



# **Strategy Workshop: 2020 – 2024 State Plan for Nebraska's Workforce System**

October 29, 2019, Lincoln, Nebraska

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## **Workshop Summary Report**

**Nebraska Workforce Development Board**

Editors

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### **Comments and accessibility**

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## Section I. Introduction

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The Nebraska Workforce Development Board hosted the *Strategy Workshop: 2020 – 2024 State Plan for Nebraska’s Workforce System*, on behalf of Governor Pete Ricketts and the State Plan partners. The workshop was held on October 29, 2019 at the Hyatt Place in Lincoln, Nebraska. The purpose of the workshop was to obtain input from the shareholders of Nebraska’s workforce system. That input will be used by the State Plan partners as they develop the 2020 – 2024 State Plan for Nebraska’s workforce system.

State Plan partners include:

- WIOA<sup>1</sup> Title I youth, adult, and dislocated worker programs, administered at the state level by the Nebraska Department of Labor;
- WIOA Title II Adult Education and Family Literacy Act program, administered at the state level by the Nebraska Department of Education;
- WIOA Title III Wagner-Peyser Employment Service, administered at the state level by the Nebraska Department of Labor;
- WIOA Title IV vocational rehabilitation programs, administered at the state level by the:
  - Nebraska Vocational Rehabilitation Program; and
  - Nebraska Commission for the Blind and Visually Impaired;
- Jobs for Veterans State Grant, administered at the state level by the Nebraska Department of Labor;
- Senior Community Service Employment Program, administered at the state level by the Nebraska Department of Health and Human Services;
- Supplemental Nutrition Assistance Program, administered at the state level by the Nebraska Department of Health and Human Services;
- Trade Assistance Act program, administered at the state level by the Nebraska Department of Labor;
- Temporary Assistance for Needy Families program, administered at the state level by the Nebraska Department of Health and Human Services; and
- Unemployment Insurance, administered at the state level by the Nebraska Department of Labor.

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<sup>1</sup> WIOA refers to the Workforce Innovation and Opportunity Act of 2014.

### What is the State Plan?

The State Plan is Nebraska's four-year action plan for development, alignment, and integration of Nebraska's workforce system partners and programs. The State Plan provides a platform to achieve Nebraska's vision and strategic and operational goals for its workforce system. Under WIOA, State Plans are intended to:<sup>2</sup>

- strategically align and coordinate plan-partner programs;
- direct investments in economic, education, and training programs to focus on providing relevant education and training to ensure that:
  - individuals, including youth and individuals with barriers to employment, have the skills to compete in the job market; and
  - employers have a ready supply of skilled workers;
- consistently apply strategies for job-driven training across plan-partner programs; and
- enable economic, education, and workforce system partners to build a skilled workforce through innovation in and alignment of employment, training, and education programs.

### What is the purpose of this summary report?

This report summarizes the input provided by the workshop attendees. This input will be used by the State Plan partners as they develop the 2020 – 2020 State Plan, as mentioned above.

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<sup>2</sup> 20 CFR § 676.100

## Section II. Workshop facilitators

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The workshop was facilitated by Dr. Marjorie Kostelnik and Dr. Nancy Myers.

Dr. Kostelnik earned a PhD in Human Development and Family Studies at Penn State and has been with the University of Nebraska at Lincoln since 2000, serving in a variety of capacities, including:

- Professor in the Child, Youth, and Family Studies Department;
- Senior Associate to the President of the University;
- Dean of the College of Education and Human Sciences and College of Human Resources and Family Studies; and
- Interim Senior Vice Chancellor for Academic Affairs.

In her role as Senior Associate to the President, Dr. Kostelnik led the implementation of University-wide efforts to realize efficiencies and cost reductions across service areas, while also protecting the quality of education on all four campuses of the University system. Dr. Kostelnik has worked with many organizations as they transitioned through change, including reorganization; budget, programs, and staff; and adapting successfully to rapidly shifting environments.

Dr. Myers earned PhDs in Community and Human Resources and Human Resource Development from UNL and spent:

- 15 years as UNL's Director of the Employee Assistance Program; and
- 14 years as the Organization Development Director for UNL Human resources.

As Organization Development Director, Nancy specialized in:

- executive on-boarding and development;
- leadership development for management teams, especially management teams in flux;
- change management;
- large group facilitation and development and appreciative inquiry;
- customized team development;
- customized strategic planning; and
- 360 assessment profiles.

