

# **Workforce Innovation and Opportunity Act - Title 1**

## Regional and Local Plan Addendum 3

July 1, 2017 - June 30, 2021



**Norfolk Regional Plan**  
Greater Nebraska Workforce Development Area

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# Executive Summary

- a. Provide an executive summary that includes items (1) through (4).
  1. An overview of this regional and local plan

## Overview

The Workforce Innovation and Opportunity Act (WIOA) Title 1 requires each local workforce development board to develop and submit, in partnership with the Chief Elected Officials Board (CEOB), a comprehensive four-year plan to the Governor. The regional and local plan shall support the vision, goals and strategy described in the Combined State plan.

The WIOA four-year plan will be effective July 1, 2017 - June 30, 2021. This addendum to the Regional Plan submitted by the Greater Nebraska Workforce Development Board (GNWDB) seeks to address current and future strategies and efficiencies that address the continuing modernization of the workforce system and creation of a customer-centered system where the needs of business and workers drive workforce solutions; where American Job Centers provide excellent customer service to all jobseekers and businesses; and where the workforce system supports strong regional economies, as well as alignment with State priorities.

2. A description of the regional planning process undertaken to produce the regional plan, including a description of how all required and optional one-stop partners providing services in the region were afforded the opportunity to participate in the regional planning process, including WIOA Title 1B (Adult, Dislocated Worker, and Youth programs) providers from other local areas responsible for serving counties in the region

## Regional Planning Process

The Greater Nebraska Workforce Development Board, in coordination with the Chief Elected Officials Board facilitated a planning session in Norfolk.

Small groups were formed. Each group was tasked with producing a solution to specific workforce needs, such as business engagement or staff development. At the end of the sessions, strategic action areas were identified as:

1. Aligning Programs;
2. Improving Access;
3. Creation of Common Intake; and
4. Cross Training/Educating Staff

The event was well attended. The following partners and programs were invited to participate in the planning sessions.

1. Education/Northeast Community College
2. Community College (CTE)
3. Job Corps
4. Nebraska Commission for the Blind & Visually Impaired/ Nebraska Department of Education
5. Nebraska Department of Education
6. Nebraska Department of Labor
7. Proteus
8. Nutrition Assistance Program (SNAP)/ Nebraska Department of Health and Human Services
9. National Able Network/ Nebraska Department of Health and Human Services
10. Temporary Assistance for Needy Families (TANF)/ Nebraska Department of Health and Human Services
11. Unemployment Insurance/ Nebraska Department of Labor
12. Nebraska VR/ Nebraska Department of Education
13. Wagner-Peyser/ Nebraska Department of Labor
14. Indian Center
15. ResCare
16. Norfolk Area Economic Development
17. Nebraska Department of Economic Development
18. Health Specialist
19. Telebeep Wireless
20. Mosaic
21. Northern Ponca Housing Authority
22. District 7 Probation
23. Associate Public Guardian
24. Elkhorn Valley Bank

- 25. Norfolk Public Schools
- 26. Ponca Tribe of Nebraska
- 27. Wisnieski Corporation
- 28. Norfolk Area Chamber

3. a description of the on-going processes that will keep the workforce system partners engaged

## Continued Engagement

The region seeks to deliver **coordinated, proactive, responsive** and **adaptable** services for job seekers and employers to maximize opportunities for earning, learning, and living. The Norfolk Region Workforce Partners meet monthly to evaluate workforce needs, shared training opportunities across agencies, cross training staff, and continued process improvement. Collective outcomes will be monitored and partner needs will be addressed to ensure continued engagement. The one-stop operator will assist in organizing these events.

- 4. Identification of regional workforce system partners, including:
  - A. required one-stop partners;
  - B. Optional one-stop partners, if applicable; and
  - C. And other regional partners with whom the local board has implemented or plans to implement cooperative agreements, if applicable (see also Chapter 3, Sections (a)(1)(J) and (g))

## Regional Workforce System Partners

Partner Program	Partner Organization(s)
Adult, & DLW WIOA Programs	Nebraska Department of Labor
Youth WIOA Program	Nebraska Department of Labor
Jobs for Veterans' State Grants	Nebraska Department of Labor
Wagner-Peyser Employment Services	Nebraska Department of Labor
Trade Adjustment Assistance	Nebraska Department of Labor
Unemployment Insurance	Nebraska Department of Labor
Adult Education & Adult Secondary Education	Northeast Community College
Vocational Rehabilitation	Nebraska Vocational Rehabilitation (VR) and Nebraska Commission for the Blind and Visually Impaired
Senior Community Service Employment Program	National Able Network/ Nebraska Department of Health and Human Services
Temporary Assistance for Needy Families	Nebraska Department of Health and Human Services

<b>Partner Program</b>	<b>Partner Organization(s)</b>
Job Corps	Pine Ridge Job Corps Center
Migrant and Seasonal Farmworker Programs	Proteus, Inc
Native American Programs	Indian Center, Inc
Career and Technical Education Programs at the Postsecondary Level	Northeast Community College
Employment and Training Activities Carried Out Under the Community Services Block Grant	Northeast Nebraska Community Action Partnership
Second Change Act (ex-offender) programs	Services not available in Norfolk Region
Supplemental Nutrition Assistance Program	Nebraska Department of Health and Human Services
Employment and training activities carried out by the Department of Housing and Urban Development	Services not available in Norfolk Region
Reentry Employment Opportunities	Souixland Human Investment Partnership

# Chapter 1

## Economic and Workforce Analysis Regional Component

- a. Provide analyses of regional labor market data that include an analysis of items (1) through (6).
  1. Economic conditions in the region, including existing and emerging in-demand industry sectors and occupations

The Governor has designated local workforce development areas (local areas). The purpose of the local area is to serve as a jurisdiction for the administration of workforce development activities and execution of Adult, Dislocated Worker, and Youth program funds allocated by the Nebraska Department of Labor.

Currently, Nebraska has three (3) designated local areas:

1. **Greater Omaha Local Workforce Development Area (Greater Omaha)**, serving Douglas, Sarpy, and Washington counties;
2. **Greater Lincoln Local Workforce Development Area (Greater Lincoln)**, serving Lancaster and Saunders counties; and
3. **Greater Nebraska Local Workforce Development Area (Greater Nebraska)**, serving the remaining 88 Nebraska counties.

Within each local area the Governor has designated planning regions. The purpose of identifying regions is to align workforce development activities and resources with larger regional economic development areas and available resources to provide coordinated and efficient services to both job seekers and employers. Nebraska has three regional planning areas outlined below:

1. **Metro Region (Area 8)** - covers Dodge, Douglas, Cass, Sarpy, Saunders, and Washington counties, with Douglas County being the focal county;
2. **Southeast Region (Area 7)** - covers Fillmore, Gage, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, and York counties, with Lancaster County being the focal county; and
3. **Greater Nebraska Region** - covers the remaining seventy-four (74) counties in Nebraska and includes eight (8) planning regions: Area 1: Scottsbluff, Area 2: Sidney, Area 3: North Platte, Area 4: McCook, Area 5: Tri-Cities, Area 6: Columbus, Area 9: Norfolk, and Area 10: O'Neill.

This regional plan covers Area 9: Norfolk. The Greater Nebraska Workforce Development Board has developed regional plans for Area 1: Scottsbluff, Area 5: Tri-Cities, Area 6: Columbus and will develop regional plans for the remaining required areas throughout 2017 and 2018.

## Economic Conditions

Nebraska Department of Labor's (NDOL) labor market Information division collects data in the Norfolk Region in two groups: Norfolk Micropolitan Statistical Area which includes Madison, Pierce, and Stanton counties and the Northeast Region which includes Antelope, Boone, Burt, Butler, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Knox, Madison, Nance, Pierce, Platte, Polk, Stanton, Thurston, Wayne, and Wheeler counties. Every effort has been made to collect data specific to the 5 county regional area however when not available data from the above groups will be used and noted.

The Norfolk Region is comprised of 5 counties in the northeast part of Nebraska, part of Nebraska Department of Labor's (NDOL) Northeast Region. With a total regional population of 64,274 and 2,502 worksites, as noted in Table 1, the Norfolk Region is an important economic center.

**Table 1: Labor Market Information – Norfolk Region**

County	Population	No. of Worksites
Madison County	35,174	1,535
Antelope County	6,398	311
Pierce County	7,202	254
Stanton County	6,069	117
Wayne County	9,431	285
<b>Total</b>	<b>64,274</b>	<b>2,502</b>

The top five industries, by employment, for the Norfolk Micropolitan Statistical Area are: health care and social assistance (4,760); manufacturing (3,774); retail trade (3,418); education services (2,211); and accommodations and food services (1,696) as noted in Table 2.

**Table 2: Labor Market Information – Fourth Quarter, 2016 Quarterly Census of Employment and Wages, Multiple Industries Data for Norfolk Micropolitan Statistical Area**

Industries	Individuals Employed	Average Weekly Wage
<b>Total, All Industries</b>	<b>25,091</b>	<b>\$794</b>
Accommodation and Food Services	1,696	\$260
Administrative and Waste Services	801	\$664
Agriculture, Forestry, Fishing & Hunting	348	\$792
Arts, Entertainment, and Recreation	125	\$279
Construction	1,191	\$1,033
Educational Services	2,211	\$731
Finance and Insurance	868	\$1,030
Health Care and Social Assistance	4,760	\$804
Information	278	\$738
Management of Companies and Enterprises	35	\$2,598
Manufacturing	3,774	\$1,077



Industries	Individuals Employed	Average Weekly Wage
Mining, Quarrying, and Oil and Gas Extraction	Confidential	Confidential
Other Services, Ex. Public Admin	743	\$491
Professional and Technical Services	687	\$891
Public Administration	1,097	\$791
Real Estate and Rental and Leasing	234	\$626
Retail Trade	3,418	\$489
Transportation and Warehousing	974	\$874
Utilities	Confidential	Confidential
Wholesale Trade	1,617	\$1,170

## 2. Employment needs of employers in existing and emerging in-demand industry sectors and occupations

### Existing & Emerging In-demand Industry Sectors

Table 3 details Northeast Region's including the Norfolk Region, top 6 industries in terms of 2024 projected H3 (High Wage, High Skill, High Demand) total employment growth. The industry with the most projected employment in 2024 is health care and social assistance with an anticipated increase of 572 jobs. Other H3 industries, in terms of sheer numbers of projected job growth include: education services, manufacturing, wholesale trade, and construction.

**Table 3: Labor Market Information – Long-term Industry Projections by Sector with Amount of Employment in H3 Occupations, Northeast Region**

NAICS Title	H3 2014 Annual Employment	H3 2024 Projected Employment	H3 Projected Increase	H3 Projected Increase Percent
Total All Industries	30,670	33,750	3,080	10%
Educational Services	5,866	6,307	441	8%
Health Care and Social Assistance	5,639	6,211	572	10%
Manufacturing	3,978	4,498	520	13%
Transportation and Warehousing	2,742	3,118	376	14%
Wholesale Trade	1,875	2,017	142	8%
Construction	1,312	1,464	152	12%

### 3. Regional outlook for high wage, high skill, high demand (H3) occupations

#### High Wage, High Skill, High Demand (H3)

The Nebraska Departments of Labor and Education, in partnership with the Nebraska Department of Economic Development, have focused their respective efforts towards existing and emerging occupations that meet certain high wage, high skill and high demand criteria. Known as H3 occupations, these occupations are considered high wage when at least half of their wage measures are at or above the regional average for all occupations. Occupations that require either some college or a higher level of educational attainment are high skill; these include occupations that require a high school diploma or equivalent plus long-term on-the-job training, an apprenticeship, or an internship or residency. The number of annual openings, net change in employment, and growth rate determine whether an occupation is in high demand.

As shown in Table 4, the top H3 occupations in terms of the projected number of job growth includes heavy and tractor-trailer truck drivers; registered nurses; maintenance and repair workers, general and operations managers; elementary school teachers, except special education; and general and operations managers.

These occupations are projected to experience growth ranging from 7% to 28%. Subsequently, these professions offer an attractive wage and provide jobseekers with a range of rewarding career options within the region.

**Table 4: Long-term Occupational Projections, 2014-2024 with High Wage, Skill, and Demand (H3) Indicators – Northeast Economic Region**

SOC Title	2014 Estimated Employment	2024 Projected Employment	Growth Openings	Percent Change
Heavy and Tractor-Trailer Truck Drivers	3,870	4,315	<b>445</b>	11.50%
Industrial Machinery Mechanics	860	1,105	<b>245</b>	28.50%
Registered Nurses	2,142	2,304	<b>162</b>	7.60%
Maintenance and Repair Workers, General	1,483	1,584	<b>101</b>	6.80%
Welders, Cutters, Solderers, and Brazers	915	1,009	<b>94</b>	10.30%
General and Operations Managers	1,040	1,129	<b>89</b>	8.60%

SOC Title	2014 Estimated Employment	2024 Projected Employment	Growth Openings	Percent Change
Licensed Practical and Licensed Vocational Nurses	851	940	<b>89</b>	10.50%
Elementary School Teachers, Except Special Education	1,145	1,230	<b>85</b>	7.40%
Machinists	467	563	<b>96</b>	20.60%
Accountants and Auditors	662	750	<b>88</b>	13.30%

4. Knowledge and skills necessary to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations that meet the H3 criteria

### Necessary Skills & Knowledge

To meet the long-term occupational demands identified in *Table 4: Long-term Occupational Projections, 2014-2024 with High Wage, Skill, and Demand (H3) Indicators – Northeast Economic Region*, employees will need the following skills and knowledge.

