

May 28, 2020 Meeting

Greater Nebraska

Opportunity + Innovation

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Schedule

May 27, 2020

STRATEGIC PLANNING MEETING

DURATION: 12:30pm-2:30pm

LOCATION: WebEx Video Conference

SYSTEM COORDINATION MEETING

DURATION: 2:30pm-4:30pm

LOCATION: WebEx Video Conference

May 28, 2020

WORKFORCE DEVELOPMENT BOARD & CHIEF ELECTED OFFICIALS BOARD

DURATION: 10:00am– 12:30pm

LOCATION: WebEx Video Conference

Board Agenda

* Requires a motion by GNWDB ** Requires a motion by CEOB *** Requires a motion by both boards

1. Call to Order
Lisa Wilson
Pam Lancaster
2. Roll Call
Lisa Wilson
Pam Lancaster
3. Notice of Publications
Ashley Mather
4. Approval of Minutes Joint Meeting Minutes 3.12.2020***
Lisa Wilson
Pam Lancaster
5. New Business
Administrative Entity
A. Labor Market Information
B. Regional Updates
C. Performance
D. Service Agreements***
Appointments **Pam Lancaster**
E. Appointment to Workforce Board**
F. Appointment to Executive Committee**
One-Stop Operator Update
G. Employer Satisfaction Surveys **Ashley Mathers**
Strategic Planning Committee Updates **Roy Lamb II**
Finance Report
H. Finance Report
Program Update
I. Accepting Program Year 2020 Funds***
J. Next Steps for One-stop Operator*
K. Grand Island American Job Center Certification*
L. Beatrice American Job Center Certification*
M. Memorandums of Understanding***
N. Letter of Support: JobWorks
O. Letter of Support: GIPS
System Coordination Committee Updates **Stacey Weaver**
Program Updates
P. Enrollments
Q. Active Participants by County
R. PY18 Equal Opportunity & Nondiscrimination Review

Policy Revisions

S. Work-based Training: Adult & DLW Policy*

T. Youth Program Policy*

U. Basic Skills Deficiency Policy*

V. Equal Opportunity & Non-discrimination Policy***

6. Public Comment

Lisa Wilson

Pam Lancaster

7. Upcoming Meetings

Lisa Wilson

Pam Lancaster

8. Adjournment***

Lisa Wilson

Pam Lancaster

Agenda Item GNWDB 4, CEOB 4: Motion to Approve Minutes



Chief Elected Officials Board & Greater Nebraska Workforce Development Board Joint Meeting Minutes

THURSDAY, March 12, 2020

LOCATION: Grand Island American Job Center, 203 East Stolley Park Road, Ste. A, Grand Island, NE

DURATION: 10:30 am to 11:30 pm (CST)

AGENDA ITEM #1: CALL TO ORDER:

Lisa Wilson, Greater Nebraska Workforce Development Board (GNWDB) Chair, called the GNWDB Meeting to order on March 12, 2020 at approximately 10:40 am (CST).

Pam Lancaster, Chief Elected Officials Board (CEOB) Chair, called the CEOB meeting to order on March 12, 2020 at approximately 10:40 am (CST).

AGENDA ITEM #2: ROLL CALL

Kelsey Miller called the roll for the GNWDB and a quorum was established.

GNWDB Members Present (10):	GNWDB Members Absent (8):
Elaine Anderson	Wayne Brozek
Ann Chambers	Alicia Fries
Stacey Weaver	Mindy Drury
Lisa Wilson	Michael Gage
Erin Brandyberry	Matt Gottschall
Roy Lamb II	Gary Kelly
Dan Mauk	Charlene Lant
Denise Pfeifer	
Kim Schumacher	
Karen Stohs	
Greta Kickland	

Kelsey Miller called the roll for the CEOB and a quorum was established.

CEOB Members Present (8): Stanley Clouse Hal Haeker Pamela Lancaster Bryan Bequette Tony Kaufman Joe Hewgley Christian Ohl William Stewart	CEOB Members Absent (0):
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AGENDA ITEM #3: NOTICE OF PUBLICATION:

Kelsey Miller reported that adequate legal notice of this joint meeting was posted in the Grand Island Independent, Beatrice Daily Sun, and the Scottsbluff Star-Herald. The notice was published in accordance with the Open Meetings Act and a copy was available for review.

AGENDA ITEM #4: APPROVAL OF MINUTES:

The following corrections were made to the meeting minutes:

- Elizabeth Roetman from Kearney Works was in attendance at the meeting, as a guest, but not listed in the minutes.
- Agenda Item #5F provided that Stacey Weaver voted in favor of the motion to appoint her to the GNWDB’s Vice Chair position, but she had actually abstained from such vote. Therefore, there were 16 votes in favor, 1 member absent, no votes against, and 1 vote to abstain.
- Agenda Item #5R provided that Karen Stohs voted in favor of the motion to approve the Equal Opportunity and Non-discrimination Policy, but was also absent. Karen Stohs was present, but abstained from voting. Therefore, the votes were 13 votes in favor, 1 member absent, 3 votes against, and 1 vote to abstain.
- Agenda Item #5T provided that Matt Gottschall voted in favor of the motion to remove the Audits Policy, but was also absent. Matt Gottschall was not absent. Therefore, there were 15 votes in favor, 1 member absent, no votes against, and 1 vote to abstain.

Stacey Weaver motioned to approve the January 30, 2020 CEOB and GNWDB Joint Meeting Minutes. Elaine Anderson seconded. A GNWDB voice vote was taken and the motion carried.

Stanley Clouse motioned to approve the January 30, 2020 CEOB and GNWDB Joint Meeting Minutes. Hal Haeker seconded. A CEOB voice vote was taken and the motion carried unanimously.

NEW BUSINESS:

AGENDA ITEM #5 RFP

RFP #6198 Z1 was opened for discussion. Lisa Wilson requested an update from Katie Thurber. Ms. Thurber provided that there were three options: (1) Continue with RFP 6198 Z1 as bid; (2) Withdraw the RFP and reissue; and (3) Withdraw RFP and do not reissue it.