### Section III. Workshop attendees

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160 workforce system shareholders were invited to attend and represent the:

- Nebraska Workforce Development Board, which includes representatives of businesses in Nebraska;
- Greater Lincoln Workforce Development Board, which includes representatives of businesses in Nebraska;
- Greater Nebraska Workforce Development Board, which includes representatives of businesses in Nebraska;
- Greater Omaha Workforce Development Board, which includes representatives of businesses in Nebraska;
- State Plan partners (identified in [Section I](#));
- required one-stop partners (defined below); and
- other workforce system shareholders.

68 individuals registered to attend.

59 individuals attended.

#### *Required one-stop partners*

Required one-stop partners are the partners and programs that are required to participate in a state's one-stop delivery system,<sup>3</sup> a system that brings together workforce development, educational, and other human resource services in a seamless customer-focused service delivery network that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving services from the partner programs. Required one-stop partners participate in a state's one-stop delivery system through implementation of their programs at the local level. Required one-stop partners include the following locally-implemented programs:

- WIOA Title I youth, adult, and dislocated worker programs;
- WIOA Title II Adult Education and Family Literacy Act programs;
- WIOA Title III Wagner-Peyser Employment Service;
- WIOA Title IV vocational rehabilitation programs;
- Career and technical education programs offered at the postsecondary level;

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<sup>3</sup> 20 CFR § 678.400

- Job Corps;
- Jobs for Veterans State Grant programs;
- Migrant and Seasonal Farmworker programs;
- Native American programs;
- Senior Community Service Employment Programs;
- Supplemental Nutrition Assistance Programs;
- Trade Assistance Act programs;
- Temporary Assistance for Needy Families programs;
- Unemployment Insurance programs;
- YouthBuild programs;
- employment and training activities carried out under Community Services Block Grants;
- employment and training activities carried out by programs funded by the US Department of Housing and Urban Development; and
- re-entry programs for ex-offenders, which are authorized and funded under the Second Chance Act.

#### Section IV. Workshop structure

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The structure of the workshop was based on input needed by the State Plan partners for development of the State Plan:

- identification of the strengths and challenges of Nebraska's job seekers and workers;
- identification of the strengths of the workforce organizations represented by workshop attendees, including commonalities among and gaps between those organizational strengths;
- review of the vision statement included in the current State Plan; and
- goals of workforce organizations for preparing an educated and skilled workforce and meeting the skilled-workforce needs of employers.

The workshop agenda is provided as [Appendix A](#).

## Section V. Workshop attendee input

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During the workshop, attendees worked in groups to provide input on five topic areas:

1. strengths and challenges of Nebraska's job seekers and workers;
2. strengths of attendee workforce organizations;
3. vision statement in Nebraska's current state plan;
4. goals of attendee workforce organizations for:
  - a. preparing an educated and skilled workforce;
  - b. meeting the skilled-workforce needs of employers; and
5. key collaborations among attendee workforce organizations.

A summary of the attendees' input is provided below.

### Strengths and challenges of Nebraska's job seekers and workers

Attendees identified strengths and challenges of Nebraska's job seekers and workers, based on their organizational experience. The identified strengths and challenges include, in no particular order:

- strengths:
  - willingness to learn and adapt;
  - resourceful;
  - work ethic;
  - motivated;
  - diverse skills and backgrounds; and
  - open to and accepting of change;
- challenges:
  - skills gaps;
  - child care;
  - housing;
  - access to health care services and resources;

- access to transportation; and
- unrealistic expectations regarding hours, wages, etc.

### Strengths of attendee workforce organizations

Attendees representing their respective workforce organizations identified their organizational strengths in serving Nebraska's job seekers, workers, and employers. The top identified strengths include:

- collaboration with other workforce system organizations and employers;
- business-focused approach to employer services;
- leveraging shared resources to serve job seekers, workers, and employers;
- flexibility and embracing new ideas for serving job seekers, workers, and employers;
- individualized approach to building relationships with job seekers, workers, and employers; and
- community involvement to enhance services for job seekers, workers, and employers.