Top skills across job titles in Table 5 include monitoring, operation and control, reading comprehension, critical thinking, and reading comprehension.

**Table 5: Labor Market Information - Top 5 Skills for Top H3 Occupations (Northeast Economic Region)**

SOC Title	Highest Ranked Skill	2nd	3rd	4th	5th
Heavy and Tractor-Trailer Truck Drivers	<b>Operation and Control</b>	<b>Operation Monitoring</b>	Time Management	<b>Reading Comprehension</b>	<b>Monitoring</b>
Industrial Machinery Mechanics	Repairing	Equipment Maintenance	<b>Operation Monitoring</b>	Troubleshooting	Quality Control Analysis
Registered Nurses	Social Perceptiveness	Active Listening	<b>Reading Comprehension</b>	<b>Monitoring</b>	<b>Critical Thinking</b>

SOC Title	Highest Ranked Skill	2nd	3rd	4th	5th
Maintenance and Repair Workers, General	Repairing	Equipment Maintenance	Troubleshooting	Equipment Selection	<b>Operation and Control</b>
Welders, Cutters, Solderers, and Brazers	<b>Monitoring</b>	<b>Critical Thinking</b>	<b>Operation and Control</b>	<b>Reading Comprehension</b>	Quality Control Analysis
General and Operations Managers	Active Listening	Social Perceptiveness	Speaking	<b>Monitoring</b>	Coordination
Licensed Practical and Licensed Vocational Nurses	Service Orientation	Social Perceptiveness	Speaking	<b>Critical Thinking</b>	Coordination
Elementary School Teachers, Except Special Education	Learning Strategies	<b>Monitoring</b>	Speaking	Social Perceptiveness	Active Listening
Machinists	<b>Operation Monitoring</b>	<b>Operation and Control</b>	<b>Monitoring</b>	<b>Critical Thinking</b>	<b>Reading Comprehension</b>

Top knowledge areas across job titles in Table 6 include mathematics, mathematics, mechanical, English language, and/or production and processing.

**Table 6: Top 5 Knowledge Areas for Top H3 Occupations (Northeast Economic Region)**

SOC Title	Highest Ranked Knowledge Areas	2nd	3rd	4th	5th
General and Operations Managers	Administration and Management	Customer and Personal Service	Personnel and Human Resources	<b>Mathematics</b>	<b>Production and Processing</b>
Licensed Practical and Licensed Vocational Nurses	Customer and Personal Service	Psychology	Medicine and Dentistry	<b>English Language</b>	Therapy and Counseling
Welders, Cutters, Solderers, and Brazers	Design	<b>Mechanical</b>	<b>Production and Processing</b>	<b>Mathematics</b>	Engineering and Technology

SOC Title	Highest Ranked Knowledge Areas	2nd	3rd	4th	5th
Accountants and Auditors	Economics and Accounting	<b>English Language</b>	<b>Mathematics</b>	Clerical	Administration and Management
Elementary School Teachers, Except Special Education	Education and Training	<b>English Language</b>	Psychology	<b>Mathematics</b>	Geography
Maintenance and Repair Workers, General	<b>Mechanical</b>	Building and Construction	Customer and Personal Service	Public Safety and Security	<b>English Language</b>
Industrial Machinery Mechanics	<b>Mechanical</b>	Engineering and Technology	<b>Production and Processing</b>	Design	<b>Mathematics</b>
Machinists	<b>Mechanical</b>	<b>Mathematics</b>	<b>Production and Processing</b>	<b>English Language</b>	Design
Registered Nurses	Therapy and Counseling	Psychology	Education and Training	Customer and Personal Service	Medicine and Dentistry
Heavy and Tractor-Trailer Truck Drivers	Transportation	Customer and Personal Service	Public Safety and Security	<b>English Language</b>	<b>Mechanical</b>

5. Workforce in the region, including:
  - A. Current labor force employment and unemployment data;
  - B. Information on labor market trends; and
  - C. Educational and skill levels of the workforce, including individuals with barriers to employment

## Workforce in Region

### Labor Force & Unemployment

The Northeast Micropolitan Statistical Area has a low unemployment rate of 2.9% and labor force of 127,033, compared to the state unemployment rate of 2.7% and the national rate of 4.1%.

**Table 7: Labor Market Information – Norfolk Micropolitan Statistical Area and Northeast Region Labor Force, June 2017**

Statistic	Norfolk MC	Northeast Region
Labor Force	26,856	127,033
Employed	26,085	123,120
Unemployed	771	3,913
Unemployment Rate	2.9%	3.1%

11.6% of the population lives in poverty in the Northeast and in Norfolk 12.5%.<sup>1</sup>

**Table 8: US Census Bureau – 2015 Poverty Rate**

Area	Poverty Percent, All Ages	Estimated Total Population
Norfolk	5,843 (12.5%)	46,870
Northeast	26,430 (11.6%)	226,967

## Labor Market Trends

Labor market trends are identified in Existing & Emerging In-demand Industries (page 9).

## Education

Many job requirements can be accomplished via on-the-job training/apprenticeships as noted in Table 9.

**Table 9: Typical Education, Work Experience, and Job Training Requirements for Top H3 Occupations (Panhandle Region)**

SOC Title	Education	Work Experience	Job Training
Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award	None	Short-term on-the-job training
Industrial Machinery Mechanics	High school diploma or equivalent	None	Long-term on-the-job training
Registered Nurses	Bachelor's degree	None	None
Maintenance and Repair Workers, General	High school diploma or equivalent	None	Long-term on-the-job training
Welders, Cutters, Solderers, and Brazers	Postsecondary non-degree award	None	Moderate-term on-the-job training
General and Operations Managers	Bachelor's degree	5 years or more	None
Licensed Practical and Licensed Vocational Nurses	Postsecondary non-degree award	None	None

<sup>1</sup> US Census Bureau: 2011-2015 American Community Survey 5-Year

SOC Title	Education	Work Experience	Job Training
Elementary School Teachers, Except Special Education	Bachelor's degree	None	Internship/residency
Machinists	High school diploma or equivalent	None	Long-term on-the-job training
Accountants and Auditors	Bachelor's degree	None	None

- 6. Workforce development activities in the region, including:
  - A. Education and training activities in the region;
  - B. Strengths and weaknesses of workforce development activities in the region; and
  - C. Regional capacity to provide the workforce development activities to address the education and skill needs of the workforce, including the needs of:
    - i. Individuals with barriers to employment; and
    - ii. Employers

## Workforce Development

### Education & Training

The Norfolk region has a variety of education and training opportunities to meet workforce needs. Northeast Community College (NCC) has an extensive selection of career technical education programs on Nebraska's Eligible Training Provider list. Adult Education and English Language Learner classes are available from NCC. The Career Pathways Advancement Project (CPAP) is designed for Nebraska VR clients to explore and access opportunities to advance in their employment. Norfolk High School Career Academy is accessible to help high school student's transition to in-demand careers. The Norfolk Career Center has strong relationships with local workforce partners and employers. These relationships have and will continue to meet employer needs by providing on-the-job training and direct placement opportunities for job seekers.

### Individuals with Barriers to Employment

The board emphasizes services to individuals with barriers to employment. The local area has a Disabled Veterans Outreach Program (DVOP) with a workforce coordinator in Norfolk. One of their responsibilities is to align the WIOA programs with other veteran's service programs. The local area, in collaboration with the Nebraska Department of Labor, has a Limited English Proficient (LEP) plan to ensure programs are accessible in multiple languages. The WIOA Title 1B program works in conjunction with Nebraska VR to provide assistance to individuals with disabilities (both mental and physical disabilities) to obtain and maintain employment. Workforce partners cooperate with the Nebraska Commission for the Blind and Visually Impaired to create opportunities

and guarantee services are accessible for the visually impaired. Part of this commitment involves cross-training staff on how to assist individuals in general with disabilities and specifically for the blind, making JAWS (Job Access with Speech) screen readers available in the Norfolk Career Center. All facilities are physically accessible, in compliance with ADA standards for accessible design. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments. The Accessibility Policy of this plan further guarantees universal access.

## Strengths and Weaknesses

These strengths and weaknesses have been accounted for through the vision, goals and specific outcomes guiding the local plan and regional plans for the local area.

**Key strengths** include:

- **NEworks, Nebraska's Management Information System**, equipping the American Job Center network partners with a powerful technological tool that offers a wealth of workforce data as well as resources for both employers and current/prospective workers. Beyond its present use, this technology can serve to potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes.
- **A comprehensive range of high-quality workforce development services**. From initial assessment to job placement, the American Job Center network programs offer an array of high-quality, targeted services that are geared toward the needs of the state's employers and those seeking employment.
- **Cost-efficiency in the delivery of services**. Despite geographic, financial, programmatic and other constraints, the American Job Center network partners have cost-efficiently delivered their services to jobseekers and workers throughout the state. The extent to which these entities have continually maximized the quality and reach of their services is a strength that is capitalized upon in the combined plan.
- **Strong partnerships between plan partners** as well as public and private partners. The strength of these partnerships is evident in their strong contributions to the design and execution of the local and regional plan.
- **A strong technology infrastructure** that is capable of supporting the business growth and expansion targeted through the combined plan. A 2014 report by the Nebraska Information Technology Commission found that Broadband service, with download speeds of greater than 10Mbps, is available to 99.5% of the state's population (Broadband in Nebraska, 2014). Widespread access to broadband given the geographic challenges in an expansive state with numerous rural areas is a tremendous strength.

Collectively, these strengths form a tremendous foundation for the Norfolk Region.

**Key weaknesses** limit the partner programs' ability to serve the needs of its workforce customers. These weaknesses include:

- **Widespread dispersion of various populations within the state**. The placement of Nebraskans who face barriers to employment (e.g., low-income individuals; individuals with disabilities; ex-offenders; homeless individuals; youth who have aged out of the foster care system; English Language Learners; individuals



with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed) present unique challenges in communicating and coordinating services to areas where these populations reside. This includes remote rural areas, areas with capacity issues and those affected by other factors that complicate workforce service delivery.

- **Limited industry sector involvement in the workforce system.** There is a strong willingness between both industry and the public sector to work collaboratively in promoting workforce development within the local area. Yet, more needs to be done in order to formalize and leverage the potential contributions of the industry sector.
- **Need to increase the collaborative efforts between Workforce agencies and other stakeholder organizations.** In order to build a system of workforce services the American Job Center network partners need to increase their collaborative efforts in a meaningful way, avoid turfism and look to a collective design of delivery services.
- **Need to strengthen communication between workforce partners.** Despite the availability of high quality programs and a willingness to collaborate, the partner programs sometimes struggle to communicate in a timely fashion in order to coordinate programming and avoid duplication of efforts. This is especially true at the front-line service-delivery level.
- **Absence of a common intake form and intake procedures.** The lack of a common intake results in a duplication of efforts and is indicative of the previously mentioned lack of communication that currently exists between programs.
- **Common terminology for key workforce development terms.** Another source of weakness that disrupts communication and understanding necessary for an effective, efficient statewide workforce strategy is the lack of common terminology across workforce programs.