There was discussion regarding how the funding process takes place; what entity would be the grant recipi-

ent, if the RFP was awarded; whether NDOL could continue as the administrative entity; and concern with the only bidder not having a history of experience or financial statements.

Lisa Wilson requested a motion to proceed with the oral interviews. Stacy Weaver moved to move forward with oral interviews. Ann Chambers seconded. A GNWDB roll-call vote was taken and the motion failed.

<p>GNWDB Members For (1): Erin Brandyberry</p>	<p>GNWDB Members Absent (8): Wayne Brozek Alicia Fries Mindy Drury Michael Gage Matt Gottschall Gary Kelly Charlene Lant</p>
<p>GNWDB Members Against (9): Elaine Anderson Ann Chambers Greta Kickland Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Abstain (1): Karen Stohs</p>

Pam Lancaster requested a motion to proceed with the oral interviews. Stanley Clouse moved to move forward with oral interviews. Joe Hewgley seconded. A GNCEOB roll-call vote was taken and the motion failed.

<p>CEOB Members For (0):</p>	<p>CEOB Members Absent (0):</p>
<p>CEOB Members Against (8): Stanley Clouse Hal Haeker Pamela Lancaster Bryan Bequette Tony Kaufman Joe Hewgley Christian Ohl William Stewart</p>	<p>CEOB Members Abstain (0):</p>

Pam Lancaster requested a motion to either withdraw the RFP and reissue, or to withdraw the RFP and not reissue it. Stanley Clouse moved to move not proceed with reissuing the RFP and continue with a request to the Governor to continue administration through the Nebraska Department of Labor. Joe Hewgley seconded. A GNCEOB roll-call vote was taken and the motion carried.

<p>CEOB Members For (7):</p> <p>Stanley Clouse Hal Haeker Pamela Lancaster Tony Kaufman Joe Hewgley Christian Ohl William Stewart</p>	<p>CEOB Members Absent (0):</p>
<p>CEOB Members Against (0):</p>	<p>CEOB Members Abstain (1):</p> <p>Bryan Bequette</p>

Lisa Wilson requested a motion to either withdraw the RFP and reissue it, or to withdraw the RFP and not reissue it. Ann Chambers moved to move not proceed with reissuing the RFP and continue with the request to the Governor to continue administration through the Nebraska Department of Labor. Kim Schumacher seconded. A GNWDB roll-call vote was taken and the motion carried.

<p>GNWDB Members For (1):</p> <p>Elaine Anderson Ann Chambers Greta Kickland Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Absent (8):</p> <p>Wayne Brozek Alicia Fries Mindy Drury Michael Gage Matt Gottschall Gary Kelly Charlene Lant</p>
<p>GNWDB Members Against (0):</p>	<p>GNWDB Members Abstain (2):</p> <p>Erin Brandyberry Karen Stohs</p>

AGENDA ITEM #6: PUBLIC COMMENT

Mary Anne Bradfield, Deputy Commissioner for Reemployment Services at NDOL thanked everyone for their time and effort.

AGENDA ITEM #7: UPCOMING MEETINGS:

Pam Lancaster reviewed the upcoming scheduled meeting for the GNWDB and CEOB:

May 28, 2020 – GNWDB and CEOB – TBD, Ogallala

AGENDA ITEM #8: ADJOURNMENT:

Denise Pfeifer motioned to adjourn the GNWDB Meeting. Ann Chambers seconded. A GNWDB voice vote was taken and the motion carried. The GNWDB meeting was adjourned at 12:08 pm (CST).

Stan Clouse motioned to adjourn the GNCEOB Meeting. Hal Haeker seconded. A GNCEOB voice vote was taken and the motion carried. The GNCEOB meeting was adjourned at 12:08 pm (CST).

New Business

Agenda Item 5A: Labor Market Information

Background: To assist the Board with making data-driven decisions the following labor market information is provided. This data may help to 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.



Openings & Expansions **November** Kermit Spade, Research Analyst

Business Category	Business Name	Location
Wholesale & Retail Trade	Boutique in the City (Opening)	Nebraska City
	Clean Slate Soap (Opening)	Beatrice
	Hancock Lumber & General Value (Opening)	Sterling
	Lululemon (Sportswear) (Opening)	Lincoln
	Roller Hardware & Appliance (Expansion)	Alliance
Health Care & Social Assistance	Family Physical Therapy (Opening)	Norfolk
Arts, Entertainment, & Recreation	Self Expressions Gallery (Opening)	Nebraska City
Food Services	Bistro 77 (Opening)	Beatrice
	Blake's Place (Opening)	Nebraska City
	Scooter's Coffee (Opening)	York
	Simmer Down (Opening)	West Point

Source: Nebraska Department of Labor
 Openings and expansions listed are a sampling of activity reported for that month. Some activity may have occurred outside the month. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.



Image by Free-Photos from Pixabay

Openings & Expansions **December**

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Wholesale & Retail Trade	Nebraska City Florist (Opening)	Nebraska City
	San Antonio Shoemakers (SAS) (Opening)	Omaha
Agriculture, Forestry, Fishing & Hunting	Western Farms Seed LLC (Opening)	Scottsbluff
Information	Applied Connective Technologies (Opening)	Albion
Manufacturing	Agri-Comfort (Opening)	Sidney
Food Services & Drinking Places	Beans & Steams Coffee House (Opening)	Sidney
	Freddy's Frozen Custard & Custard Steakburgers (Opening)	Hastings
	Grown Folks Social Club (Opening)	Omaha
	MJ's Gelato (Opening)	Norfolk
	Taco John's (Opening)	Sidney
Other Services	Beatrice Nails (Opening)	Beatrice
	Drybar Salon (Opening)	Omaha

Source: Nebraska Department of Labor
 Openings and expansions listed are a sampling of activity reported for that month. Some activity may have occurred outside the month. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