### Vision statement in Nebraska's current State Plan

Attendees reviewed the vision statement in Nebraska's current State Plan:

*Nebraska's workforce system delivers coordinated, proactive, responsive, and adaptable services for job seekers and employers to maximize opportunities for earning, learning, and living. Primary to this vision are three guiding principles.*

- *Coordinated. Nebraska's workforce development system is coordinated, with partners working collaboratively across programs to ensure efficiency and enhanced access.*
- *Proactive. Nebraska's workforce development system is proactive, anticipating future needs and opportunities.*
- *Responsive and Adaptable. Nebraska's workforce development system is responsive and adaptable, continuously improving to meet the changing needs of job seekers and employers.*

Attendees analyzed the current vision statement against seven factors, which are listed below along with attendee consensus on each factor.

#### 1. Is the current vision statement future-focused?

The majority of attendees felt the current vision statement *is not* future-focused.

2. Is the current vision statement clear?

The majority of attendees felt the current vision statement *is not* clear.

3. Is the current vision statement challenging (i.e., motivating)?

The majority of attendees felt the current vision statement *is not* challenging.

4. Are the general ideas expressed in the current vision statement likely to remain relevant to the overall purposes of the workforce system?

The majority of attendees felt the general ideas in the current vision statement *would* remain relevant.

5. Is the current vision statement inspiring?

The majority of attendees felt the current vision statement *is not* inspiring.

6. Is the current vision statement general enough to encompass the overall purposes of the workforce system?

The majority of attendees felt the current vision statement *is* general enough to encompass the overall purposes of the workforce system.

7. Does the current vision statement define and enhance the primary goals of your workforce organizations?

The majority of attendees felt the current vision statement *does not* define and enhance their workforce organizations' goals.

### Goals of attendee workforce organizations

Attendees representing their respective workforce organizations identified their organizational goals for:

- preparing an educated and skilled workforce; and
- meeting the skilled-workforce needs of employers.

The goals were then reviewed by all attendees and collectively ranked by order of importance.

### *Preparing an educated and skilled workforce*

1. providing resources to help meet job seekers' and workers' work/life challenges
2. identifying untapped labor pools and hard-to-serve populations
3. providing guidance and support to job seekers and workers throughout the job-seeking process

4. reducing job-seeker barriers by connecting job seekers and workers with government and non-profit programs providing services that address job-seeker and worker barriers
5. focusing on H3 jobs<sup>4</sup> and career pathways for job seekers and workers to encourage continuous learning and skills upgrading
6. assessing job seeker and worker strengths and skills gaps
7. increasing participation in Registered Apprenticeship by job seekers, workers, and employers
8. marketing of workforce-system services to increase access to those services for job seekers, workers, and employers
9. engaging employers in order to understand workforce needs
10. concentrating on untapped labor pools
11. increasing diversity within labor pools

#### *Meeting the skilled-workforce needs of employers*

1. creating a common intake system for businesses that workforce system partners can use to:
  - a. track which workforce partners are currently engaging with which employers in order to minimize “employer fatigue” resulting from redundant outreach by partners
  - b. identify the purpose of other partners’ engagement with employers, again to minimize “employer fatigue” resulting from redundant outreach, as well as duplication of services
2. providing flexible on-demand education and training resources for employers, including tax credits for employers providing education and training resources for job seekers and workers, such as employers who are sponsors of Registered Apprenticeship programs
3. developing a shared business-focused marketing system for all workforce system partners
4. creating growth opportunities and sustainability for employers through delivery of relevant employer services
5. closing skills gaps by using the earn-and-learn method to meet employer needs while providing a family-sustaining wage for job seekers and workers
6. educating employers on best practices and strategies for attracting and retaining job seekers and workers

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<sup>4</sup> The term *H3 job* refers to high demand, high wage, and high skill job.

### Key collaborations among attendee workforce organizations

Attendees representing their respective workforce organizations identified the key collaborations of their organizations with other entities in support of their organizational goals, which include collaborations with:

- secondary and postsecondary institutions, collaborative dual-credit secondary/postsecondary programs, and occupational training providers;
- earn-and-learn opportunities provided by community colleges, Registered Apprenticeship programs, and employers;
- a healthcare sector partnership among employers and training providers in the Greater Lincoln Workforce Development Area that matches occupational skills training opportunities with job seeker and worker skills needs;
- non-profit organizations that serve employers and specific job seeker and worker populations;
- JAG Nebraska (the Jobs for America's Graduates program operating in Nebraska), a state-based program dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment;
- SNAP Next Step, an employment and training program provided by the Nebraska Department of Health and Human Services and the Nebraska Department of Labor that places under-employed clients of the Supplement Nutrition Assistance Program in jobs that pay family-sustaining wages;
- foundations in the Greater Omaha Workforce Development Area that partner with government entities to serve job seekers and workers; and
- Omaha Public Power District (OPPD) Legacy Program, a program offered to high school seniors that provides opportunities for students to learn about character development and jobs available within OPPD and how to land those jobs.