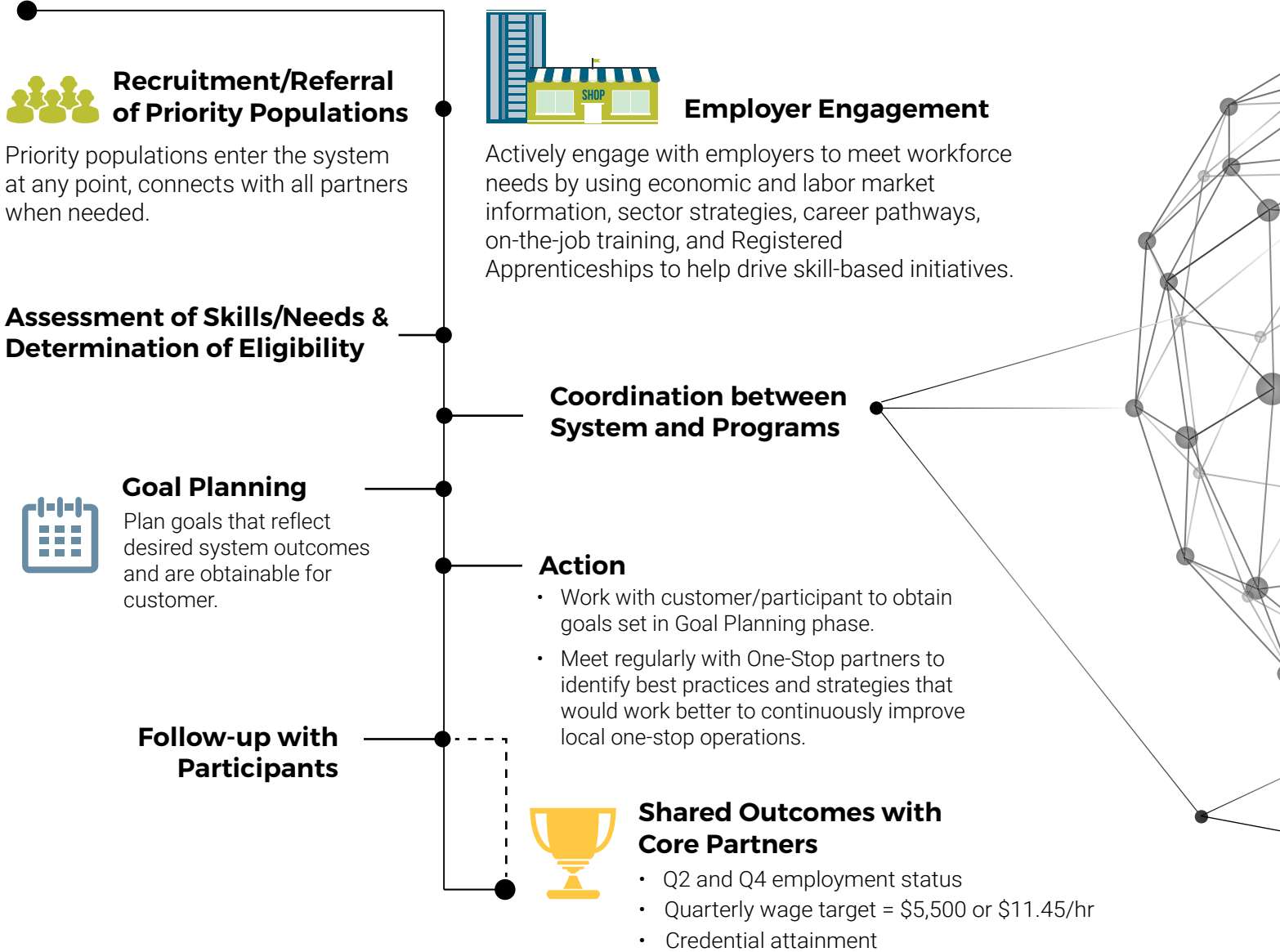
## Regional Capacity

The regional area has the capacity to meet the needs of employers and provide opportunities for job seekers, especially those with barriers to employment.

# Greater Nebraska Workforce

Opportunities for earning, learning, and living.

## Process

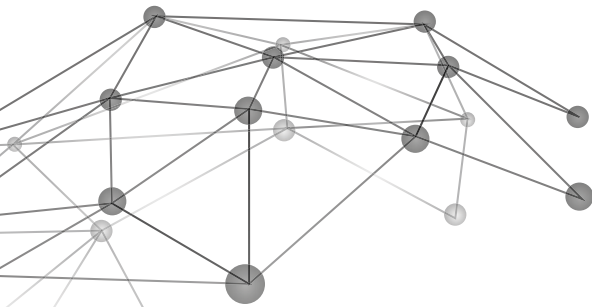


## One-Stop Delivery System Programs/Entry Points

Adult Education and Family Literacy Act (AEFLA)  
Adult, Dislocated Worker, and Youth  
Career and technical education at the postsecondary level  
Department of Housing and Urban Development  
Community Services Block Grant  
Ex-offender  
Job Corps

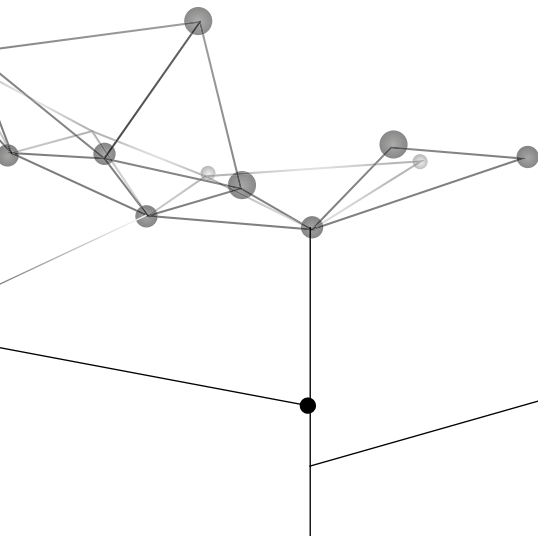
Jobs for Veterans State Grants  
Migrant and Seasonal Farmworker  
Native American  
Nebraska's Unemployment Compensation law  
Senior Community Service Employment  
Trade Adjustment Assistance  
Nebraska Vocational Rehabilitation

# System

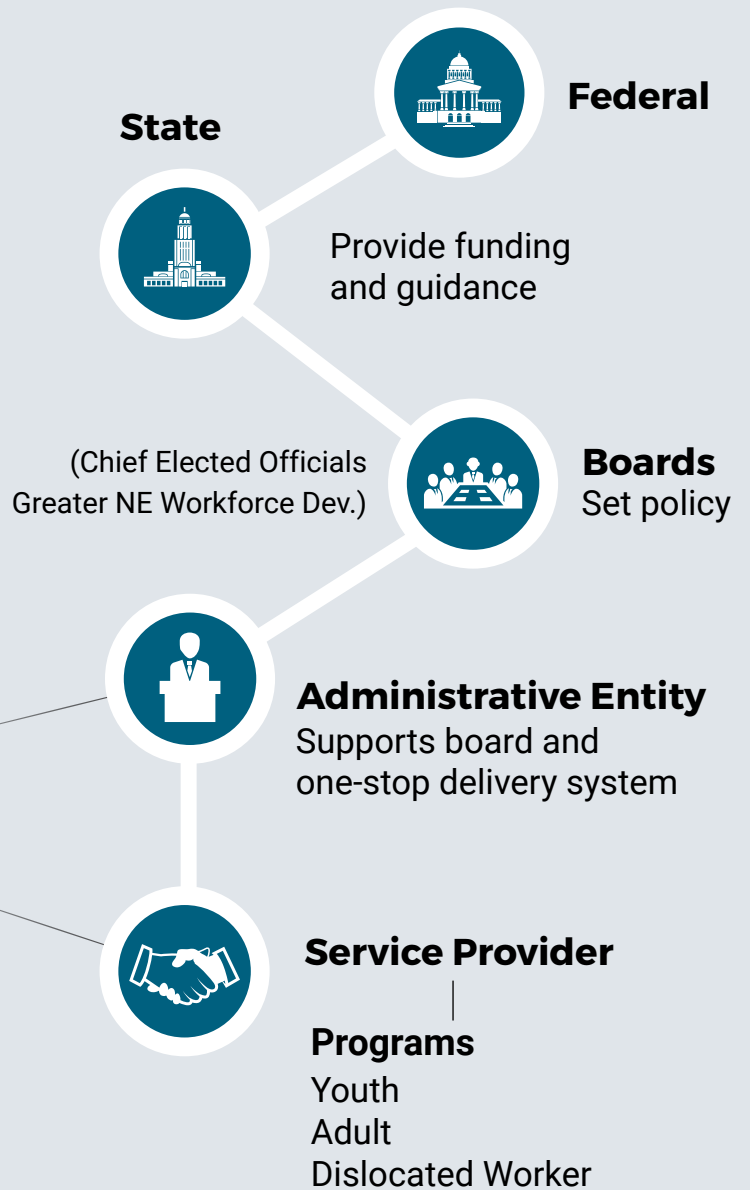


## One-Stop Delivery System

System operator reports to boards



## Structure



## WIOA Title 1 Services

### Career

Skills assessment, job search and placement assistance, and more.

### Training

Referrals to training programs and services

### Supportive

Address barriers to employment

### Follow-up

Provided to eligible participants placed in unsubsidized employment, for up to 12 months after the first day of employment

### GED/Education

Nebraska Commission for the Blind and Visually Impaired  
Wagner-Peyser Act Employment Service  
Workforce Innovation and Opportunity Act (WIOA) Title 1 Services  
Temporary Assistance for Needy Families (TANF)  
YouthBuild

## Chapter 2

# Workforce System: Integration of Strategies and Services Regional Component

- a. Describe the local board's plan for integration of strategies and services that will be delivered at the American Job Center sites and through technology, including items (1) through (7).
  1. Establishment of regional service strategies which must include:
    - A. Integration of and access to the entire set of services available in the local one-stop delivery system;
    - B. Enhancing the provision of services to individuals with disabilities, Veterans, youth, and other priority population groups;
    - C. Cross-training of staff, technical assistance, use and sharing of information, cooperative efforts with employers;
    - D. Other efforts at cooperation, collaboration, and coordination;
    - E. Existing service delivery strategies that will be expanded, streamlined, or eliminated;
    - F. New service strategies necessary to address regional education and training needs;
    - G. Strategies to address geographic advantages and disadvantages;
    - H. Strategies to connect the unemployed with work-based learning opportunities;
    - I. Strategies to integrate existing regional planning efforts among core partners and one-stop partners; and
    - J. If applicable (see also Chapter 3, Section (g)), cooperative agreements between local area entities and the local office of the:
      - i. Nebraska Vocational Rehabilitation Program; and
      - ii. Nebraska Commission for the Blind and Visually Impaired

## Regional Strategies

### Integration of Services

The creation of a common intake will allow universal accesses and link individuals to the entire workforce system. Cooperation, collaboration, and coordination will be key themes in the Norfolk Workforce System. Regional partners will work to create shared employment plans and mutual skill assessments, and to leverage resources. There will be integration of services in the Norfolk Career Center, such as VR and Wagner-Peyer business service staff coordinating services collectively. Workforce system strategies include expanding active outreach to individuals with disabilities, Veterans, youth, English language learners, and other target populations to make them aware of services. The one-stop operator and partners will develop and implement a strategic outreach plan that will include:

- Specific steps to be taken by each partner,
- An outreach plan to the region's human resources professionals,
- An outreach and recruitment plan to the region's job seekers, including targeted efforts for populations most at-risk or most in need,
- An outreach and recruitment plan for out-of-school youth,
- Sector strategies and career pathways,
- Connections to registered apprenticeships,
- A plan for messaging to internal audiences,
- Clear objectives and expected outcomes, and
- Leveraging of any statewide outreach materials relevant to the region.

Partners will work to co-enroll participants and leverage resources. WIOA Title 1B supportive services, which are not available from many partner programs, will complement co-enrollments. In the past, supportive services have primarily been used for occupational skills training. Moving forward, supportive services can be used for any eligible participant searching for a job.

Each partner commits to cross-training of staff, as appropriate, and to providing other professional learning opportunities that promote continuous quality improvement. Partners will further promote system integration to the maximum extent feasible through:

- Effective communication, information sharing, and collaboration with the one-stop operator,
- Joint planning, policy development, and system design processes,
- Commitment to the joint mission, vision, goals, strategies, and performance measures,
- The design and use of common intake, assessment, referral, and case management processes,
- The use of common and/or linked data management systems and data sharing methods, as appropriate,
- Leveraging of resources, including other public agency and non-profit organization services,

- Participation in a continuous improvement process designed to boost outcomes and increase customer satisfaction, and
- Participation in regularly scheduled partner meetings to exchange information in support of the above and encourage program and staff integration.

In order to facilitate better referrals, the one-stop operator will work with partners across the system to:

- Provide substantive referrals via NEworks or email for customers who are eligible for supplemental and complementary services and benefits under partner programs,
- Familiarize themselves with the basic eligibility and participation requirements, as well as with the available services and benefits offered, for each of the partners' programs represented in the GNWDA American Job Center network including NDOL Career Centers,
- Develop materials summarizing their program requirements and make them available for partners and customers,
- Develop and utilize common intake, eligibility determination, assessment, and registration forms,
- Regularly evaluate ways to improve the referral process, including the use of customer satisfaction surveys,
- Commit to robust and ongoing communication required for an effective referral process, and
- Commit to actively follow up on the results of referrals and assuring that partner resources are being leveraged at an optimal level.

### **New Services Strategies**

The workforce system will work to expand the SNAP pilot to the entire region (currently offered in Grand Island AJC, Hastings NDOL Career Center, and starting (9/1/2017) Columbus and Norfolk NDOL Career Centers) and expand work-based learning, which includes on-the-job training, registered apprenticeships, transitional jobs, customized training, work experience, job shadowing, and pre-apprenticeship, by creating more partnerships with local employers. Manufacturing will be a target industry as mentioned under sector initiatives. Potential partners in this sector, which will be targeted for expanding work-based learning, including apprenticeship, may include: Continental ConiTech, Altec, Norfolk Iron and Metal, Nucor Steel Company, and Louis Dreyfus Company.

### **Strategies to Integrate Existing Planning Efforts**

The one-stop operator will work with workforce partners to integrate existing work plans.