Image by Alex Sidlinsky from Pixabay

Openings & Expansions **January**

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Accommodation & Hospitality	Cobblestone Hotel (Opening)	Holdrege
	Fairfield Inn & Suites (Opening)	Crete
Arts, Entertainment, & Recreation	Cal Reeves Yoga (Opening)	Norfolk
	Lotus Yoga (Expansion)	Lincoln
Food Services	Buffalo Wings and Rings (Expansion)	Lincoln
	Downtowner Casual Café (Opening)	Nebraska City
	GoodyPop (Opening)	York
	MJ Gelato (Opening)	Norfolk
	Roma's Italian Restaurant (Opening)	Scottsbluff
Health Care & Social Assistance	Phelps Memorial Health Center (Expansion)	Holdrege
Manufacturing	Allmand Inc./Briggs & Stratton (Expansion)	Holdrege
	BD (Expansion)	Holdrege
Professional, Scientific, & Technical Services	Marquis Hair Salon (Opening)	Weeping Water
Wholesale & Retail Trade	Amish Furniture of Nebraska (Expansion)	Elkhorn
	The Vault Boutique (Opening)	Weeping Water

Source: Nebraska Department of Labor

Openings and expansions listed are a sampling of activity reported for that month. Some activity may have occurred outside the month. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

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Fast Facts

Rachel Stevens,
Research Analyst

Nebraska's Transportation & Warehousing Sector

According to the North American Industry Classification System (NAICS), "the Transportation and Warehousing sector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation," such as "air, rail, water, road, and pipeline." (1)

4.7%

Percentage of all jobs in Nebraska that were in the state's transportation sector as of the second quarter of 2019. (2)

14.2%

Transportation and warehousing's share of all jobs in Sarpy County, the highest of any county in the state. (3)

\$23.38

Average hourly wage earned by transportation and warehousing employees in Nebraska in the second quarter of 2019. (2)

3,153

Business establishments in Nebraska's transportation and warehousing sector as of the second quarter of 2019. (2)

8.3%

Projected Nebraska employment increase for transportation and warehousing employment between 2016 and 2026. (4)

1,283

The total number of job openings in Nebraska's transportation and warehousing sector advertised on NEworks.nebraska.gov during December 2019. (5)

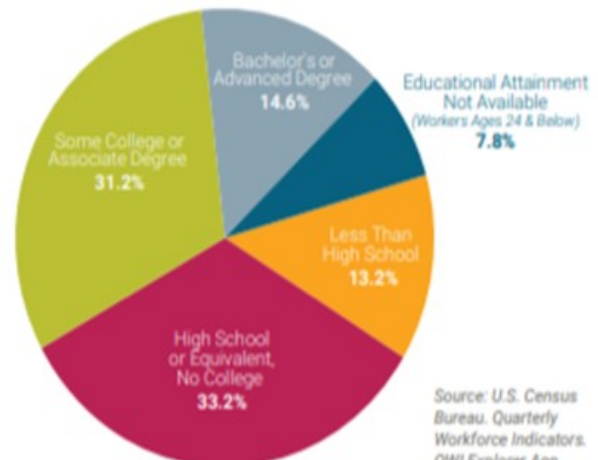
2.4

2018 rate of workplace injuries and illness cases involving days away from work, job restriction, or transfer per 100 full-time employees in Nebraska's transportation and warehousing sector. (6)

14.6%

2019 percentage of Nebraska transportation and warehousing workers who held a bachelor's degree or higher on average. (3)

Educational Attainment of NE Transportation & Warehousing Sector Workers, 2019



Source: U.S. Census Bureau, Quarterly Workforce Indicators, QWI Explorer App.



73%

Percentage of transportation workers nationwide who had access to employer-provided healthcare benefits in March 2019. (7)

4.2 Years

Median number of years that transportation and warehousing workers nationwide had worked for their current employer as of January 2018. (8)

19.7%

Women's share of total transportation and warehousing employment statewide in 2019. (3)

9.2%

Growth in total transportation and warehousing employment in Nebraska from December 2009 to December 2019. (9)

26,360

Nebraska workers employed as heavy and tractor-trailer truck drivers in May 2018. Of these, approximately 75% worked for businesses in the state's transportation and warehousing industries, making it the most common occupation in the sector. Heavy and tractor-trailer truck drivers accounted for about 39% of all transportation and warehousing employment statewide as of 2016. (10; 4)



