce Innovation and Opportunity Act (WIOA) and the Wagner Peyser Act, as amended under Title III of WIOA, and for the State's participation in the formal performance negotiations which took place on May 24, 2024.

This letter serves as official notification advising Nebraska of the agreed-upon PY 2024 and 2025 negotiated levels of performance. A copy of the negotiated performance levels is enclosed with this letter.

This official notice constitutes a modification, thus the State must ensure that the PY 2024 and 2025 negotiated levels of performance are incorporated into the State's Combined State Plan. Any published version of the State Plan on the State's website must also include these negotiated levels of performance. The State must enter these negotiated levels of performance into the State Plan Portal.

We look forward to working with you and your staff as Nebraska implements its Combined State Plan. If you have any questions, please contact Christopher Mendoza, the Nebraska Federal Project Officer, at 312-596-5513 or mendoza.christopher@dol.gov.

Sincerely,

A handwritten signature in black ink that reads "P. Gerassimides".

Pam Gerassimides
Regional Administrator

Enclosure – PY 2024 and 2025 Negotiated Levels of Performance

Workforce Innovation and Opportunity Act, Title I

Wagner Peyser Act as amended, Title III

Negotiated Levels of Performance for PY 2024 and 2025

Nebraska

Title I

<u>Adult</u>	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	78%	78%
Employment Rate 4 th Quarter after Exit	77%	77%
Median Earnings 2 nd Quarter after Exit	\$8,200	\$8,200
Credential Attainment within 4 Quarters after Exit	69%	69%
Measurable Skill Gains	69%	69%

<u>Dislocated</u>	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	85%	85%
Employment Rate 4 th Quarter after Exit	86%	86%
Median Earnings 2 nd Quarter after Exit	\$9,200	\$9,200
Credential Attainment within 4 Quarters after Exit	70%	70%
Measurable Skill Gains	69%	69%

<u>Youth</u>	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	79%	79%
Employment Rate 4 th Quarter after Exit	78%	78%
Median Earnings 2 nd Quarter after Exit	\$4,100	\$4,100
Credential Attainment within 4 Quarters after Exit	63%	63%
Measurable Skill Gains	55%	55%

Title III

	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	73%	73%
Employment Rate 4 th Quarter after Exit	73%	73%
Median Earnings 2 nd Quarter after Exit	\$7,700	\$7,700

NEBRASKA

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DEPARTMENT OF LABOR

Jim Pillen, Governor



September 20, 2024

Dylan Wren
Workforce Administrator
Office of Mayor Leirion Gaylor Baird
1330 N Street, Suite A
Lincoln, NE 68508

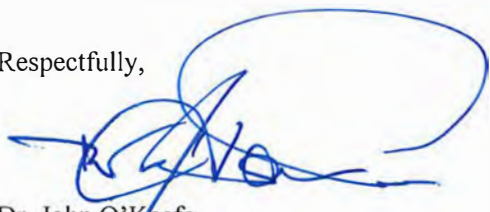
RE: Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 and 2025 Negotiated Levels of Performance

Dear Mr. Wren,

We appreciate your Local Area's participation in the formal performance negotiations which took place on September 17th, 2024. This letter serves as official notification advising the Greater Lincoln Local Area of the agreed-upon PY 2024 and 2025 negotiated levels of performance. A copy of the negotiated performance levels is enclosed with this letter.

We look forward to working with you and your staff as Greater Lincoln implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,



Dr. John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor

Enclosures: Negotiated Levels of Performance for PY 2024 and 2025

CC: Sherla Post, Chair, Greater Lincoln Workforce Development Board
Leirion Gaylor Baird, Chief Elected Official
John Albin, Commissioner/WIOA State Liaison, Nebraska Department of Labor
Katie Thurber, Deputy Commissioner/General Counsel, Nebraska Department of Labor
Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

Workforce Development Activities (Title I of WIOA)

Negotiated Levels of Performance for PY 2024 and 2025

Greater Lincoln

Workforce Development Activities

Adult

	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	78%	78%
Employment Rate 4 th Quarter after Exit	77%	77%
Median Earnings 2 nd Quarter after Exit	\$8,250.00	\$8,250.00
Credential Attainment within 4 Quarters after Exit	70%	70%
Measurable Skills Gains	67%	67%

Dislocated Worker

Employment Rate 2 nd Quarter after Exit	86%	86%
Employment Rate 4 th Quarter after Exit	87.5%	87.5%
Median Earnings 2 nd Quarter after Exit	\$9,200.00	\$9,200.00
Credential Attainment within 4 Quarters after Exit	70%	70%
Measurable Skills Gains	68%	68%