Work plans have been created for:

- WIOA Title 1B
- Virtual Businesses Services
- Virtual Job Seeker
- Trade
- Rapid Response

- NEres
- Local Veterans Employment Representative
- Job Seeker
- Disabled Veterans Outreach Program
- Business Services

Workforce partners meet on a monthly basis to collaborate.

### **Connecting with a Re-employment Strategy**

All UI claimants are required to participate in Nebraska Re-employment Services. The program, also called NEres, includes one-on-one job coaching and other help for getting back to work. During these sessions, claimants and other voluntary participants are provided information about the WIOA Title 1B program, including work-based learning opportunities.

### **Strategies for Enhancing Services to Individuals Barriers to Employment and Priority Populations**

#### **Disabilities**

Efforts to enhance services to individuals with disabilities will rely on the leadership of the rehabilitation services partners, Nebraska Vocational Rehabilitation and Nebraska Commission for the Blind and Visually Impaired. These entities are regional in scope and will be asked to provide staff training, technical assistance to One-stop Operators in improving services to individuals with disabilities, recommendations and instruction on assistive technology, based on individual needs and working together on outreach plans.

#### **Veterans**

NDOL's Veterans Services, and Madison County Veterans Services offices will be used to enhance services to veterans and to share the priority of service policy of WIOA Title 1B. Online tools such as Hero 2 Hired (<https://h2h.jobs/>) and NEworks (<https://neworks.nebraska.gov>) will be utilized to assist with career readiness.

#### **Youth**

Services to youth will be enhanced by coordinating services with Nebraska Children and the Department of Health & Human Services' Bridge to Independence (b2i).

#### **Offenders**

Other on-going local, regional, and statewide efforts include a partnership with Department of Corrections to better serve offenders.

## Strategies Addressing Geographic Advantages and Disadvantages

The Local Area is made up of 88 primarily rural counties that expand into two time-zones. Services in rural areas in this chapter address geographic disadvantages and strategies. Strategies that can be used to the local areas advantage in servicing a large local area include:

1. Centralized policy making, which is consistent and applicable to the majority of the state;
2. Employer on-the-job contracts are valid in the entire area, which reduces unnecessary paper work;
3. Boundary and territory lines are less important as staff have the ability to service all but five counties in Nebraska;
4. Use of technologies such as NWorks and Skype to communicate with employers and participants;
5. On-line courses provided via Northeast Community College;
6. Consolidated management team, that also oversees Employment Services, Vets Services, and TRADE; and
7. Memorandums of Understandings (MOUs) with partners that generate almost state-wide commitment.

2. Development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region, which must include consideration of:

- A. Current in-demand industry sectors and occupations within the region;
- B. The status of regional collaboration in support of the sector initiatives;
- C. Current sector based partnerships within the region;
- D. Which sectors are regional priorities, based upon data-driven analysis;
- E. The extent of business involvement in current initiatives; and
- F. Other public-private partnerships in the region that could support sector strategies

## Sector Initiatives

### In-Demand Industry Sectors

The current in-demand industry sectors are outlined in the table below, additional information about specific occupations within the region can be found under: High Wage, High Skill, High Demand (H3) (**page 10**).



**Table 10: Labor Market Information – Long-term Industry Projections by Sector with Amount of Employment in H3 Occupations, Northeast Region**

NAICS Title	H3 2014 Annual Employment	H3 2024 Projected Employment	H3 Projected Increase	H3 Projected Increase Percent
<b>Total All Industries</b>	<b>30,670</b>	<b>33,750</b>	<b>3,080</b>	<b>10%</b>
Educational Services	5,866	6,307	441	8%
Health Care and Social Assistance	5,639	6,211	572	10%
Manufacturing	3,978	4,498	520	13%
Transportation and Warehousing	2,742	3,118	376	14%
Wholesale Trade	1,875	2,017	142	8%
Construction	1,312	1,464	152	12%

**Status of Regional Collaboration**

On September 27, 2017 the local area will participate in the Next Generation Industry Partnership meeting in Columbus. The planning session will cover the Northeast Region including Norfolk. Next Generation Sector Partnerships are partnerships of businesses, from the same industry and in a shared labor market region, who work with education, workforce, economic development and community organizations to address the workforce and other competitiveness needs of the targeted industry. Next Generation Sector Partnerships are distinguished from other business partnerships because they:

- Have a business-led agenda (not public program)
- Are regionally focused in a footprint where businesses have shared competitiveness needs (not jurisdictional boundaries)
- Involve public partners from education, workforce and economic development are at the same table and develop coordinated responses
- Provide an opportunity to reduce the number of tables to which businesses are called.



Labor market data will be reviewed to understand what the primary driving industries are in the region that merit collective action. Industries that may stand out to the group include:

- Educational Services
- Health Care and Social Assistance
- Manufacturing
- Transportation and Warehousing
- Wholesale Trade
- Construction

### Table 11

#### November 2017

1. Convene the core team in 2-3 one-hour planning calls in order to:
  - a. Confirm geographic and industry scope
  - b. Develop a list of business champions and determine who will reach out to whom by when
  - c. Develop a list of business leaders (C-Level) to invite
  - d. Identify a convener or conveners to be the main point of contact for moving forward
  - e. Identify any gaps in participation on the public partner side and develop a plan to bring them in
  - f. Establish a launch date

#### January 2018

2. Core team begins conversations with manufacturing leaders in order to gauge interest and bring them on board as champions.

#### September/October 2017

3. Hold launch meeting and immediately follow up with 45-minute conference call to clarify the vision for the group, identify immediate actions, and date for reconvening.

Learn more about Next Generation Sector Partnerships at: [www.nextgensectorpartnerships.com](http://www.nextgensectorpartnerships.com)

### Current Sector Based Partnerships

There are currently no sector based partnerships in the region.

### Priority Sectors

The board has identified health care, construction, manufacturing, and transportation & warehousing as priority sectors. This decision is based on empirical data collected from NDOL's Office of Labor Market Information. The board will seek to promote sector strategies in these areas within the Norfolk Region.

## Business Involvement in Current Sector Initiatives

Sector initiatives have not been established at this time.

## Other public-private partnerships

There are currently no public-private partnerships.

## Targeted Businesses from Emerging Industries

The construction industry has a potential growth rate of 12% over the next ten years according to Department of Labor long-term projections. The board will direct the WIOA Title 1B service provider and one-stop operator to seek out opportunities to meet employer needs in this emerging sector. Examples of potential partnerships could include Nebraska Concrete and Aggregates Association and programs at Northeast Community College.

3. Establishment of administrative cost arrangements, including the pooling of funds for administrative costs for the region, as appropriate, which must include consideration of:
  - A. Current or proposed resource leveraging agreements; and
  - B. Establishing a process to evaluate cost sharing arrangements

## Administrative Cost Arrangements

Annual funding agreements (AFA) are a required component of each memorandum of understanding. The AFA covers infrastructure and additional cost associated with the entirety of the local workforce delivery system. Table 12 below provides a proposed one-stop operating budget for the entire system.

**Table 12: Greater Nebraska Workforce Development Area One-Stop Operating Budget, PY17 Annual Comprehensive Budget**

Cost Item	Beatrice	Grand Island	Total
Common Area	\$0.00	\$6,797.28	\$6,797.28
Resource Room	\$5,164.80	\$9,363.40	\$14,528.20
Resource Room Staffing	\$53,306.74	\$53,306.74	\$106,613.48
<b>Totals</b>	<b>\$58,471.54</b>	<b>\$69,467.42</b>	<b>\$127,938.96</b>

All utilities, maintenance, communication, and janitorial expenses are allocated into the above expenses.

The board does not currently have an AFA with partners. Financial support for partners' participation will be determined in the Annual Funding Agreement due on December 1, 2017.

Table 13 provides NDOL's MOU and funding agreement timeline for local areas.

**Table 13: MOU and Funding Agreement Timeline**

Item	Timeline
<b>Local boards</b> – must submit outcome reports to NDOL on negotiation of annual funding agreements	Monday, October 2, 2017
<b>NDOL</b> – state funding mechanism takes effect for any local board failing to reach consensus with <u>all</u> required one-stop partners during negotiations on infrastructure costs (only) and annual funding agreements	Monday, October 2, 2017
<b>NDOL</b> - all required one-stop partners in local areas subject to the state funding mechanism are notified of their required contribution amounts <u>and</u> directed to pay those amounts	Wednesday, November 1, 2017
<b>Local boards</b> – must submit draft annual funding agreements to NDOL (based on either the local funding mechanism or the state funding mechanism)	Wednesday, November 1, 2017
<b>Local boards</b> - must have fully-signed annual funding agreements in place with <u>all</u> required one-stop partners (based on either the local funding mechanism or the state funding mechanism)	Friday, December 1, 2017

The board is committed to following the above timeline.

4. Coordination of transportation and other supportive services within the region, as appropriate, which must include consideration of:
  - A. Whether the provision of transportation or other supportive services could be enhanced, and if so, how;
  - B. What organizations currently provide or could provide supportive services; and
  - C. Establishing a process to promote coordination of supportive services delivery

## Transportation & Supportive Services

The vast geographic area of the local area and the lack of public transit in rural areas complicates the ability to meet the needs of employers and job seekers. Where possible, the GNWDA provides bus passes and mileage reimbursement to eligible participants to attempt to mitigate this primary barrier. The expanse of Uber and similar services into rural communities may help address the chronic transportation need for individuals needing to access training programs and employment opportunities; however, the limited availability of public transportation can still create a barrier. Other supportive services, such as providing work gear, uniforms, health screenings (physicals, vaccinations) and child care, are prioritized on an individual participant need basis. Other supportive services less often engaged include license fees reimbursements.

Other organizations that may provide supportive services in the form of rental assistance, transportation, child care, food, and healthcare include:

- TANF
- Community Action Partnership
- SNAP
- SCSEP
- Job Corps
- Proteus

Ideally, through the use of the local shared data system, each of the workforce system partners will know what services are being provided to each participant to ensure there is not a duplication of services and that participants are provided services that enhance their training and employment opportunities.

For a full list of supportive services provided in the local area see Attachment 18 - Policy 21. Supportive Services.

**5. Coordination of services with regional economic development services and providers, which must include consideration of:**

- A.** Current economic development organizations engaged in regional planning;
- B.** Education and training providers involved with economic development;
- C.** Current businesses involved with economic development organizations; and
- D.** Targeted businesses from emerging sectors/industries

## Coordination of Services

### Regional Economic Development

The following economic development organizations have taken part in this regional plan:

- Norfolk Area Chamber of Commerce
- Nebraska Department of Economic Development
- City of Norfolk – Economic Development Council

### Education & Training Providers & Economic Development

Northeast Community College (NCC) partners with economic development and the chamber, and business on worker training grants in the Norfolk Region. An example of collaboration is the development of the Norfolk Public School Career Academy curriculum.

The Norfolk Area Chamber of Commerce has collaborative effort between education, business, city and economic development to address workforce issues in the Norfolk area.

### **Businesses & Economic Development**

Businesses, including target sectors, such as Nucor Steel and Smeal have partnered with NCC on past projects.

### **Targeted Businesses from Emerging Sectors/Industries**

Construction and transportation and warehousing sectors show signs of strong growth in the Norfolk Region over the next ten years.

6. Establishment of an agreement between the lead local area and WIOA Title 1B (Adult, Dislocated Worker, and Youth programs) providers from other local areas responsible for serving counties in the region concerning how the planning region will collectively negotiate and reach agreement with NDOL on regional levels of performance for, and report on, the performance accountability measures for the planning region

**Note:** NDOL has not established regional levels of performance for Program Years 2017 and 2018 (July 1, 2017 – June 30, 2019); however, NDOL reserves the right to establish regional performance levels starting with Program Year 2019

### **Lead Local Area Agreements**

Greater Nebraska will work in complete collaboration with Greater Omaha and Greater Lincoln to collectively negotiate and reach a performance agreement with NDOL.

7. Collaboration with the WIOA Title IB (Adult, Dislocated Worker, and Youth programs) providers for counties in the planning region that are not part of the lead local board’s local area and with other required one-stop partners providing services in the region.