Image by frank mckenna on Unsplash

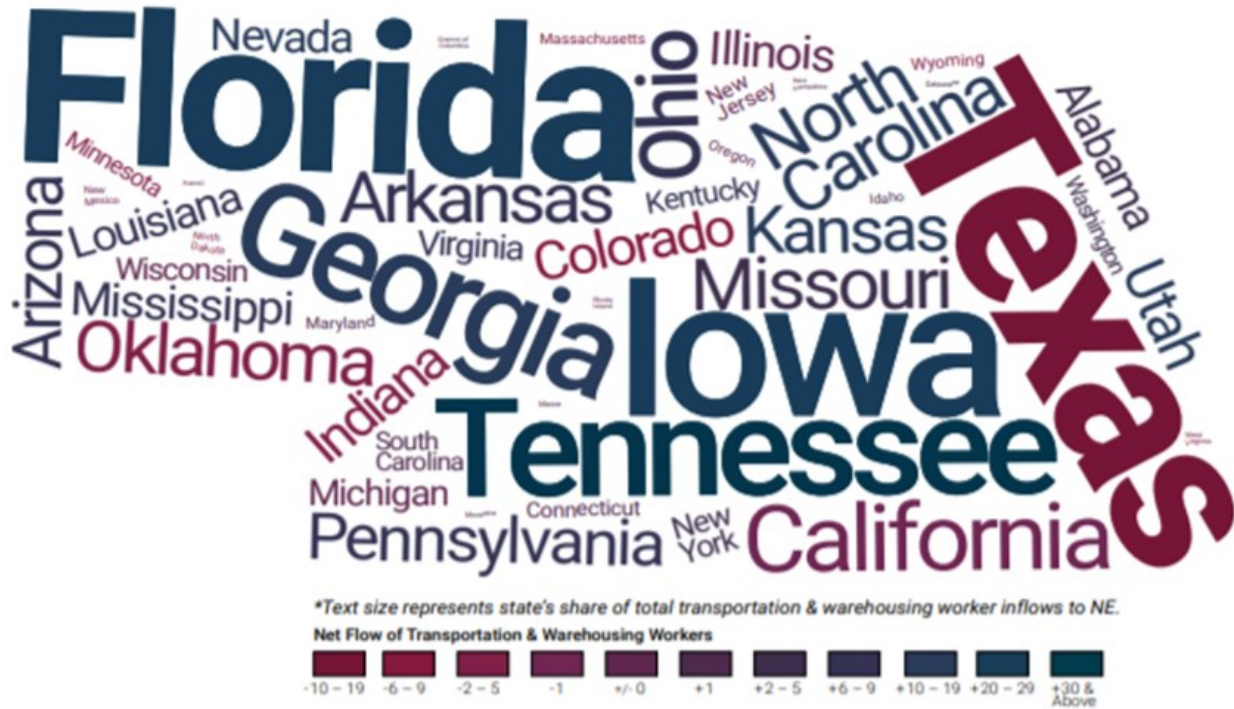


1,733

Number of workers who accepted jobs in the state's transportation and warehousing sector in 2017 after working in another state. That same year, 1,558 workers who held Nebraska jobs began working transportation and warehousing jobs in other states, for a net positive flow of 175 workers to Nebraska. (11)

Job-to-Job Flows: Origin State of Worker Inflows to NE Transportation & Warehousing Jobs, 2017

Source: U.S. Census Bureau. Job-to-Job Flows Explorer. Average of Q1-Q4 2017.



Sources:

1. U.S. Office of Management and Budget. North American Industry Classification System Manual. [Online] 2017. [Cited: November 16, 2018] https://www.census.gov/eos/www/naics/2017NAICS/2017_NAICS_Manual.pdf.
2. Nebraska Department of Labor. Quarterly Census of Employment and Wages (QCEW). [Online] Q2 2019. [Cited: January 20, 2020] networks.nebraska.gov.
3. U.S. Census Bureau. Quarterly Workforce Indicators (QWI Explorer Application). Emp (Beginning of Quarter Employment Counts). [Online] [Cited: January 21, 2020] qwexplorer.ces.census.gov/exp-r/10a314.html.
4. Nebraska Department of Labor. Long-term Industry Employment Projections (2016-2026)- Nebraska Statewide. [Online] 2018 July. <https://networks.nebraska.gov/gsipub/index.asp?docid=439>.
5. Industry Profile- Industry Summary. [Online] [Cited: January 24, 2020] networks.nebraska.gov.
6. U.S. Bureau of Labor Statistics. Survey of Occupational Injuries and Illnesses. Series ID ISJTTUSP2TRW32131. [Online] 2018. [Cited: January 20, 2020] <https://www.bls.gov/it/>.
7. National Compensation Survey. Table 9- Healthcare benefits: Access, participation, and take-up rates, civilian workers. [Online] [Cited: January 20, 2020] <https://www.bls.gov/hcs/ebs/benefits/2019/ownership/civilian/table09a.pdf>.
8. Current Population Survey. Table 5- Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2008-2018. [Online] January 2018. [Cited: January 24, 2020] <https://www.bls.gov/news.release/pdf/tenure.pdf>.
9. Nebraska Department of Labor. Current Employment Statistics. Current Employment Statistics Compared Over Time: Transportation and Warehousing. [Online] [Cited: January 24, 2020] networks.nebraska.gov.
10. Occupational Employment Statistics (OES). 3rd Quarter 2019 Wages. [Online] November 2019. [Cited: November 5, 2019] networks.nebraska.gov.
11. U.S. Census Bureau. Job-to-Job Flows Explorer App. Job-to-Job Flows from 50 States to Transportation and Warehousing in Nebraska: Average of 2017 Q1-2017 Q4. [Online] [Cited: January 16, 2020] j2explorer.ces.census.gov/explore.html.
12. Nebraska Department of Labor. Current Employment Statistics. Current Employment Statistics Compared Over Time: Transportation and Warehousing. [Online] [Cited: January 24, 2020] networks.nebraska.gov.

Agenda Item 5B: Regional Updates (January-March)

Region 1– Scottsbluff

Scottsbluff Local Office lost our temporary Office Assistant on December 31, 2019. The loss of this position required us to assume providing services at our front desk and serving resource room customers on a regular basis.

In February we began meeting with representatives of S.M.A.R.T. Local 103, a sheet metal workers union out of Montana that was responsible for all hiring for a new manufacturing facility and promoting the various training resources that are available under the WIOA and TET. They were interested but pulled back for the time being as the facility opening has been delayed due to the pandemic.

During the latter part of March, our office, like all NDOL offices in Nebraska, was affected by the pandemic. We had a large influx of furloughed and dislocated workers from multiple businesses and industries. We have promoted training programs but at present, the majority of those we are serving strongly believe that they will be returning to their jobs once the pandemic ends.

During the three-month period we have endeavored to maintain our partner relationships with other agencies and in particular with Western Nebraska Community College.

We have started using VOS greeter that counts the number of individuals that use our services.

During the month of January 2019, 405 people signed in (duplicated for multiple users) which represented 7.77% of the customers from all offices, in February 433 people signed in, 8.21% of the customers, and in March, 491 customers signed in, 8.43% of the traffic for all offices.