Youth

Employment Rate 2 nd Quarter after Exit	79%	79%
Employment Rate 4 th Quarter after Exit	78%	78%
Median Earnings 2 nd Quarter after Exit	\$4,100.00	\$4,100.00
Credential Attainment within 4 Quarters after Exit	62%	62%
Measurable Skills Gains	55%	55%



September 20, 2024

Kyle McConnell
Reemployment Services Administrator
Nebraska Department of Labor
550 South 16th St
Lincoln, NE 68508

RE: Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 and 2025 Negotiated Levels of Performance

Dear Mr. McConnell,

We appreciate your Local Area's participation in the formal performance negotiations which took place on September 17th, 2024. This letter serves as official notification advising the Greater Nebraska Local Area of the agreed-upon PY 2024 and 2025 negotiated levels of performance. A copy of the negotiated performance levels is enclosed with this letter.

We look forward to working with you and your staff as Greater Nebraska implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,

Dr. John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor

Enclosures: Negotiated Levels of Performance for PY 2024 and 2025

CC: Lisa Wilson, Chair, Greater Nebraska Workforce Development Board
Stan Clous, Chair, Greater Nebraska Chief Elected Officials Board
John Albin, Commissioner/WIOA State Liaison, Nebraska Department of Labor
Katie Thurber, Deputy Commissioner/General Counsel, Nebraska Department of Labor
Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

Workforce Development Activities (Title I of WIOA)

Negotiated Levels of Performance for PY 2024 and 2025

Greater Nebraska

Workforce Development Activities

<u>Adult</u>	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	82%	82%
Employment Rate 4 th Quarter after Exit	79%	79%
Median Earnings 2 nd Quarter after Exit	\$8,400.00	\$8,400.00
Credential Attainment within 4 Quarters after Exit	70%	70%
Measurable Skills Gains	70%	70%
 <u>Dislocated Worker</u>		
Employment Rate 2 nd Quarter after Exit	87%	87%
Employment Rate 4 th Quarter after Exit	88%	88%
Median Earnings 2 nd Quarter after Exit	\$9,100.00	\$9,100.00
Credential Attainment within 4 Quarters after Exit	72.5%	72.5%
Measurable Skills Gains	72%	72%
 <u>Youth</u>		
Employment Rate 2 nd Quarter after Exit	84%	84%
Employment Rate 4 th Quarter after Exit	82%	82%
Median Earnings 2 nd Quarter after Exit	\$5,000.00	\$5,000.00
Credential Attainment within 4 Quarters after Exit	65%	65%
Measurable Skills Gains	55%	55%



September 20, 2024

Erin Porterfield
Executive Director
Heartland Workforce Solutions
5752 Ames Ave.
Omaha, NE 68104

RE: Workforce Innovation and Opportunity Act (WIOA) Program Year 2024 and 2025 Negotiated Levels of Performance

Dear Ms. Porterfield,

We appreciate your Local Area's participation in the formal performance negotiations which took place on September 20th, 2024. This letter serves as official notification advising the Greater Omaha Local Area of the agreed-upon PY 2024 and 2025 negotiated levels of performance. A copy of the negotiated performance levels is enclosed with this letter.

We look forward to working with you and your staff as Greater Omaha implements its WIOA activities in the upcoming program year(s). If you have any questions, please contact us at NDOL.WIOA_Policy@nebraska.gov.

Respectfully,

Dr. John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor

Enclosures: Negotiated Levels of Performance for PY 2024 and 2025

CC: John Staup, Chair, Greater Omaha Workforce Development Board
Jean Stothert, Chief Elected Official
John Albin, Commissioner/WIOA State Liaison, Nebraska Department of Labor
Katie Thurber, Deputy Commissioner/General Counsel, Nebraska Department of Labor
Kelly Flanagan, Quality Control Administrator, Nebraska Department of Labor

Workforce Development Activities (Title I of WIOA)