N/A

- b. If a planning region includes more than one (1) area of economic concentration, the lead local board:
  1. Must prepare a regional plan for at least one (1) area of economic concentration;
  2. Must prepare a regional plan for each of the remaining areas of economic concentration in the planning region, which will be incorporated into the regional and local plan at the end of the first 2-year period of the plan through the plan modification process;
  3. Must include the regional and local plan a timeline for preparation of the regional plans for the remaining areas of economic concentration; and

- Is not required to prepare a regional plan that involves any area of economic concentration having a population of 15,000 or less; however, the lead local board is encouraged to prepare a regional plan for these areas of economic concentration if the local one-stop centers and economic development partners deem it valuable to establish a regional plan for the area;

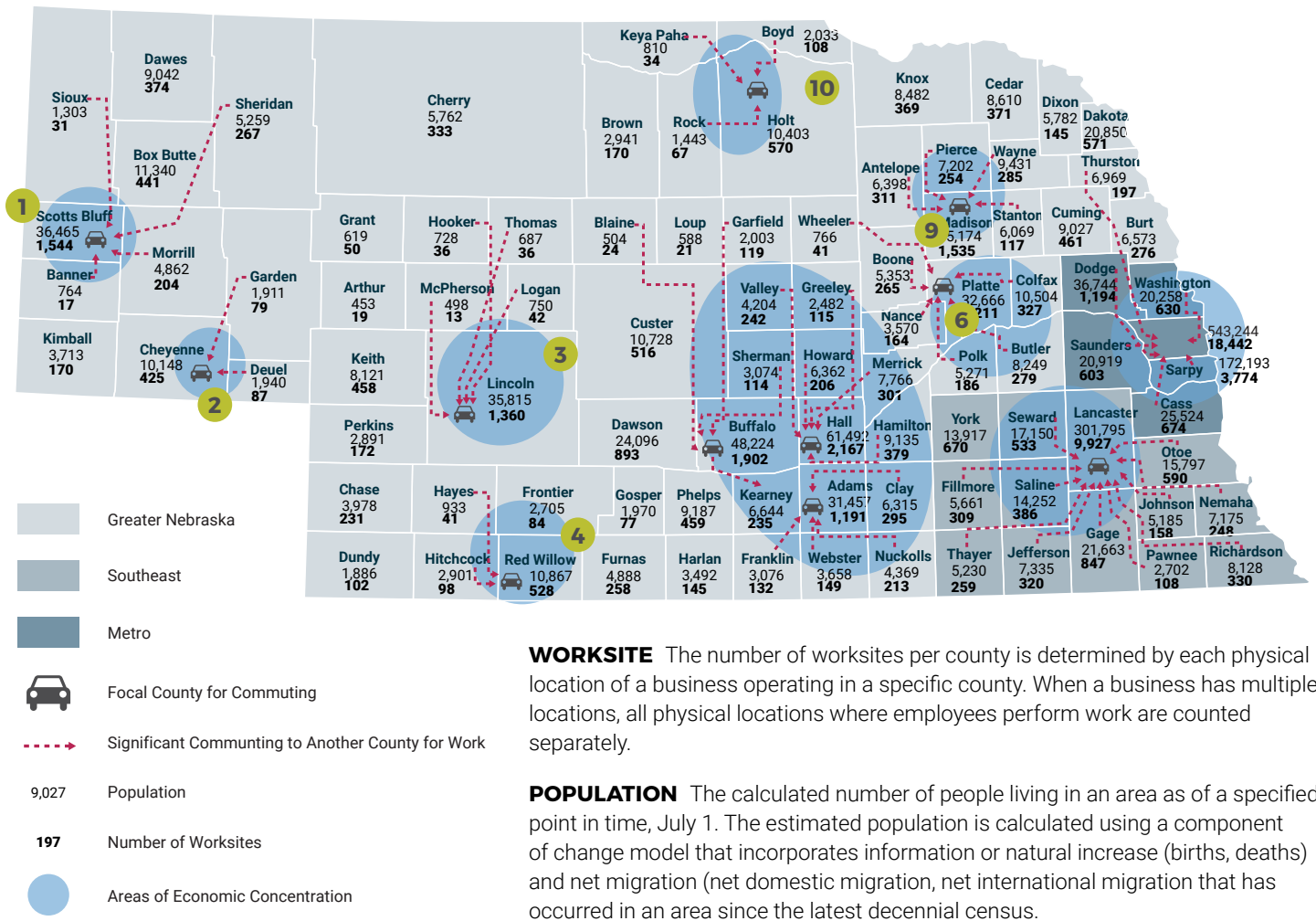
**Note:** If your planning region does not meet the criteria described above, enter “Not Applicable.”

## Regional Planning Timeline

The local area has prepared regional plans for Area 5 (Grand Island – Hastings – Kearney), Area 1 (Scottsbluff), Area 6 (Columbus) and Area 9 (Norfolk). The board has approved the following schedule for the remaining region.

- November 2017 – Area 3 (North Platte)

## WIOA Planning Regions



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

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

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

**NDOL has designated the following local plan elements as common response elements relating to shared regional responsibility.**

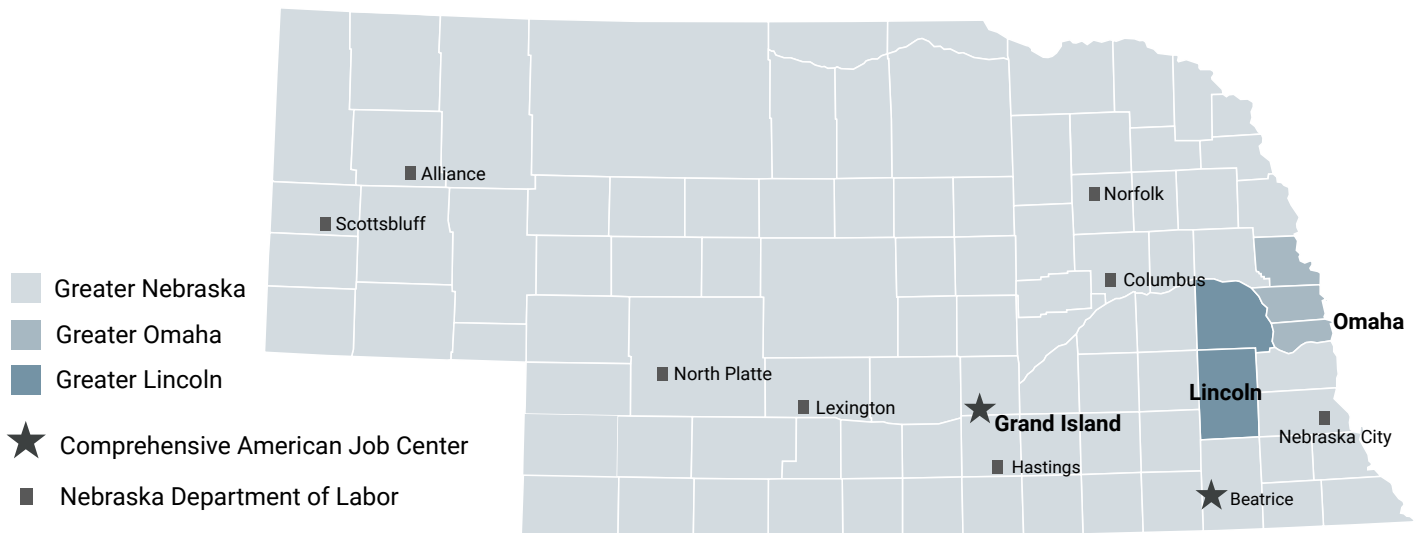
- c. Provide a description of the local area one-stop delivery system that lists the required and optional one-stop partners and programs included in the regional/local workforce delivery system, including:
  1. The physical address(es) where career services and other program services will be accessible for each of the following centers located in the local and regional area:
    - A. Comprehensive one-stop center;
    - B. Affiliate one-stop center;
    - C. Network of eligible one-stop partners; and
    - D. Specialized centers;
  2. The physical address(es) of the AJC(s) located in any other local area that is part of the local area's region; and
  3. Electronic methods implemented to provide career services and other program services

## **Greater Nebraska Workforce System**

The American Job Centers, also known as one-stop centers are designed to provide a full range of assistance to job seekers and businesses under one roof. Established under the Workforce Investment Act of 1998 and continued by the Workforce Innovation and Opportunity Act, the centers offer a comprehensive array of services designed to match talent with opportunities. The local one-stop system is comprised of full service American Job Centers as well as a network of other service delivery points. There are two (2) comprehensive American Job Centers and eight (8) Nebraska Department of Labor (NDOL) Career Centers throughout the 88 county region.

The map on the following page shows American Job Centers and NDOL offices in the local area.





Services provided in the Norfolk Career Center are listed below:

**Norfolk (NDOL Office)**

Location Information	Manager Information
105 E Norfolk Avenue, Suite 120 Norfolk, NE 68701	Becky Maggart, Office Manager
<b>Hours:</b> 8 am – 5 pm, M-F	<b>Phone:</b> 402-370-4418
<b>Website:</b> <a href="http://dol.nebraska.gov">dol.nebraska.gov</a>	<b>Email:</b> <a href="mailto:becky.maggart@nebraska.gov">becky.maggart@nebraska.gov</a>

**Required One-stop Partners and Authorizing Legislation**

Required One-Stop Partner	Partner Organization	Occupancy Status
1. Adult, Dislocated Worker, and Youth programs	Nebraska Department of Labor	Full-Time
2. Programs authorized under Nebraska’s Unemployment Compensation law	Nebraska Department of Labor	Direct-Linkage
3. Trade Adjustment Assistance programs	Nebraska Department of Labor	Intermittent
4. Wagner-Peyser Act Employment Service program	Nebraska Department of Labor	Full-Time
5. Jobs for Veterans’ State Grants	Nebraska Department of Labor	Full-Time
6. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program	Nebraska Department of Health and Human Services	Full-Time

**Note:** Occupancy status is defined in the State MOU Policy as a co-located partner who is:

- intermittent: less than 50% of the time the AJC is open for business;
- part-time: more than 50% (but not 100%) of the time the AJC is open for business; or

- full-time: 100% of the time the AJC is open for business

Below is a list of partners in the local area.

Partner Program	Partner Organization(s)
Adult & DLW WIOA Programs	Nebraska Department of Labor
Youth WIOA Program	Nebraska Department of Labor
Jobs for Veterans' State Grants	Nebraska Department of Labor
Wagner-Peyser Employment Services	Nebraska Department of Labor
Trade Adjustment Assistance	Nebraska Department of Labor
Unemployment Insurance	Nebraska Department of Labor
Adult Education & Adult Secondary Education	Northeast Community College
Vocational Rehabilitation	Nebraska VR and Nebraska Commission for the Blind and Visually Impaired
Senior Community Service Employment Program	National Able Network/ Nebraska Department of Health and Human Services
Temporary Assistance for Needy Families	Nebraska Department of Health and Human Services
Job Corps	CHP International / Pine Ridge Job Corps Center
Migrant and Seasonal Farmworker Programs	Proteus, Inc
Native American Programs	Indian Center, Inc
Career and Technical Education Programs at the Postsecondary Level	Northeast Community College
Employment and Training Activities Carried Out Under the Community Services Block Grant	Northeast Nebraska Community Action Partnership
Second Change Act (ex-offender) programs	Services not available in Norfolk Region
Supplemental Nutrition Assistance Program	Nebraska Department of Health and Human Services
Employment and training activities carried out by the Department of Housing and Urban Development	Services not available in Norfolk Region
Reentry Employment Opportunities	Services not available in Norfolk Region

## Electronic Methods

Career services are provided online at **NEworks.nebraska.gov**. Participants can also preregister for WIOA Title 1B, access the eligible training provider list, access labor market information, and explore job opportunities at this site.

Additional, online resources include: O\*NET Online (<https://www.onetonline.org>), H3 (<https://networks.nebraska.gov/gsipub/index.asp?docid=1165>), Career One Stop (<https://www.careeronestop.org>), Nebraska Department of Labor ([dol.nebraska.gov](http://dol.nebraska.gov)), and Nebraska Career Connections (<http://www.nebraskacareerconnections.org/>).

**d.** Describe how the local board will address items (1) through (4).

- 1.** Supporting the vision, goals, and strategies established in Sections II.a. and II.b. of the Combined State Plan for Nebraska’s Workforce System (July 1, 2016 – June 30, 2020)

## Combined State Plan

The board will continue to align its goals and strategies with those identified in the Combined State Plan and as outlined in Charter 2. Vision, Goals, and Strategies. Success in addressing the high number of underemployed workers within the region who earn less than a living wage or must hold two or more jobs in order to earn a living wage; the plight of disadvantaged workers such as low-income individuals, individuals with disabilities, ex-offenders, homeless individuals, youth who have aged out of the foster care system, English Language Learners, individuals with low levels of literacy, single parents, farmworkers, those within two years of exhausting lifetime TANF eligibility, and the long-term unemployed; and the need for a pipeline of workers with the technical skills and work readiness skills desired by employers, including those in industries that will drive the region’s economy well into the future can only be accomplished by a workforce system approach. The regional workforce system is committed to placing unemployed and underemployed workers in training programs leading to H3 jobs that pay above Nebraska’s \$16.62 median wage.