Region 1– Alliance & Sidney

Sidney:

- Nelnet job fair held on January 16th- Nelnet is offering work from home job opportunities to Sidney residents
- Lisa met with Sidney High School on January 17th to discuss opportunities to speak to the graduating seniors about the services that we offer to individuals seeking job services, resume assistance, etc. Lisa has scheduled monthly sessions for the remainder of the year to present to the high school students
- Sam and Louie's Restaurant was purchased by new owners Melissa and Stan Norgard, location closed temporarily and set to re-open under new management in February
- Sidney staff along with NDOL partners across the state hosted a rapid response event at WNCC on February 12th for employees laid off from Bass Pro/Cabela's corporate
- Lisa and Jackie attended and promoted the Whirlpool Ribbon Cutting– Business after hours event and Job Fair on February 19th and 20th. Whirlpool is offering work from home job opportunities to Sidney residents- part time call center positions. Job fair scheduled to take place in February
- Lisa presented to Sidney high school students on the topic of career services offered locally.
- Lisa participated in the WNCC Work in Progress Event offering resume coaching. This was a public event of offering resume and career seeking tips prior to the career fair held the following week
- NDOL participated in WNCC Job Fair by having a table advertising our services for employees and employers
- March: Sidney employees were shifted to assist with UI functions for the majority of their work time hours
- Alliance:
 - Jill attended the Alliance Chamber Banquet and Annual Meeting. There were approximately 90 business leaders and guests at the event
 - Ellen Dillon, Associate Dean of Instructional Services, WNCC and Carmen Simon, WNCC President toured the Alliance NDOL office space
 - Kim provided a presentation/workshop on resumes and job coaching to Alliance Public Schools
 - Kim presented a resume/cover letter workshop to students during the WNCC Job Fair on January 24th
 - Kim gave a presentation /workshop to 6 students from Pine Ridge Job Corp on January 27th
 - NDOL staff participated in the WNCC Spring 2020 Job & Internship Fair on January 28th
 - Kim representing NDOL presentation a workshop for ABE/GED students on February 26th
 - Jill attended Chamber Ambassador visitations at Edward Jones-Rich Otto

- NDOL staff attended the Business Roundtable @ Alliance Luncheon- the event was attended by over 30 community leaders
- Jill attended the dedication and ribbon cutting celebrating the completion of the Windbreak Project at the Nebraska State Veterans Cemetery
- NDOL staff attended the “Community Huddle” roundtable lunch. Jill shared about NDOL’s partnership with KCOW Radio
- Jill attended the Chamber Ambassador Visitations at Health and Human Services, March spotlight business of the month at Alliance Physical Therapy and the ambassadors monthly lunch meeting at Wonderful Kitchen
- Jill attended the Perfect Blend at Redman’s Shoes
- Brent Kusek, City of Alliance, met with staff to discuss partnering with City of Alliance to assist with the “Road to the 2020 Census” information timeline
- Dr. Charles Gregory, Dean of Instruction and Workforce Development, WNCC staff met with Alliance staff to inform of the expansion of the Power line School. Donna presented information about WIOA. NDOL staff also discussed their partnership, recruiting and how students benefit from colocation at the Alliance Learning Center
- Jill attended the virtual update for panhandle businesses and employers put on by Panhandle Public Health regarding the Covid-19 Virus
- March 16: Alliance office was closed by the City to the public- Alliance employees were shifted to assist with UI functions for the majority of their work time hours

Region 2

January:

- BSR assisted in organizing a job fair at Mid-Plains Community college.
- Regional Manager and Re-entry specialist met with Mid-Plains Community College representatives in McCook Nebraska to go over a partnership strategy with re-entry workshops at Work Ethic Camp.
- Re-entry specialist held a workshop at the Dawson County Jail in Lexington, NE with 8 inmates in attendance.

February:

- BSR toured Orthman Manufacturing to assess recruiting and training needs for their production line positions.
- Staff held a project connect workshop in the North Platte office and assisted teens with disabilities on proper job search, resume, and interviewing techniques.
- Re-entry specialist held 4 workshops at the following locations; Dawson County Jail, Lincoln County Detention Center, and Work Ethic Camp.

March:

- Regional Manager and Veteran Career Coach held a meeting with Maschoffs Farms to promote the hiring of Veterans and assist in developing a recruiting strategy to market their positions to the Veteran population.
- BSR facilitated a Health occupations job fair with MPCC, and in house hiring event for BSB Construction.
- Re-entry specialist held 3 workshops at the Lincoln County Detention Center, and Dawson County Jail.

Region 3

1/8/2020- HIRE Vets Medallion Program outreach and information to Gibbon Packing LLC, American Foods Group, and Darling Ingredients

1/8/2020- YRTC Pre Employment Session with In/Out of School Youth

1/10/2020– Gibbon Packing Opening Interviews Job Fair Events in Grand Island

1/15/2020- Participated in Grand Island Housing Summit including presentation of 2020-2025 Grand Island Housing Study results, FDIC presentation, Land Bank Presentation, and Housing Panel; with discussion related to workforce housing needs.

1/15/2020– YRTC Pre Employment Session with In/Out of School Youth

1/23/2020– Workforce Prep Academy Presentation – Resume Writing

1/27/2020– GI Service Providers Meeting

1/27/2020- Participated in Grand Island Service Providers and EmployGI meeting with information sharing, discussion and community based planning regarding partner announcements, upcoming job fairs/hiring events, recent local area layoffs and rapid response, etc.

1/28/2020– 50+ Expo Meeting, United Way Board Meeting

1/29/2020- YRTC Pre Employment Session with In/Out of School Youth

1/30/2020- Workforce Prep Academy Presentation – Applications & Interviews

2/3/2020- Gibbon Packing Job Fair

2/3/2020– Grand Island Northwest High School Job Shadow Student-Employer Connections - Joint partnership to connect Northwest High School Freshmen students with medical (esp. nursing) career pathway interest to suitable local employers for job shadow opportunities.