## Section VI. Post-workshop activities

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Following the workshop, the State Plan partners and members of the Policy and Oversight Subcommittee held a post-workshop debriefing session on November 4, 2019 with the facilitators, Dr. Kostelnik and Dr. Myers. The purpose of the debriefing session was to discuss the outcome of the workshop, the input provided by the attendees, and next steps for State Plan development.

During the debriefing, Dr. Kostelnik mentioned the Provus Discrepancy Model,<sup>5</sup> a methodology that could be used for identifying and evaluating potential goals and strategies for the State Plan. The State Plan partners and Subcommittee members expressed interest in further discussion of the methodology and met with Dr. Kostelnik on December 11, 2019. During the December 11 meeting, Dr. Kostelnik described the practical application of the methodology to develop goals and strategies for the State Plan.

The State Plan partners and Subcommittee members will continue to meet and work on development of the State Plan using the Provus Discrepancy Model and ensure timely submission on the State Plan to the US Departments of Education and Labor.

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<sup>5</sup> Refer to [Appendix B](#) for information on the methodology.

## Section VII. Post-workshop evaluations

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Following the workshop, a post-workshop evaluation form was sent to all attendees. The response rate to the evaluation request was low, with only 10 responses received from the 59 attendees. Overall, the responses received were positive and supportive of the purpose and outcome of the workshop, as well as the facilitators' conduct of the workshop. A sample of the workshop evaluation form is provided as [Appendix C](#). A summary of feedback provided by the respondents follows.

### Responses to evaluation item 1

*The workshop met the goals for the day.*

- 1 member of the Nebraska Workforce Development Board indicated *strongly agree*.
- 2 State Plan partners indicated *strongly agree*.
- 2 non-State Plan partners indicated *strongly agree*.
- 1 member of the Nebraska Workforce Development Board indicated *agree*.
- 1 State Plan partner indicated *agree*.
- 2 non-State Plan partners indicated *agree*.
- 1 non-State Plan partner indicated *neutral*.

### Responses to evaluation item 2

*I will apply the workshop information to the upcoming State Plan.*

- 1 member of the Nebraska Workforce Development Board indicated *strongly agree*.
- 1 non-State Plan partner indicated *strongly agree*.
- 1 member of the Nebraska Workforce Development Board indicated *agree*.
- 3 State Plan partners indicated *agree*.
- 2 non-State Plan partners indicated *agree*.
- 1 non-State Plan partner indicated *neutral*.
- 1 non-State Plan partner indicated *disagree*.

### Responses to evaluation item 3

*Do you want to take part in additional activities for the development of the State Plan?*

- 2 members of the Nebraska Workforce Development Board indicated *yes*.
- 1 State Plan partner indicated *yes*.
- 5 non-State Plan partners indicated *yes*.
- 1 State Plan partner indicated *no*.

### Responses to evaluation item 4

*Do you want to help with implementation of the State Plan after it is approved?*

- 1 member of the Nebraska Workforce Development Board indicated *yes*.
- 2 State Plan partners indicated *yes*.
- 3 non-State Plan partners indicated *yes*.
- 1 State Plan partner indicated *no*.
- 1 non-State Plan partner indicated *no*.

### Responses to evaluation item 5

*What was most relevant for you?*

- It was good to see so much similarity across cohorts [i.e., workforce organizations represented at the workshop].
- Talking to our partners and hearing what they were doing and their challenges.
- The most relevant information was seeing what business leaders and the members of the state and local workforce development boards saw as strengths and weaknesses of Nebraska's workforce system.
- Key stakeholders' expertise and participation in the workshop; gaining their perspectives regarding strengths, challenges, etc.
- Collaboration among attendees and sharing ideas and needs
- Identifying the major goals for the workforce system