- 2.** Working with the Combined State Plan partners carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 to support service alignment, including:
  - A.** Adult, Dislocated Worker, and Youth programs (WIOA Title IB, core partner program);
  - B.** Adult Education and Family Literacy Act programs (WIOA Title II, core partner program);
  - C.** Wagner-Peyser Employment Service programs (WIOA Title III, core partner program);
  - D.** Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV, core partner program);
  - E.** Nebraska Vocational Rehabilitation Program (WIOA Title IV, core partner program)
  - F.** Jobs for Veterans State Grant programs (plan partner program);
  - G.** Unemployment Insurance (plan partner program);
  - H.** Senior Community Service Employment Program (SCSEP) (plan partner program);
  - I.** Temporary Assistance for Needy Families (TANF) employment and training programs (plan partner program);
  - J.** Trade Adjustment Assistance (TAA) program (plan partner program);

- K. Career Technical Education programs (workforce system partner program); and**
- L. Other local workforce delivery system partner programs (must be clearly identified including a description of the program(s))**

## Service Alignment

The one-stop operator will act as “functional leader” in the American Job Centers. As such, they will have the authority to organize partner staff, in order to optimize and streamline service delivery efforts.

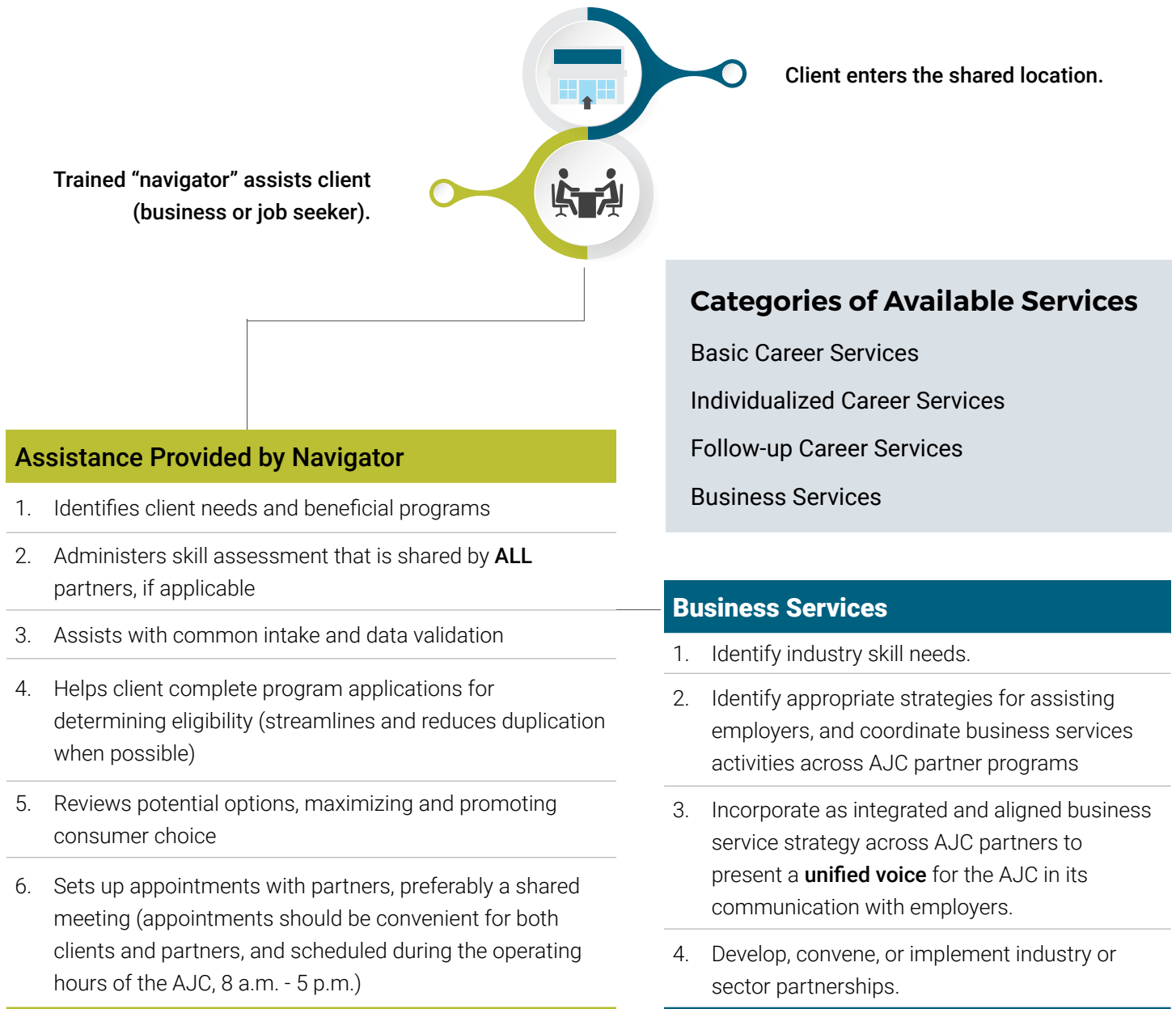
Formal leadership, supervision, and performance responsibilities will remain with each staff member’s employer of record. The one-stop operator, through the Center Managers, will, at a minimum:

- Manage daily operations, including but not limited to:
  - Manage and coordinate partner responsibilities, as defined the MOU,
  - Assist the GNWDB in establishing and maintain the American Job Center network structure. This includes but is not limited to:
    - Ensure that State requirements for center certification are met and maintained,
    - Ensure that career services such as the ones outlined in WIOA sec. 134(c)(2) are available and accessible,
    - Ensure that GNWDB policies are implemented and adhered to,
    - Adhere to the provisions outlined in the contract with the GNWDB,
    - Reinforce strategic objectives of the GNWDB to Partners, and
    - Ensure staff are properly trained by their formal leadership organizations and provided technical assistance, as needed.
- Integrate systems and coordinate services for the center and its partners, placing priority on customer service.
  - Integrated Workforce Service Delivery, as defined by WIOA, means organizing and implementing services by function (rather than by program), when permitted by a program’s authorizing statute and as appropriate, and by coordinating policies, staff communication, capacity building, and training efforts.
  - Functional alignment includes having one-stop center staff who perform similar tasks serve on relevant functional teams, e.g. Skills Development Team or Business Services Team.
  - Service integration focuses on serving all customers seamlessly (including targeted populations) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope, and requirements of each program.

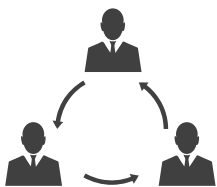
- The services are seamless to the customer, meaning the services are free of cumbersome transitions or duplicative registrations from one program service to another, and there is a smooth customer flow to access the array of services available in the workforce center.
- Oversee and coordinate partner, program, and American Job Center network performance. This includes but is not limited to:
  - Providing and/or contributing to reports of center activities, as requested by the GNWDB,
  - Providing input to the formal leader (partner program official) on the work performance of staff under their purview,
  - Notifying the formal leader immediately of any staff leave requests or unexcused absences, disciplinary needs, or changes in employee status,
  - Identifying and facilitating the timely resolution of complaints, problems, and other issues,
  - Collaborating with the GNWDB on efforts designed to ensure the meeting of program performance measures, including data sharing procedures to ensure effective data matching, timely data entry into the case management systems, and coordinated data batch downloads (while ensuring the confidentiality requirements of FERPA, 34 CFR 361.38, and 20 CFR part 603),
  - Ensuring open communication with the formal leader(s) in order to facilitate efficient and effective center operations,
  - Evaluating customer satisfaction data and proposed services strategy changes to the GNWDB based on findings.

The GNWDB is responsible for the negotiated performance measures, strategic planning, budgets, and one-stop operator oversight (including monitoring). The one-stop operator will not assist in the development, preparation and submission of Local plans. They cannot manage or assist in future competitive processes for selecting operators or select or terminate one-stop operators, career services providers, or Youth providers. The operator cannot negotiate local performance accountability measures or develop and submit budgets for activities of the GNWDB.

## How the Comprehensive AJC Works



### Appointment Process



1. Partner programs meet with participant to discuss options.
2. Participant chooses the best option for his/her situation.
3. Partner programs and participant create shared plan based on participant's choice.
4. One partner is designated to serve as the lead case manager.



## Career Services: Target Populations & Associated Programs

### Job Seekers

Wagner-Peyser

### Adults

Title 1  
Adult Basic Education

### Dislocated Worker

Title 1  
Trade

### Youth

Job Corps  
Career and Technical Education

### Disabilities

Nebraska VR  
Nebraska Commission for the Blind and Visually Impaired

### Veterans

JVSG

### Seniors

SCSEP

### Low Income

TANF  
Central Community Action  
SNAP

### Native Americans

Indian Center

### Migrant Workers

Proteus Inc.

### Ex-Offenders (not offered in area)

All applicable services must be made available at the comprehensive AJC.

3. Ensuring the continuous improvement of eligible providers of services through the system and ensuring that such service providers will meet the employment needs of local employers, workers, and job seekers

## Continuous Improvement

The Board is committed to continuous improvement, as are the workforce partners. Activities the one-stop operator will perform, under the direction of the board, that will promote continuous quality improvement include:

- Joint planning, policy development, and system design processes,
- Effective communication, information sharing, and collaboration with the partners,
- Participation in regularly scheduled partner meetings to exchange information and encourage program and staff integration.

Activities the board will participate in to ensure that services providers are meeting the needs of local employers include:

- Reviewing labor market trends,
- Evaluating workforce system performance measures,
- Reviewing the customer satisfaction surveys,

- Continuing to work with eligible providers and NDOL to identify gaps in available services and opportunities to expand consumer choice.

When services are not meeting the needs of local employers, the board will work with the Administrative Entity to create a corrective action plan.

#### **4. Facilitate access to services provided through the one-stop delivery system, including in remote or less populated areas, through the use of technology and other means**

### **Services in Rural Areas**

Implementation of strategies for technological integration and coordination with state and regional areas will strengthen communication among workforce system partners and enhance the provision of services to target populations, including those in remote rural areas.

Nebraska Department of Labor/ Employment Services, has partnered with rural libraries to execute job search and skills training programs for library customers throughout the state. Libraries serve as virtual workforce offices featuring content and programs covering topics such as online job search, resume writing and interview preparation.

NDOL's roles and responsibilities as a partner of this program is to offer in-person, computer-based assistance for computer center users and library staff. This includes, but is not limited to:

- Providing community outreach
- Training library staff in utilizing NEworks
- Providing "How To" materials for library visitors
- Presenting workshops such as resume and interview workshops, creative job search and employer outreach workshops for finding quality candidates on NEworks.
- Providing referrals to the WIOA Title 1B program.

Libraries in the region that have participated in the program include the:

- Wayne Library
- Plainview Library
- West Point Public Library, and
- Schuyler Library

Examples of electronic methods implemented to provide career services and other program services include NDOL's Virtual Services Unit (VSU); NEworks including filing Unemployment Insurance claims; and ACCESSNebraska.



- e. Describe how the local board will work with the following Combined State Plan core partner programs to address items (1) through (3): Adult, Dislocated Worker, and Youth programs (WIOA Title IB, core partner program); Adult Education and Family Literacy Act programs (WIOA Title II, core partner program); Wagner-Peyser Employment Service programs (WIOA Title III, core partner program); Nebraska Commission for the Blind and Visually Impaired (WIOA Title IV, core partner program); and Nebraska Vocational Rehabilitation Program (WIOA Title IV, core partner program)
1. Expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment

## Expanding Access

In order to expand access to employment, training, education, and supportive services, particularly eligible individuals with barriers to employment, the Greater Nebraska Workforce Development Board (GNWDB) will work with its core and non-core partners to ensure that a diverse array of career services, training services, and supportive services exists within the region.

Expanding access to the workforce system goes hand-in-hand with integrating services. This is addressed in Chapter 3 of the Greater Nebraska Local and Regional Plan: Regional Strategies under Integration of Services. Key elements covered in this section, include:

- Strategic outreach to individuals with barriers to employment and employers,
- Cross-training staff and providing other professional learning opportunities,
- Providing meaningful referrals,
- And creating shared outcomes and co-enrollments.

Examples of expanding access are listed below:

### Work-Based Learning

The GNWDB has identified the expansion of work-based learning models as a key strategy for improving access to employment that concurrently prepares individuals with the skills needed for employment and addresses business needs. GNWDB will work with businesses, business intermediaries such as the chambers of commerce, and organized labor to develop new work-based learning models in the region's target industries which is also addressed in Chapter 3 of the Greater Nebraska Local and Regional Plan under regional strategies. Additional commitment to expanding work-based learning (including on-the-job training, registered apprenticeships, transitional jobs, customized training, work experience, job shadowing, and pre-apprenticeship) is demonstrated in Chapter 4 of the Greater Nebraska Local and Regional Plan: Work-based learning, which sets a timeline for reaching a 35% caseload in the WIOA Title 1B program by June 30, 2021.

### Timeline for Reaching 35% Work-based Learning

Year	Work-based Learning Percentage Goal
2017	10%
2018	15%
2019	25%
2020	30%
2021	35%

#### Department of Corrections Partnership

The local area plans to continue to work with the Department of Corrections, Wagner-Peyer program, and other system partners to expand and coordinate services for individuals recently released from prison.