Negotiated Levels of Performance for PY 2024 and 2025

Greater Omaha

Workforce Development Activities

<u>Adult</u>	PY 2024	PY 2025
Employment Rate 2 nd Quarter after Exit	79%	79%
Employment Rate 4 th Quarter after Exit	77%	77%
Median Earnings 2 nd Quarter after Exit	\$8,200.00	\$8,200.00
Credential Attainment within 4 Quarters after Exit	70%	70%
Measurable Skills Gains	70%	70%
 <u>Dislocated Worker</u>		
Employment Rate 2 nd Quarter after Exit	85%	85%
Employment Rate 4 th Quarter after Exit	84%	84%
Median Earnings 2 nd Quarter after Exit	\$9,400.00	\$9,400.00
Credential Attainment within 4 Quarters after Exit	69%	69%
Measurable Skills Gains	69%	69%
 <u>Youth</u>		
Employment Rate 2 nd Quarter after Exit	79%	79%
Employment Rate 4 th Quarter after Exit	78%	78%
Median Earnings 2 nd Quarter after Exit	\$4,100.00	\$4,100.00
Credential Attainment within 4 Quarters after Exit	64%	64%
Measurable Skills Gains	58%	58%

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DEPARTMENT OF LABOR

Jim Pillen, Governor



October 25, 2024

Christopher Mendoza
Workforce Development Specialist
USDOL/ETA Region V
230 South Dearborn Street, 6th Floor
Chicago, IL 60604

Dear Chris,

Attached to this letter as Attachment 1 is the State's response to the WIOA Adult and Dislocated Worker Monitoring Review, conducted August 26 – 30, 2024, for the following programs:

- Program Year 2023 WIOA Adult and Dislocated worker: 23A55AT000052-01-00 and 23A55AW000008-01-00

Sincerely,


John O'Keefe
Director of Reemployment Services
Nebraska Department of Labor (NDOL)

cc: John H. Albin, Commissioner/State WIOA Liaison, NDOL
Katie Thurber, General Counsel/Deputy Commissioner, NDOL
Kelly Flanagan, Reemployment Services Administrator, NDOL
Derek Ahrens, State Monitoring Unit Supervisor, NDOL
Deb Andersen, State Policy Unit Coordinator, NDOL
Lisa Wilson, Chair, Greater Nebraska Workforce Development Board
Kyle McConnell, Reemployment Services Administrator, Greater Nebraska Workforce Development Area

Attachment 1: Response to the WIOA Adult and Dislocated Worker Monitoring report

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Attachment 1: Response to the Adult and Dislocated Worker Monitoring report

Concern 1: Decrease in Staffing Levels – NDOL and Greater Nebraska Local Area

(Indicator 1.b: Implementation)

The State has experienced a decrease in staffing levels due to budgetary constraints.

The State has laid off approximately twelve staff positions in addition to closing three offices located in Kearney, Hastings and Sidney. Public notification was sent out to inform community partners and leaders regarding the office closings as well as updating the State's website. Participants have also been notified of the changes through various channels such as email, texts, and/or phone calls. The State is working with staff to identify how it can support multiple roles and programs with the staff they have available. During the review, the FPO and the State began having discussions on developing a list of technical assistance (TA) needs for staff. These discussions will be ongoing to ensure that the State is provided with the resources to conduct necessary trainings.

Insufficient staffing could lead to increased caseloads, which could in turn result in insufficient time to adequately serve participants. In addition, lack of staffing to perform required grant program functions could result in not meeting performance measures across all programs. Staff turnover can also create knowledge gaps through the loss of institutional knowledge and experience, which could have a direct impact on the efficacy and success of the State's ETA grant programs.

Recommended Action: The State should develop a training plan to ensure that staff are provided with adequate training across their multiple assigned programs. The plan should provide detail on when the training will be provided, who will provide the training and what programs will be covered. The Regional Office has begun working with State staff on discussing and developing TA needs. The first Regional TA session will be focused on the Wagner-Peyser program and reporting requirements. The TA training will be provided by the end of the current calendar quarter. The Regional Office remains available to provide additional technical assistance upon request, including working with the State to analyze its use of USDOL funding to find additional flexibilities and share best practices.

State response: This document is the State of Nebraska's (State) response to the U.S. Department of Labor (DOL), Employment and Training Administration (ETA) regarding the Recommended Action outlined in the Monitoring Report dated October 10, 2024. An on-site monitoring event took place from August 26 to 30, 2024, focusing on the Workforce Innovation Opportunity Act (WIOA) Adult and Dislocated Worker programs for Program Year 2023 (PY 23), specifically related to grant programs **23A55AT000052-01-00** and **23A55AW000008-10-00**.

The ETA's Monitoring Report contained no findings but did note an Area of Concern regarding decreased staffing levels due to budgetary constraints. The Recommended Action for the Area of Concern stated in pertinent part that "The State should develop a training plan to ensure that staff are provided with adequate training across their multiple assigned programs. The plan should provide detail on when the training will be provided, who will provide the training and what programs will be covered."