2/3/2020– Gibbon Packing Open Interviews Hiring Event in Grand Island

2/5/2020– Central Nebraska Manufacturing Partnership Next Generation Industry Sector Strategy Quarterly Meeting

2/10/2020 – Hastings Foods Open Interviews Hiring Event in Grand Island

2/10/2020- Hastings Foods Hiring Event

2/11/2020- Commission for the Blind presentation

2/21/2020 – Gibbon Packing Open Interviews Hiring Event in Grand Island

2/24/2020 – Hastings Foods Open Interviews Hiring Event in Grand Island

2/24/2020 – CHI Health Hiring Fair at Good Samaritan Hospital in Kearney

2/24/2020- Hastings Foods Hiring Event

2/25/2020- Business Industry & Education Meeting - Chamber

2/28/2020– Transportation Security Administration Information Session and Application Assistance Event in Grand Island

2/28/2020- TSA Hiring Event

3/3/2020- United Way Annual Meeting

3/4/2020- CPI Job Fair in Hastings Career Center

Region 4

2020 has been a little challenging so far, but the staff in Region 4 have been stepping up to the plate and getting the job done. Through difficult times, we continue to work together to offer meaningful services to all individuals and employers in our area. We continue to offer services throughout Employer and Job Seekers Services, Workforce Innovation and Opportunity Act to include Adult, Dislocated, Youth and Trade participants, Nebraska Reemployment Services, Veteran Services, and answering many unemployment questions.

January started out with some new construction going on in Southeast Nebraska. The City of Crete has built a new Library, a new Fairfield Inn & Suites, and a new Orschlen's building. After 10 months of construction



York General's Dialysis Unit opened ready for patients. In February, a new Scooter's was built and opened in York. Many other businesses have opened and expanded into existing structures and moved into existing buildings in our area communities. We are all looking forward to a beautiful spring with lots of growth and hope to be able to socialize, gather and support our local businesses again in our communities.

Region 4 continues to work with our area communities on special projects and opportunities to grow partnerships. Smart Chicken held open interviews at the Nebraska City Office to fill open positions they had. We collaborated with The Fairbury Housing Authority and held a Job Fair on site at the Parkview Apartments in Fairbury. Not only was the community invited to attend, but focus was put on the residents that live in the apartments. They were given the opportunity to talk to employers directly about open jobs, requirements for the jobs, and how to apply. Plus a well attended job fair took place in Crete. Region 4 partners with the Crete Public Schools Special Programs to put these job fairs together. Employers are always eager to attend and job seekers always talk with all the employers about positions available. Region 4 staff is also partnering with Southeast Community College/Beatrice Campus, to hold Explore It 2020! in October. Area employers have been invited to showcase their business with hands on demonstrations and information about careers, and education needed to apply for jobs. Area schools will bring their 9th-12th grade students that will visit and explore each employer. They will also attend breakout sessions that will be educational and entertaining.



Unemployment numbers have hit all-time highs in the State of Nebraska since COVID-19 hit the state in March. Region 4 Staff have been assigned Claim Specialist duties. Tackling, and continues to tackle the many questions from claimants and employers. Many hours have been dedicated to helping the unemployed and self-employed in the entire State of Nebraska. We have also been tracking the numerous lay-offs and temporary closures due to COVID-19. We look forward to life going back to normal and individuals going back to work as soon as possible.

Several Workshops, meetings, events, presentations, re-entry services, networking and more are planned for the upcoming months. Region 4 Staff look forward to being back out on the road and in the public, providing meaningful services to all our job seekers, employers, students and communities!

Region 5– Columbus

Behlen Manufacturing in Columbus announced in January that they are expanding their portfolio by acquiring another company. It entered into a merger agreement with Trident Building Systems, Inc. located in Sarasota, Florida. Behlen Mfg. Co., founded in 1936, has grown from the initial products developed in the garage of Columbus entrepreneur Walter D. Behlen to a global manufacturer exporting to more than 70 countries.

In February 2020, Maryanne Bradfield, Deputy Commissioner of Labor, along with other senior administrators, met with Columbus Career Center staff. At the meeting a special presentation was given by a Columbus High School JAG student and JAG Education Specialist, Erica Gable.

The JAG student participated in the NSLA (National Student Leadership Academy) which took place in Washington D.C. from December 4-7, 2019. The student was among 22 students who participated from Iowa, with a delegation of over 400 students from 37 JAG programs around the nation. The students attended a luncheon with such dignitaries as State Governors and Senators in attendance. The students took a twilight tour of the Monuments, competed in Employability Skills, Math, PBL, and Public Speaking. They also took part in Leadership Training where they were broken up into groups and were taught teambuilding and leadership lessons.

5– Norfolk

1/9/2020: Jami attended the Dakota County Growing Community Connections meeting. A presentation given by the Ponca Tribe provided a summary of the extensive services they provide. Speakers from the Census and the

Sioux City Warming Shelter provided updates as well.

1/14/2020: Kim attended Norfolk Coalition meeting.

1/14/2020: Mike attended Madison County Veterans' Coalition meeting

1/16/2020: Bill attended monthly EmployNorfolk meeting at VR.

1/22/2020: Kim attended Connected Youth Initiative Coaches meeting. Reviewed enrollment procedures, coach's role, summarized WIOA eligibility

2/07/2020: Kim attended the Youth Symposium at the Norfolk Middle School. This event is run by the Youth Leadership Team with the Norfolk Coalition. Battle Creek and Stanton sent kids to attend. There may have been 200 kids in attendance. The event had a nationally known speaker and many breakout sessions of topics the kids feel are important. Many community agencies had a booth to promote services to youth.

2/13/2020: Elk's Club Veteran Lunch, @ Norfolk VFW, Food, Hygiene and Clothing Pantry/Lunch and veteran information booths. Request for DVOP to join the Elk's Club to assist in veteran grants in local area.

2/14/2020: Kim met with Ricardo Ariza, JAG specialist, at Omaha Nation School in Macy and discussed work experience program as a possibility for kids to participate this summer.

2/19/2020: Kim attend Bridges Out of Poverty training.

3/5/2020: Invited to Antelope, Knox, and Pierce County Community Response Team to do a presentation with SSVF at the Antelope County Sheriff's Office.

3/5/2020: Jami participated in the Economic Mobility Task Force meeting in Kearney. The group discussed takeaways from their homework assignment of reading Blueprint Nebraska. A brainstorming session was held to decide on future projects for the task force.

3/6/2020: Kim attended a monthly meeting about Well Link and the benefits of that package versus other Medicaid packages

3/10/2020 Kim attended the Norfolk Coalition meeting

3/11/2020 Kim attended Norfolk Youth Coalition Meeting

3/12/20 - Jami attended the Growing Community Connections meeting in South Sioux City.