#### SNAP Partnership

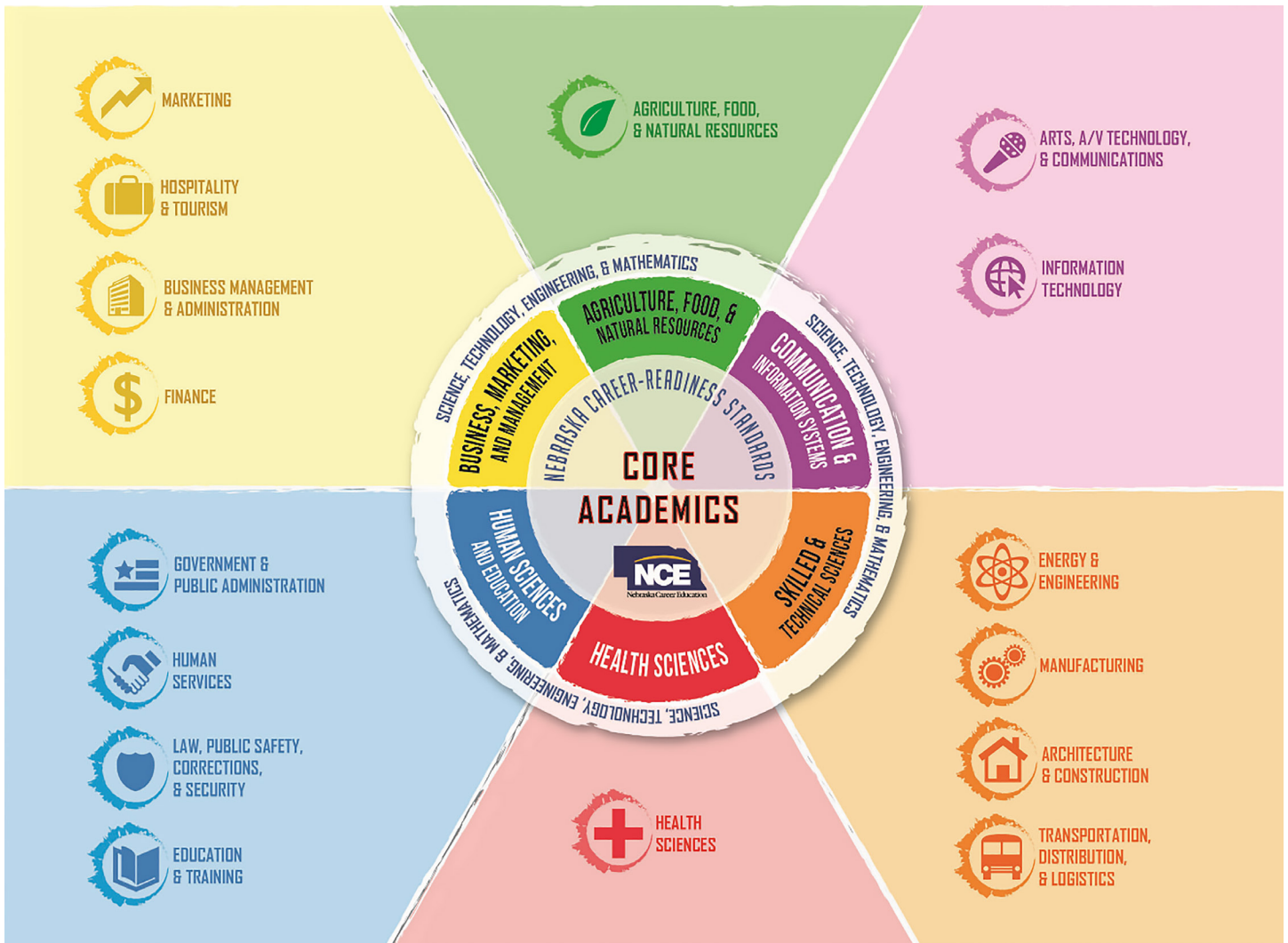
The local area has created a successful partnership with the Department of Health and Human Service’s Supplemental Nutrition Assistance Program (SNAP) in the Grand Island AJC and Hastings NDOL Career Center. Participants are co-enrolled jointly by both WIOA Tile 1B and SNAP. The goal of the partnership is to decrease dependency and improve the participants’ lives. Many participants experience an increase in wages and employee benefits. The partners have expand services to Norfolk and Columbus in September 2017.

## 2. Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs

### Career Pathways

Nebraska’s Career Education Model organizes careers into six career fields covering 16 career clusters. This model, which is driven by Nebraska Department of Education, Career Technical Education (CTE), provides a framework and associated resources for students, educators, parents, adults, employers and workforce development agencies to support career development. Ongoing development and integration of this tool into the Norfolk Career Center, especially in the development of employment goals, will help jobseekers meet the needs of employers in the region. Shared leadership functions and goals in the Norfolk Career Center will encourage co-enrollments and continued development of career pathways. Nebraska VR is a recipient of a Career Pathway grant so co-enrollments will be a priority. Norfolk High School Career Academy and Northeast Community College CTE program will continue to leverage partnerships among industry leaders, organized labor, workforce professionals, education and training providers and economic development leaders to develop workforce and career pathways that support regional economic growth. Adult Education has developed their career readiness training around the career clusters.

## Career Clusters Graphic



3. Improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable)

## Postsecondary Credential

Working in support of the regional plan and in collaboration with the Local Board, the regional partners will work to develop career pathways and industry-valued credentials. Discussions to identify, prioritize and take action to address regional sector and career pathways issues will be included in the Strategic Planning Committee meetings. Future initiatives include, but are not limited to, the following activities:

- Identifying career pathways that have job advancement opportunities
- Identifying training providers and educators working to align relevant programs with industry needs

- Incorporating and/or developing apprenticeship programs that align with career pathways
- Leveraging GAP funding for occupational skills training activities

Identifying stackable credentials in industry sectors while working with employers to develop a pipeline of workers.

**f. Describe the strategies and services that will be used in the local area to address items (1) through (5).**

- 1. To facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations**

## Employer Engagement

The workforce system in the region will work collectively with the Nebraska Manufacturing Advisory Council (NeMAC), other trade councils, and local employers to identify and address workforce needs. The WOIA Title 1B service provider for Greater Nebraska will conduct business outreach in conjunction with core partners when offering services. The One-Stop Operator will engage with local chambers of commerce and economic groups to identify opportunities to participate in community initiatives.

The local area has actively taken steps to develop industry sector strategies for employers to engage with system partners; details including a timeline are provided in Chapter 3 of the Greater Nebraska Local and Region Plan: Sector Initiatives.

Goal 3 of this plan is to enhance employer engagement between secondary and post-secondary education institutions and training programs to better meet employers' workforce needs through industry-driven strategies. These strategies will incorporate the proactive use of available workforce and industry data to help determine future industry needs, potential workforce disruptions, and to ensure the availability of a skilled workforce to drive growth within the state's high-wage, high-skill and high-demand industries and occupations. Strategies are also listed in this chapter, which include:

- **Strategy 3.1.** Develop industry sector strategies for employers to collaborate with system partners.
- **Strategy 3.2.** Target high skill, high wage, and high demand jobs using labor market information.
- **Strategy 3.3.** Promoting career readiness.
- **Strategy 3.4.** Continuous improvement in workforce development strategies
- **Strategy 3.5.** Expansion of work-based learning opportunities.
- **Strategy 3.6.** Targeted outreach to disadvantaged populations
- **Strategy 3.7.** Plan for the impacts of disruptive technology and innovation.
- **Strategy 3.8.** Increase school career educators' and workforce professionals' knowledge and exposure to the job opportunities specific to the region and of Nebraska.

The one-stop operator will coordinate these activities. Details as to how the one-stop operator will accomplish this are covered in Chapter 3 of the Greater Nebraska Local and Regional Plan under Service Alignment.

## Business Needs

The region will engage with businesses and use labor market information to identify needs. Information gathered will be used to support local workforce development activities. During the monthly regional partner meetings, strategies to address needs will be established. The workforce system, not just Wagner-Peyser or WIOA, but the “system” will address needs collectively.

### 2. To better coordinate workforce development programs and economic development

## Economic Development

To better coordinate workforce programs with economic development programs, the Greater Nebraska Board promotes:

- Staff and board member attendance at Chamber and economic development functions
- Staff and board member attendance at the annual Governor’s Summit on Economic Development
- Economic development updates provided at board meetings
- Information sharing from participation on local and regional economic development initiatives
- Relationship building between workforce professionals and economic development professionals

### 3. To strengthen linkages between the one-stop delivery system and unemployment insurance programs

## Unemployment & the One-Stop Delivery System

Unemployment Insurance (UI) is co-located in the Norfolk Career Center. UI will continue to be incorporated in programs such as NERes and Rapid Response. Access to file a claim is available at all NDOL affiliated-site resource rooms with dedicated computers and a direct phone line in all AJCs and career centers to connect participants to the UI call center. Moving forward the one-stop operator will work with UI to educate staff about the program to help facilitate better customer service. An area of opportunity with UI customers includes ensuring that they are aware of all the avenues available to them through the Norfolk Career Center - not just UI services.

4. Implementation of initiatives that support the strategies described in this section (d), such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers

## Training Initiatives

Working with core partners, the region will enhance employer engagement to create initiatives that meet employers' workforce needs.

1. Data-driven decision making that targets high wage, high skill, high demand jobs
  - a. The local area, including the Scottsbluff Region, will use **NEworks.nebraska.gov** to provide information to students, unemployed and underemployed individuals, and new workers on high-wage, high-skill and high-demand (H3) jobs in Nebraska.
  - b. Using timely labor market information, employment projections, and information gathered directly from employers will help devise strategies that ensure Nebraska businesses have the talent needed to thrive in a global economy. This may include new and customized training options, industry specific assessments, work-based learning opportunities, collaboration with state and local economic development agencies to implement industry sector strategies, and other initiatives that respond to the needs presented in the data and expressed directly by employers.
2. Promoting career pathways.
  - a. Nebraska's Career Education Model organizes careers into six career fields covering 16 career clusters. This model, which is driven by Nebraska Department of Education, Career Technical Education (CTE), provides a framework and associated resources for students, educators, parents, adults, employers and workforce development agencies to support career development. Ongoing development and integration of this tool across the plan partners' programs will occur to help ensure Nebraska's future workforce possesses the skills, training and knowledge sought by employers.
3. Expansion of work-based learning opportunities.
  - a. The GNWDB has identified the expansion of work-based learning models as a key strategy for improving access to employment that concurrently prepares individuals with the skills needed for employment and addresses business needs. GNWDB will work with businesses, business intermediaries such as the chambers of commerce, and organized labor to develop new work-based learning models in the region's target industries which is also addressed in Chapter 3 of the Greater Nebraska Local and Regional Plan under regional strategies.



The one-stop operator in conjunction with the GNWDB will coordinate and promote entrepreneurial skills training and microenterprise services through a collaborative approach with the University of Nebraska – Lincoln Center for Entrepreneurship.

The need for entrepreneurial resources and assistance is met through a collaborative approach by providing ongoing entrepreneurial training and assistance throughout the area. Specifically:

- WIOA Title I and Title IV provide assistance for customers to obtain necessary business building skills for small business operation, as deemed appropriate.
- Nebraska VR and Nebraska Commission for the Blind and Visually Impaired provide ongoing entrepreneurial training
- Core partnership frontline staff will assess and provide appropriate referrals to the Center for Entrepreneurship when client needs arise.

- 2. Coordination of relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services**

## Secondary and Postsecondary Education Programs

Secondary and postsecondary education programs are strong workforce partners. Northeast Community College (NCC) and Norfolk High School Career Academy are the primary providers of education and training for the strategies in the Norfolk Region. The region will continue to integrate and enhance services. The board will make every effort to support NCC proposals for grants. Attempts to integrate services into the proposals will be made. The region will work with NCC to share data that informs the development of new courses, curricular modifications and recruitment efforts. The region will also sponsor the development of apprenticeship intermediaries at NCC. Additionally, the WIOA Title 1B service provider will continue to work with reVision and the Norfolk High School Career Academy in educating secondary students about future career opportunities.

- 3. Coordination of WIOA Title IB workforce investment activities with adult education and literacy activities under WIOA Title II, which must include a description of how the local board will:**
  - A. Carry out the review of local applications submitted under WIOA Title II by eligible service providers seeking a grant or contract for the provision of adult education and literacy activities to determine whether such applications are consistent with the local plan, including:**
    - i. A description of the process the local board will follow in its review of the local applications; and**
  - B. Make recommendations to the eligible agency to promote alignment with this plan**



## Adult Education

Adult Education is available through the workforce system to provide foundational education and subject matter knowledge. This includes academic and foundation skills, corrections education, GED or high school equivalency diploma, postsecondary preparation, career pathways foundations, work readiness skills, basic literacy, computer literacy, and English-as-a-Second Language instruction. The foundational knowledge imparted through workforce system's education services form a basis that is applicable across a range of industries and occupations. The core partners work with K-12, public and private postsecondary institutions and other education and training providers to connect jobseekers with education opportunities aligned to their specific needs.