Prior to the on-site monitoring event, the State had already begun development on a three-part plan (Plan) for staff designed to focus on training, knowledge, and time management. In response to continued decreases in Wagner-Peyser funding, partially offset by an increase in WIOA funding, the Reemployment Services Division (RES) of the Nebraska Department of Labor

(NDOL) needed to reexamine its staffing model and job center locations leading to restructuring within RES which included a reduction in forces, and the closing of three affiliate offices.

The State believes the following Plan will address the restructuring of staff and job centers with a comprehensive model for staff training and the delivery of services by staff to Nebraskans. This Plan requires all Program Coordinators (PC) to develop a continuous series of cross training for staff across all programs, create a skills assessment for each program, and to work with RES Leadership to develop a process map for each program. All Workforce Coordinators (WC) are required to participate in the cross training, skills assessment, and assist PCs in mapping out workflow for each program. The cross training will drive the “no wrong door” concept of an AJC down to the individual WC level. A cross trained WC will be able to offer assistance across all ETA programs administered by NDOL irrespective of the ETA program which is the WC’s primary area of responsibility.

The goal of the Plan is to (1) ensure programmatic knowledge across RES, (2) continue to find innovative ways to utilize the reduced amount of resources available to the State in an efficient and effective manner, and (3) continue to focus on delivering quality program services to the population of this State.

PART ONE: CROSS AND CONTINUOUS TRAINING

The State’s cross training of program services, for the programs set forth in the list below, launched on September 4, 2024, with immediate success. Cross training staff on all programs is scheduled to occur every 6 months, with the next training session planned for March 2025. The State intends to provide this semiannual cross training for staff in September and March of each year.

The Following Programs are Included in Cross Training and the State’s Monthly TA Call, Assessment and Mapping:

- Foreign Labor Certification [FLC]
- Migrant and Seasonal Farmworkers [MSFW]
- JGSV
- Registered Apprenticeship
- Wagner-Peyser
- Reentry
- Trade
- Rapid Response
- WIOA
- SCSEP
- RESEA [Parts left with RES]
- UI Meaningful Assistance

Cross training is in addition to the State’s regular monthly technical assistance (TA) calls for individual programs. The State’s regular TA calls are provided by all PCs and are held once a month for each program. Training is developed jointly by PCs and the Administrator who has oversight of the program. PCs have been tasked with redeveloping program training to ensure all staff know what each program is doing and how each program is connected to other programs while continuing to ensure that training is meaningful and enlightening for staff.

Attendance at cross training is mandatory for all WCs regardless of the program they serve. Similarly, TA calls are mandatory for WCs regarding program services each WC is responsible for providing. For those individuals unable to attend in person, they are required to watch the recorded training. While recorded training is available for repeated viewing by staff at any time, we encourage in-person attendance of training sessions. Attendance is tracked for all trainings. All offered training leads to the second part of the Plan, Skills Assessments.

PART TWO: SKILLS ASSESSMENT

The State is developing Skills Assessments for each program and will require all WCs to take a Skills Assessment on a yearly basis. The first Skills Assessment is scheduled to take place in January 2025.

Skills Assessments currently follows the following outline:

1. Each Skills Assessment should be between 15-20 questions [20 preferred].
2. The questions should be challenging and meaningful to the program.
3. The Administrator over the program, and the Director of RES, must approve all questions.
4. Each Skills Assessment will have no more than five true/false questions, and each true/false question will require the individual to explain their reasoning for the selected answer.
5. The remainder of the Skills Assessment can utilize multiple choice style questions. Each question will contain at least five possible answers for an individual to select from (Ex: A, B, C, D, and E).
6. A Skills Assessment may contain no more than two essay questions.
7. Skills Assessments will be scored by PCs, with a score of 80% or above considered a passing grade.
8. Skills Assessments will be used to track knowledge and assist in developing future training opportunities.
9. WCs will be required to complete a Skills Assessment at least once a year at the beginning of the calendar year. WCs can be assigned additional Skills Assessments as needed throughout the year.
10. Skills Assessments will be updated yearly.
11. In addition to completing Skills Assessment for their program(s), all WCs, and Regional Managers (RM) will be required to take Skill Assessments on the following subject matter:
 - a. RESEA, and
 - b. UI Meaningful Assistance

Questions for each Skills Assessment must be submitted to the Director of RES on or before November 15, 2024, and all questions will be reviewed for approval by the Director of RES and the Administrator tasked with oversight of the program. Skills Assessments questions will also be reviewed by a member of the NDOL's human resources team. Skills Assessments is designed to help PCs focus on what training is needed in the future. Also, Skill Assessments will help track the progress of individual WCs and share a wider picture of how the staff is developing within the State. The State understands the importance of quality training, and collecting the data needed to ensure quality training and staff growth.