Agenda Item 5C: Performance

PY 2019 Quarter 2

Nebraska

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78%	76.6%	98.2%	78.0%	100.0%
2. Employment Rate (Q4)	79%	76.5%	96.8%	76.2%	96.5%
3. Median Earnings	\$6000.00	\$6441.00	107.4%	\$6467.00	107.8%
4. Credential Rate	56%	59.3%	105.9%	61.6%	110.0%
5. Measurable Skill Gains	N/A	40.1%	N/A	60.0%	N/A
Aggregate Score			102.1%		103.6%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87%	90.2%	103.7%	88%	101.1%
2. Employment Rate (Q4)	88%	88.1%	100.1%	84.8%	96.4%
3. Median Earnings	\$7500.00	\$9087.00	121.2%	\$7911.00	\$105.5%
4. Credential Rate	60%	59.1%	98.5%	62.5%	104.2%
5. Measurable Skill Gains	N/A	41.4%	N/A	48.8%	N/A
Aggregate Score			105.9%		101.8%

Youth Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78%	84.3%	108.1%	80.3%	102.9%
2. Employment, Education or Training Placement Rate (Q4)	77%	78.3%	101.7%	78.5%	101.9%
3. Median Earnings	N/A	\$4748.00	N/A	\$3583.00	N/A
4. Credential Rate	68%	48.3%	71.0%	41.1%	60.4%
5. Measurable Skill Gains	N/A	35.7%	N/A	54.1%	N/A
Aggregate Score			93.6%		88.4%

Greater Omaha

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78%	75.0%	96.2%	73.8%	94.6%
2. Employment Rate (Q4)	79%	72.9%	92.3%	72.2%	91.4%
3. Median Earnings	\$6000.00	\$5989.00	99.8%	\$6402.00	106.7%
4. Credential Rate	56%	50.8%	90.7%	56.5%	100.9%
5. Measurable Skill Gains	N/A	29.5%	N/A	40.7%	N/A
Aggregate Score			94.7%		98.4%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87%	83.3%	95.7%	77.5%	89.1%
2. Employment Rate (Q4)	88%	85.7%	97.4%	72.2%	82%
3. Median Earnings	\$7500.00	\$6361.00	84.8%	\$7029.00	93.7%
4. Credential Rate	60%	42.9%	71.5%	62.5%	104.2%
5. Measurable Skill Gains	N/A	0%	N/A	23.1%	N/A
Aggregate Score			87.4%		92.3%

Youth Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78%	78.6%	100.8%	76.8%	98.5%
2. Employment, Education or Training Placement Rate (Q4)	77%	70.7%	91.8%	73.7%	95.7%
3. Median Earnings	N/A	\$3272.00	N/A	\$3046.00	N/A
4. Credential Rate	68%	34.8%	51.2%	36.4%	53.5%
5. Measurable Skill Gains	N/A	15.4%	N/A	25.8%	N/A
Aggregate Score			81.3%		82.6%

Greater Lincoln

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78%	66.7%	85.5%	71.0%	91.0%
2. Employment Rate (Q4)	79%	70%	88.6%	77.3%	97.8%
3. Median Earnings	\$6000.00	\$6940.00	115.7%	\$9200.00	153.3%
4. Credential Rate	56%	62.5%	111.6%	76.5%	136.6%
5. Measurable Skill Gains	N/A	28.6%	N/A	50.9%	N/A
Aggregate Score			100.3%		119.7%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87%	50%	57.5%	84.6%	97.2%
2. Employment Rate (Q4)	88%	75%	85.2%	92.3%	104.9%
3. Median Earnings	\$7500.00	\$9140.00	121.9%	\$9107.00	121.4%
4. Credential Rate	60%	50%	83.3%	44.4%	74%
5. Measurable Skill Gains	N/A	54.5%	N/A	55.2%	N/A
Aggregate Score			87.0%		99.4%

Youth Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78%	100.0%	128.2%	77.8%	99.7%
2. Employment, Education or Training Placement Rate (Q4)	77%	25.0%	32.5%	81.0%	105.2%
3. Median Earnings	N/A	\$6574.00	N/A	\$2368.00	N/A
4. Credential Rate	68%	25.0%	36.8%	25%	36.8%
5. Measurable Skill Gains	N/A	23.7%	N/A	56.6%	N/A
Aggregate Score			65.8%		80.6%

Greater Nebraska

+: Performance increased from previous quarter.

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78%	78.1%	100.1%	84.9%+	108.8%
2. Employment Rate (Q4)	79%	83.8%+	106.1%+	81.8%	103.5%
3. Median Earnings	\$6000.00	\$6413.00+	106.9%+	\$6470.00+	107.8%+
4. Credential Rate	56%	76.2%+	136.1%+	66.4%+	118.6%+
5. Measurable Skill Gains	N/A	55.4%+	N/A	77.5%+	N/A
Aggregate Score			112.3%+		109.7%+

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87%	91.8%+	105.5%+	90.5%+	104.0%+
2. Employment Rate (Q4)	88%	92.9%+	105.6%+	88.2%	100.2%
3. Median Earnings	\$7500.00	\$6413.00+	121.2%+	\$8016.00+	106.9%+
4. Credential Rate	60%	71.4%+	119.0%+	65.2%+	108.7%+
5. Measurable Skill Gains	N/A	44.4%+	N/A	55.3%+	N/A
Aggregate Score			112.8%+		104.9%+

Youth Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78%	89.5%+	114.7%+	77.8%	99.7%
2. Employment, Education or Training Placement Rate (Q4)	77%	92.1%+	119.6%+	81.0%+	105.2%+
3. Median Earnings	N/A	\$5978.00	N/A	\$3268.00+	N/A
4. Credential Rate	68%	61.3%+	90.1%+	25.0%	36.8%
5. Measurable Skill Gains	N/A	50.0%+	N/A	56.6%+	N/A
Aggregate Score			108.2%+		80.6%

Source: ETA Form 9173

Agenda Item **GNWDB 5D/ CEOB 5D**: Service Agreements

Background: The current service agreements expire June 30, 2020. The below agreements need renewed effective July 1, 2020.