Assessments are administered by WIOA core partners according to the needs of their clients in order to gauge career interests, measure basic skills, identify specific job competencies, assess English and basic education literacy (i.e., ABE, ESL/GED), evaluate specific functional skills, and determine eligibility for public assistance. These tests collectively are designed to help the partnering programs understand the individualized needs of each worker in order to initiate targeted career interventions and supports.

Northeast Community College is the Adult Education service provider in the Norfolk Region.

The Greater Nebraska Workforce Development Board will carry out the review of local applications submitted under WIOA Title II by eligible service providers seeking a grant or contract for the provision of adult education and literacy activities to determine whether such applications are in alignment with the local plan.

No less than 60 days prior to the deadline for Board review, the Adult Education State Director at the Nebraska Department of Education will provide in writing to the Program Coordinator the time line for receipt of grant proposals at the state level and an expected forwarding date to the local board.

The Board Chair has designated the System Coordination Committee to participate with the Program Coordinator in the review of 100% of the applications. Applications will be reviewed using a rubric developed by the Adult Education State Director. The State Director or an Adult Education representative will meet with, or provide guidance to, the review committee to provide explanation and guidance prior to the review process. Criteria may include coordination strategies, co-enrollment opportunities, projected enrollment by site, and evidence of partnerships with one stop partners and the One Stop Operator(s).

The System Coordination Committee will produce a written evaluation for each application indicating whether the application was found to be consistent with the local plan. These evaluations will be provided to the Board Chair for final recommendations to the AE State Director. On behalf of the local Board, the Board Chair will notify the AE State Director in writing of the final recommendations no later than 15 working days after receipt of the applications. NDE will make final determination on all grants from USDOE.

The board will make recommendations to the eligible agency to promote alignment with this plan during MOU negotiations, evaluation of the local workforce delivery system, and as a part of the AJC certification process. As a core partner AE will be charged with maximizing local and regional community resources to meet the needs of employers and job seekers.

4. Maximizing coordination, improve service delivery, and avoid duplication of Wagner-Peyser Act (29 U.S.C. 49 et seq.) services and other services provided through the one-stop delivery system

## Wagner-Peyser

Job seekers accessing services at the Norfolk Career Center will be served by a team of staff members who coordinate together with the WIOA Title 1B service provider and Wagner-Peyser staff to deliver services that are collaborative and proactive to meet the needs of the job seeker and businesses. The leadership team for these staff members will continue to meet to maximize the services provided and create an environment of shared service goals.

5. Coordination of WIOA Title IB (Adult, Dislocated Worker, and Youth program) activities with:
  - A. Vocational Rehabilitation services under WIOA Title IV; and
  - B. The provision of transportation and other appropriate supportive services in the local area

## Nebraska VR & Nebraska Commission for the Blind and Visually Impaired

Nebraska VR and the Nebraska Commission for the Blind and Visually Impaired are vital workforce partners. Enhanced coordination is a primary goal. The attainment of this goal will strongly hinge on the ability to share information, develop common procedures and policies, streamline service delivery, and leverage resources for shared participants and employers. The board will work with Nebraska VR and Nebraska Commission for the Blind and Visually Impaired to develop customized solutions for employer workforce needs. Supportive services for individuals that are co-enrolled will be leveraged and encouraged. Cross-training of staff and collaborative efforts must be established. Shared leadership responsibilities, performance goals, employers, and participants make its essential that services are coordinated, as success is also shared.

6. A description of the referral process within the one-stop delivery system, including:
  - A. The roles and responsibilities of the one-stop operator, including coordinating referrals among one-stop delivery system partners;
  - B. Identification of the entities among which the referrals will occur, including an explanation of the method(s) that will be used to refer participants among programs;
  - C. Definition of the roles and responsibilities of one-stop delivery system partners relating to referrals;
  - D. Description of the method of tracking referrals;

- E. Description of specific arrangements to assure that individuals with barriers to employment, including individuals with disabilities, can access available services**

## One-Stop Delivery System Referrals

All referrals are done via NEworks. This allows for tracking of dates and times of referrals as well as follow-up responses from partners. The One Stop Operator is responsible to ensure that all partners within the one stop system are registered within the shared data system and that contact information is up to date for each partner to enable a smooth referral flow. In addition to referrals, the one stop operator is responsible for:

- Providing services within the center
- Coordinating service providers within the center and across the one-stop system
- And coordinating service delivery in a multi-center area, which include affiliated sites<sup>1</sup>

All services are available to individuals with barriers to employment, including those with disabilities. A Limited English Proficient (LEP) plan has been established to ensure programs are accessible in multiple languages. The board in coordination with the one-stop operator is committed to cross-training staff on how to assist individuals in general with disabilities and specifically for the blind, making JAWS (Job Access with Speech) screen readers available in each office. All facilities are physically accessible, in compliance with ADA Standards for accessible design. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments.

- h. If applicable, provide copies of executed cooperative agreements between the local board or other local entities and the Nebraska Vocational Rehabilitation Program or the Nebraska Commission for the Blind and Visually Impaired which define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the local one-stop system with respect to efforts that will enhance the provision of services to individuals with disabilities, such as:**

- 1. Cross training of staff;**
- 2. Technical assistance;**
- 3. Use and sharing of information;**
- 4. Cooperative efforts with employers; and**
- 5. Other efforts at cooperation, collaboration, and coordination**

<sup>1</sup> TEGL 15-16

## Cooperative Agreements

The local area currently has Memorandums of Understandings (MOU) with Nebraska VR and the Nebraska Commission for the Blind and Visually Impaired which address:

1. Cross training of staff;
2. Technical assistance;
3. Use and sharing of information;
4. Cooperative efforts with employers; and
5. Other efforts at cooperation, collaboration, and coordination

MOU's are included in the Local and Tri-Cities Regional portion of this plan.

- i. For programs carried out under WIOA and by one-stop partners, describe how the local area one-stop center(s) is developing and implementing integrated, technology-enabled systems for:
  1. Common intake;
  2. Co-enrollment;
  3. Co-case management; and
  4. Referral and follow-up

## Integrated Technology

### Common Intake

The Norfolk Regional partners and the Greater Nebraska Workforce Development Area have partnered with the Nebraska Department of Labor and other state-level core partners to develop a common intake system that will be integrated with partner legacy systems.

### Co-enrollment

The one-stop operator will develop a process with regional partners for identifying potential opportunities for co-enrollments. WIOA staff and partner programs will continue to become more aligned through shared staff training and regional meetings. The more partners know and understand about each other, the easier it will be to make referrals and ultimately co-enroll.

### **Co-case Management**

When an individual is co-enrolled, a partner will be identified to take the lead. Ideally, the program that provides the most benefit to the participant will take the lead. All program partners involved must come to an agreement. Co-case management notes and activities will be shared via the common intake system. The lead partner must accept the responsibility to keep secondary partners updated and continue to coordinate and leverage services.

### **Referral & Follow-up**

Referrals will be sent via Nebraska’s Official Labor Exchange, NEworks. Follow-up will be coordinated with partners if an individual is co-enrolled.

# Chapter 3

## Technical Requirements and Assurances Regional and Local Component

The regional and local plan must include the following technical requirements and assurances.

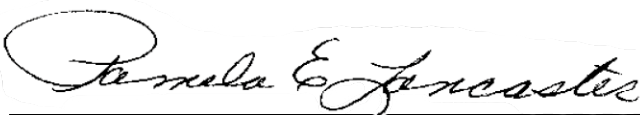
### Attachment 1

## Signature Sheet Regional and Local Plan

This regional and local plan is signed by and submitted with the agreement of the:

- CEO and Chair of the Greater Nebraska Workforce Development (Lead Local Board), on behalf of the Greater Nebraska Workforce Development Board, on behalf of their respective boards

#### Greater Nebraska Workforce Development Board, Lead Local Board

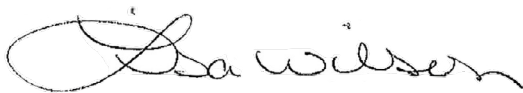


9/25/2017

Chair, Chief Elected Official Board

Date

#### On behalf of the Greater Nebraska Workforce Development Board



9-14-2017

Chair, Greater Nebraska Workforce Development Board

Date

# Attachment 2

## Proof of Publication of the Public Notice

**August 29, 2017**

**Beatrice Daily Sun**

200 North Seventh Street

Beatrice, NE 68310

(402) 223-5233

**beatrice.legals@beatricedailysun.com**

**Hastings Tribune**

908 W 2nd

Hastings, NE

(402) 462-2131

**legals@hastingstribune.com**

**North Platte Telegraph**

621 N Chestnut St.

North Platte, NE

(308) 535-4731

**jmurrish@nptelegraph.com**

**Columbus Telegram**

1254 17th Avenue

Columbus, NE

(402) 564-2741

**col.clerk@lee.net**

**Kearney Hub**

13 E 22nd St

Kearney, NE

(308) 233-9707

**legals@kearneyhub.com**

**Scottsbluff Star-Herald**

1405 Broadway

Scottsbluff, NE

(308) 632-9000

**bambi.loxterkamp@starherald.com**

**Grand Island Independent**

422 W. First

Grand Island, NE

(308) 382-1000

**legals@theindependent.com**

**Norfolk Daily News**

PO Box 977

Norfolk, NE 68702

(402) 371-1020

**legals@norfolkdailynews.com**

**Sidney Sun-Telegraph**

817 12th Ave

Sidney, NE 69162

(308) 254-2818

**legals@suntelegraph.com**

Please publish the following Notice of Meeting as a public notice once, on the next possible publication date.

### Notice of Publication

The Greater Nebraska Workforce Development Board is preparing an addendum to the regional and local plan for the period July 1, 2017 through June 30, 2021. This plan covers the local workforce area of 88 rural counties and the Tri-Cities regional area. The addendum covers the Norfolk and Columbus regional areas designated by the Governor as Platte, Boone, Butler, Colfax, Nance, Polk and Wheeler counties for the Columbus Plan and Madison, Antelope, Pierce, Stanton and Wayne counties for the Norfolk Plan. This plan will meet requirements of the Workforce Innovation and Opportunity Act (WIOA) by establishing local and regional strategies for directing investments in economic, education and workforce training programs with the end results being individuals acquiring skills to compete in the job market and employers having a ready supply of skilled workers.

A draft of the Greater Nebraska WIOA Local and Regional Plan will be available for review on September 11, 2017 on-line at [www.dol.nebraska.gov](http://www.dol.nebraska.gov) (Employment & Training > Workforce Innovation and Opportunity Act (WIOA) > Local Workforce Development Areas > Draft Regional and Local Plan Addendum) and at the Nebraska

Department of Labor, 550 S. 16th Street, Lincoln, NE 68508. Written comments on the plan should be sent to Lisa Wilson, Chairperson of the Greater Nebraska Workforce Development Board, at the Nebraska Department of Labor address listed above or by email to Dylan Wren, Program Coordinator, at [dylan.wren@nebraska.gov](mailto:dylan.wren@nebraska.gov). This draft plan will be continually updated until expiration of the 30 day comment period on October 11, 2017 when it will be submitted to the Nebraska Workforce Development Board.

## NOTICE OF MEETING

### Greater Nebraska Workforce Development Board's Executive Committee

The Greater Nebraska Workforce Development Board's Executive Committee has scheduled a meeting on Thursday, September 14, 2017 from 10:30 a.m. to 12:00 p.m. (CST) at Madison City Hall - 211 S Lincoln St, Madison, NE 68748.

The proposed agenda will be available seven (7) working days prior to the meeting and includes review and motion of the Norfolk and Columbus regional areas addendum to the Greater Nebraska Local and Regional Plan and annual funding agreement. This is a public meeting and all interested parties are encouraged to attend.

If auxiliary aids or reasonable accommodations are needed, please contact Wendy Sieler at 402-471-2565. An Equal Opportunity Employer/Program: TDD: 800.833.7352

Lisa Wilson, Chair

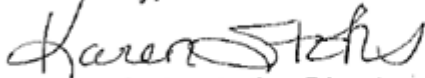
Greater Nebraska Workforce Development Board

## END OF PUBLIC NOTICE

Please include the logo if you charge a line by line fee, but do NOT include the logo if you charge advertising fees. If you need a TIF of the logo or if you have any questions concerning this notice, please contact Wendy Sieler at (402) 471-2565.

Your proof of publication and statement of charges should be forwarded to Nebraska Department of Labor, Attn: Wendy Sieler, 550 South 16th Street, PO BOX 94600, Lincoln, NE 68509-4600. Please include your Federal Tax Identification Number on your statement of charges.

Sincerely,



Karen Stohs, Acting Director, Office of Employment & Training

CC: John Albin, Stan Odenthal, Karen Stohs, Pamela Lancaster, Stanley Clouse, Lisa Wilson, Jill Smith, Thomas Ukinski, Jean Mertz, Denise Schroder, Shannon Grotrian, Dylan Wren



# Attachment 3

## Public Comments on Plan

### **INSTRUCTIONS:**

Provide a summary of comments from the public on the proposed regional and local plan that disagree with the proposed plan.

**None received.**