- Learning from the other workforce system partners that we have similar goals for the state workforce system
- Identifying the top three strengths and challenges of jobs seekers; also, the review of the review of vision statement in the current State Plan
- Identifying the strengths of the job seekers and employers, as it is part of my daily job

### Responses to evaluation item 6

*What was least relevant for you?*

- It was all relevant in some fashion.
- I think I could have written a vision statement at 9a and skipped the round tables. The truth is the real information needs to come from the job seekers and employers. Those of us who are there to assist them are not walking in their shoes and, therefore, cannot speak for their true needs.
- I wouldn't say there was any non-relevant information, but a lot of the struggles are the same struggles we have always had.
- All aspects of the day and agenda were relevant.
- Identifying the top 3 strengths of the organizations
- To be honest, I didn't find anything that was not relevant or less relevant than the rest. It was all related to the work that I'm currently doing in the community; and it all fit together to get us to a proper outcome of the workshop.
- Spending 4 hours discussing job seeker and organizational strengths and challenges

### Responses to evaluation item 7

*Comments and suggestions*

- The moderators were fabulous.
- The participants were engaged.
- The workforce system should gather information from job seekers and employers for the next 4 to 5 years. This information would be more valuable than those of us who have not used the system.
- Increase the emphasis of partnership with business during the workshop to better inform partners and the system of current and emerging workforce trends, perspectives, and needs.

- Please share the results of the meeting with attendees.<sup>6</sup> I would like to make sure that we get the summary report and recommendations as discussed once they are compiled. This is valuable information for all attendees who participated.
- Great session! The hands-on approach was very useful.
- Although I had to leave the workshop at lunch time, the effort put into the morning session was very valuable. There was definitely a common theme throughout the exercises. A lot of different [workforce system] areas were at the table and the facilitators did a wonderful job of bringing it all together. I am anxious to hear the final outcomes.
- Good session. The facilitators did a great job of keeping the activities moving and ensuring that results were obtained.
- I liked the format of the workshop. The only suggestion that I can make is that, if possible, we bring even more employers in to give us greater insight into their current workforce needs. We can read projections and data, but nothing beats speaking face-to-face with someone who is part of the current workforce market.

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<sup>6</sup> This report will be shared with all individuals invited to and attending the workshop.

## Appendix A. Workshop agenda

### Objectives

Workshop participants will come together to accomplish the following:

- Identify strengths and challenges of the populations each organization serves
- Identify what each organization does best – claims to fame
- Identify commonalities and strengths among organizations to build on
- Evaluate current strategic vision – agree to move forward with essence of current vision or regroup around a newly drafted vision
- Identify means for achieving greater collaboration among subsets of the organizations represented
- Designate no more than 3 collaborative goals that will serve as the core of the next 4-year state plan

### Agenda

---	Topic	Whom	Time Allotted	Start Time	Group Formation	Time Finished
---	Registration	Individuals	30 minutes	7:30a	---	8:00a
1	Call to order and workforce development board roll call	Mark Moravec	10 minutes	8:00	Mixed organization seating at assigned tables (see name tag for table number)	8:10
2	<ul style="list-style-type: none"> <li>▪ Welcome and opening remarks</li> <li>▪ Introduction of Mary Anne Bradfield</li> </ul>	John Albin	15 minutes	8:10	Mixed organization	8:25
3	Facilitator Introductions	Mary Anne Bradfield	5 minutes	8:25	Mixed organization	8:30
4	<ul style="list-style-type: none"> <li>▪ Goals for day</li> <li>▪ Ground rules for day</li> <li>▪ Table participant introductions</li> </ul>	Nancy & Marjorie	15 minutes	8:30	Mixed organization	8:45
5	Transition to organization tables	Individuals	10 minutes	8:45	On-the-move	8:55
6	Identify job seeker population strengths/challenges (use sticky notes)	At end of this session – post top three strengths/challenges of population on flip charts	35 minutes	8:55	Home organization seating at assigned tables (see name tag for table number)	9:30
7	Each table reports top 3 strengths and top 3 challenges of the population	Marjorie & Nancy Organizations report out	20 minutes	9:30	Home organization	9:50
8	Identify top 3 strengths per organization – post on chart papers on walls	Marjorie & Nancy	15 minutes	9:50	Home organization	10:05
9	Break	Individuals	20 minutes	10:05	---	10:25
10	What is each organization doing well?	Home organization	20 minutes	10:25	Home organization	10:45
11	Pick top 3 and post	Home organization	10 minutes	10:45	Home organization	10:55
12	Tour room, note commonalities/gaps	Individuals	30 minutes	10:55	Home organization	11:25