Once approved and made available to staff, the Skills Assessments will be placed in Workday. NDOL will be able to monitor who has taken the Skills Assessment, the dates each Skills Assessment was taken, and the corresponding scores for each graded assessment. This information will be shared with the Director of RES, the Administrator over the program, the PC, and the staffs RM. This will assist in developing training, setting goals, and help staff develop in their program areas.

PART THREE: PROCESS MAPPING

Training and Skills Assessments are important, and equally important is how WCs do the work, and the process they use. The State recently completed a Journey Map centering on individuals who enter the job center, and how program and services are intertwined in serving Nebraskans (see “Addendum 1”). This Journey Map is a rough guide to program process within the job centers and shall serve as the State’s next step to address reduction in staffing and overall declines in funding by working with individual PCs and certain WCs to map out the process for each program. Process mapping will help the NDOL and WCs develop a singular workflow and a uniformed process within their individual programs.

The State plans to start the Process Mapping in February 2025 with WIOA in Greater Nebraska to address issues concerning increased case load due to the reduction in funding and the reduction in staffing. This process will assist in saving time, softening workload, focus on task-at-hand, eliminate waste, and allow for the efficient use of available resources. In short, the mapping process will aid in the reduction of unnecessary work for staff, will help staff place emphasis on doing what is required and valued, and will remove barriers within the process.

NDOL currently has the skills inhouse to develop the Process Map, with RES having one Lean Six Sigma (LSS) Black Belt, the Director [John O’Keefe] and one LSS Green Belt, an Administrator [Kyle McConnel]. RES also has access to one other LSS Black Belts and one other LSS Green Belt if needed.

WHY THE THREE-PART PLAN?

With declining funding, and limited staffing, the State believes this three-part approach will help the State focus on improving WC’s programmatic knowledge, decrease staff pressure, streamline process, and increase customer service. NDOL also believes this three-part plan will help the State assess training needs and program assignments, enabling the effective use of DOL funds to create greater staffing flexibility and guide NDOL in establishing best practices to better serve Nebraskans. The State will work with DOL Regional Staff to provide additional training as needed.

Notable Practice 1: Innovative Training on Services to Veterans

The State has customized the “Enhancing Skills to Serve Veterans 2024” webinar to train staff on the new guidance TEGL 03-24, Jobs for Veterans’ State Grants (JVSG) Program Reforms and Roles and Responsibilities of American Job Center (AJC) Staff Serving Veterans. This training will support Adult Priority of Service and Veterans’ Priority of Service. The training will be available for all staff as well as recorded for future use.

The innovative aspect of the training lies in its ability to address nuances between JVSG, Veterans Priority of Service, and WIOA Priority of Service. By providing clear guidance on the roles of American Job Center staff and emphasizing the distinct but interconnected priorities, this training ensures that staff are well-equipped to deliver comprehensive services to both veterans and

eligible non-covered individuals. Incorporating this clarity will help the area navigate these complex service priorities more effectively, ultimately improving service delivery outcomes.

Local Area response: Greater Nebraska Local Area is proud of its innovated training and glad that its success has been documented in this report as a recognized notable practice.

Greater Nebraska Local Area has operated with limited staffing over the past couple of years with many staff filling multiple roles in the offices. Program Coordinators such as Brian, who presented the Veteran's training mentioned above, have made a concerted effort to streamline training with a focus on how all NDOL programs work together to help participants. In the past three years, Program Coordinators have created multiple cross training opportunities to ensure our staff are well trained, apprised of all state and federal changes, and have designed information contained in trainings to be utilized across multiple programs.

With the additional reduction in staff in the Greater Nebraska Local Area, it will continue to be of importance for the Program Coordinators to support our field staff with pertinent time saving tools and effective training as they absorb more roles. Over the past two years, the Program Coordinators have supported our field staff through several large projects to help with their roles. These projects were the development of job aids to be used by all field staff, case notes templates for usage across programs, and streamlining paperwork to eliminate barriers to help increase co enrolling into multiple programs.

With the training and resources mentioned above, Greater Nebraska Local Area is confident that field staff are well equipped to deliver comprehensive services to all Nebraskans seeking help at our Job Centers.