---	Topic	Whom	Time Allotted	Start Time	Group Formation	Time Finished
13	Discussion – Where did people see commonalities?	Mixed organization	20 Minutes	11:25	Return to mixed organization seating at assigned tables	11:45
14	Report out	Nancy & Marjorie Each organization	30 minutes	11:45	Mixed organization	12:15p
15	<b>Lunch Break</b>	On own	75 minutes	12:15		1:30
16	Review Vision for 2020 State Plan – Is there anything that needs to be changed? Report out	Marjorie & Nancy Each Organization	60 minutes	1:30	Return to home organization seating at assigned tables – 30 minutes small group discussion, then report out	2:30
17	Develop 3 goals each: ▪ For preparing an educated and skilled workforce ▪ For meeting the skilled workforce needs of employers	Each organization	60 minutes	2:30	Home organization	3:30
18	Break	Individuals	15 minutes	3:30	---	3:45
19	Report out and “dot” on goal statements	Marjorie & Nancy	45 minutes	3:45	Home organization	4:30
20	Closing remarks	Mary Anne Bradfield	15 minutes	4:30	---	4:45
21	Adjournment (if needed)	Mark Moravec	15 minutes	4:45	---	5:00

## Appendix B. Provus Discrepancy Model

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Each subsequent phase of the Provus Discrepancy Model is anchored and influenced by the phases that have gone before. This sequence ensures that essential goals and assessments are addressed progressively. A detailed description of all five phases is presented in Chart 1.

**Chart 1. Tasks and activities associated with each Phase of the Provus Discrepancy Model (PDM)**

Phase number/ title	Task/activity 1	Task/activity 2	Task/activity 3	Task/activity 4	Task/activity 5	Task/activity 6	Task/activity 7
PHASE 1: Program Definition and Design	Review proposals submitted by BRT teams	Assess proposals' comprehensiveness (Is the proposed program complete?)	Assess proposals' internal consistency (Do proposed strategies logically related to one another and to intended goals?)	Assess proposals for external consistency (How do proposed strategies related to existing strategies and structures?)	Assess proposals for risk (What is the ratio of grain for the disruption that will be required to enact proposals?)	Make necessary revisions	Decide whether or not to proceed with each proposal
PHASE 2: Program Installation	Establish targeted outcomes	Develop measurements of inputs, processes and outcomes	Compare intended inputs with the actual inputs that occur	Compare intended processes with actual processes enacted	Revise inputs and processes as necessary	Integrate logistical details within and across proposals	Create common purpose
PHASE 3: Interim Products	Assess the linkage among inputs, processes and outcomes	Compare intended inputs, processes and outcomes with those that actually occur	Refine processes, outcomes and measurements	Develop outcome standards	---	---	---
PHASE 4: Established Products	Refine and formalize standards	Compare actual outcomes with projected standards for outcome measurements	Refine processes and outcomes to achieve desired standards	---	---	---	---
PHASE 5: Program Efficacy	Compare current program methods/costs to others yielding the same outcomes	Refine strategies and programs	---	---	---	---	---

**Appendix C. Post-workshop evaluation form**

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**EVALUATION FORM****Strategy Workshop: 2020-2024 State Plan for Nebraska's Workforce System  
October 29, 2019 – Lincoln, Nebraska****The workshop met the goals for the day.**

1	2	3	4	5
Strongly Disagree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Neutral <input type="checkbox"/>	Agree <input type="checkbox"/>	Strongly Agree <input type="checkbox"/>

**I will apply the workshop information to the upcoming State Plan.**

1	2	3	4	5
Strongly Disagree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Neutral <input type="checkbox"/>	Agree <input type="checkbox"/>	Strongly Agree <input type="checkbox"/>

**Do you want to take part in additional activities for the development of the state plan?** Yes ☐ No ☐**Do you want to help with implementation of the state plan after it is approved?** Yes ☐ No ☐*If you do want to take part in additional activities for state plan development or implementation of the state plan after it is approved, please provide your name and email address.**(Enter response here.)***What was most relevant for you?***(Enter response here.)***What was least relevant for you?***(Enter response here.)***Comments and suggestions:***(Enter response here.)*