Nebraska WIOA Research and Evaluation Project as required under 20 CFR 682.220			
Research Question: Impact of Supportive Services on WIOA participant outcomes			
Evaluation Activities and Timing:			
Task	Task Description	Who is responsible	Estimated Timeline / Completed Dates
Team Meetings to solidify project outline and research and evaluation question	<ul style="list-style-type: none"> ○ Meet with team members to define research and evaluation project work ○ Ensure Program Analyst and Intern have necessary tools and information to start on data tables. 	Research and Evaluation Team	January 31, 2025
Create Data Tables	<ul style="list-style-type: none"> ○ Cohort date: PY20, PY21, and PY22 exiters (July 1, 2020 – June 30, 2023) ○ Combine PY20-PY24 PIRL files ○ Look at WIOA Adult and DW together ○ Look at WIOA Youth separately ○ Look at outcomes (employment, credential, measurable skill gains, median earnings) by supportive services received. 	Program Analyst, Intern	January 1, 2025 - March 31, 2025
Draft Local Area Questions	Create qualitative analysis questions – understanding the ‘why’. Questions to ask the local areas to determine how supportive services are being used.	Research and Evaluation Team	January 1, 2025 – March 31, 2025
Draft Survey Questions to send to Participants	<ul style="list-style-type: none"> ○ Research survey question best practices ○ Determine method of sending survey questions ○ Determine NDOL rules/processes around sending customer surveys ○ Draft questions to send 	Research and Evaluation Team	January 1, 2025 – March 31, 2025
Draft NWDB handout/notes for March meeting	Materials for March board meeting.	WIOA Policy Program Coordinator, Administrator	January 1, 2025 – March 31, 2025

Nebraska WIOA Research and Evaluation Project as required under 20 CFR 682.220			
Research Question: Impact of Supportive Services on WIOA participant outcomes			
Evaluation Activities and Timing:			
Send Customer Surveys	Send Customer Surveys using NDOL survey monkey account.	WIOA Administrator	April 1, 2025 – June 30, 2025
Meet with Local Areas	Meet with local areas to discuss qualitative questions.	Research and Evaluation Team	April 1, 2025 – June 30, 2025
Compile Local Area Responses	Compile responses into format that can be used in final report.	Program Analyst, Intern	April 1, 2025 – June 30, 2025
Incorporate NWDB feedback into project	Request feedback be sent to WIOA Policy Inbox. Take notes at March meeting. Collect anything sent in and store in Research and Evaluation folders. Incorporate feedback into processes.	WIOA Policy Program Coordinator, Administrator	April 1, 2025 – June 30, 2025
Finalize Data Tables	Finalize Data Tables	Program Analyst, Intern	April 1, 2025 – June 30, 2025
Compile customer survey results	Compile responses into format that can be used in final report.	Program Analyst	July 1, 2025 – September 30, 2025
Combine customer survey results, data tables, and local area qualitative information into one report format	Combine customer survey results, data tables, and local area qualitative information into one report format	Program Analyst	July 1, 2025 – September 30, 2025
Begin to flesh out report further	Write additional parts needed in report including conclusions, next steps, descriptions, etc.	Research and Evaluation Team	July 1, 2025 – September 30, 2025

Nebraska WIOA Research and Evaluation Project as required under 20 CFR 682.220			
Research Question: Impact of Supportive Services on WIOA participant outcomes			
Evaluation Activities and Timing:			
Finalize Report	Internal review by team before sending to stakeholders and PIO for review.	Research and Evaluation Team	October 1, 2025 – December 31, 2025
Send to stakeholders for review	Send to local areas to review and provide feedback. Send to board members for review and provide feedback.	WIOA Policy Program Coordinator, Administrator	October 1, 2025 – December 31, 2025
Send to PIO for review	Send to PIO for review	Administrator	October 1, 2025 – December 31, 2025
Publish and distribute to stakeholders	Publish on public facing website - Dol.nebraska.gov . Distribute final copy to stakeholders.	WIOA Policy Program Coordinator, NEworks Program Coordinator	October 1, 2025 – December 31, 2025
Compile lessons learned	Lessons learned for future projects and ensure process guides in place to replicate research and evaluation project process in future years.	Research and Evaluation Team	October 1, 2025 – December 31, 2025
Evaluate Outcomes and Plan for next year	Evaluate report outcomes and plan for next year.	Research and Evaluation Team	October 1, 2025 – December 31, 2025