- Chief Elected Officials Agreement
- Responsibilities and Duties (GNWDB & CEOB)
- Grant Recipient Services (NDOL, Governor, & CEOB)
- Service Agreement Adult & DLW (NDOL, CEOB, & GNWDB)
- Service Agreement Youth (NDOL, CEOB, & GNWDB)

Agenda Item **CEOB 5E**: Motion to Appoint New Member to GNWDB

Background: The Local WDB is appointed by the chief elected official(s) in each local area in accordance with State criteria established under WIOA sec. 107(b), and is certified by the Governor every 2 years, in accordance with WIOA sec.107(c)(2).

20 CFR § 679.320(d)(3) requires at least one representative from each of the following governmental and economic and community development entities: (i) Economic and community development entities; (ii) The State Employment Service office under the Wagner-Peyser Act, (29 U.S.C. 49 et seq.) serving the local area; and (iii) The programs carried out under title I of the Rehabilitation Act of 1973, other than sec. 112 or part C of that title;

Government and Economic and Community Development Position

It is proposed that the Chief Elected Officials Board appoint Randy Kissinger to the Greater Nebraska Workforce Development Board (GNWDB) for a three-year term ending May 23, 2021.

Agenda Item **CEOB 5F**: Motion to Appoint New Member to the Executive Committee

Background: To comply with Article V, Section 3 of the Bylaws, the Chief Elected Officials Board shall designate the members of the Executive Committee, consisting of seven members. A majority of Executive Committee members will represent business. Said members to include:

- a. Chair of GNWDB
- b. Vice-Chair of GNWDB
- c. Chair of each standing committee
- d. Representative of Labor category
- e. Representative of One-Stop Partners, provided, one person may be designated to represent more than one One-Stop Partner.
- f. Additional representatives from the general membership as needed to complete the seven member body and ensure a majority of representatives are from business.

It is proposed that the Chief Elected Officials Board appoint the following member to the Executive Committee: Randy Kissinger.

Committees

Strategic Planning Committee

*Requires motion and vote.

Location: WebEx Video Conference

Duration: 12:30pm-2:30pm

Committee Chair: Roy Lamb II

Committee Members: Alicia Fries; Kim Schumacher; Matt Gotschall; Dan Mauk; Roy Lamb II; Erin Brandyberry; Denise Pfeifer; Mindie Druery

Non-board Committee Members: Pat Comfort, Randy Kissinger, Josh Hanson

Duties: Employee Engagement, Sector Strategies, Developing Career Pathways, Grant Development, Financial Monitoring, Board Bylaws, Regional Planning; One-Stop System

1. Welcome		Roy Lamb II
2. Roll Call		Ashley Mathers
3. Review of Minutes*		Roy Lamb II
4. New Business	A. Finance Report	Ashley Mathers
	B. Accepting Program Year 2020 Funds***	
	C. Next Steps for One-stop Operator*	
	D. Grand Island American Job Center Certification*	
	E. Beatrice American Job Center Certification*	
	F. Memorandums of Understanding***	
	G. TET Grant Update	Ashley Drake
	H. Transitional Jobs Update	Ashley Mathers
	I. Letter of Support: JobWorks	
	J. Letter of Support: GIPS	
5. Public Comment		Roy Lamb II
6. Upcoming Meeting Dates		Roy Lamb II
7. Adjournment*		Roy Lamb II

Agenda Item **Strategic 3:** Motion to Approve Minutes

Strategic Planning Committee Meeting Minutes

Date: Wednesday, January 29, 2020

Location: Kearney Public Library, Niobrara Room, 520 Nebraska Avenue, York, NE

Duration: 2:30 p.m. – 5:00 p.m.

CALL TO ORDER

Alicia Fries called the Strategic Planning Committee (SPC) Meeting to order at approximately 2:33 p.m. (CST) on Wednesday, January 29, 2020.

ROLL CALL

Kelsey Miller called the roll for the Strategic Planning Committee and a quorum was established.

SPC Members Present (7):

Pat Comfort
Alicia Fries
Matt Gotschall
Josh Hanson
Randy Kissinger
Denise Pfeifer
Kim Schumacher

SPC Members Absent (3):

Erin Brandyberry
Roy Lamb II
Dan Mauk

Nebraska Department of Labor (NDOL) Staff and Guests in Attendance (3):

Kelsey Miller, NDOL
Lisa Wilson, Chair
Mary Kay Versen, WNCC Adult Education
Ashley Drake, NDOL

REVIEW OF MINUTES:

All members received and reviewed the October 23, 2019 Strategic Planning Committee Meeting Minutes. No discussion or corrections were made. Matt Gotschall motioned to approve the October 23, 2019 Strategic Planning Committee Meeting Minutes. Denise Pfeifer seconded. A voice vote was taken and the motion carried.

NEW BUSINESS: FINANCE REPORT

Kelsey Miller reviewed the Finance Charts located on pages 39-40 of the meeting booklet. Kelsey Miller included that our projected staffing costs have decreased almost \$100,000 since the previous six month projections. Discussion continued on how the funds are allocated to each office. Kelsey Miller replied the funds are allocated based on the funds we have available for each program and the FTE(s) for each office.

LETTER OF SUPPORT

Kelsey Miller reported that Fairbury Housing Authority is seeking community support for their Rural Futures Institutes (FRI) 2020 Fellowship Program. They are hoping to sponsor two fellowship students the Summer of 2020 to identify funding opportunities and area/regional partnerships to develop a job training program that targets at risk youth and adult populations in the area. There was no further discussion.

BYLAWS

Kelsey Miller directed the committee to page 42 of the meeting booklet. There were two sections added to the bylaws including:

- Letters of Support: Letters of support may be reviewed and approved by the Chair or Vice-Chair on behalf of the Board, when no funds are being promised. Letters of support that include funding obligations must be reviewed and approved by the Executive Committee or Board.

- In the event that a discretionary grant opportunity arises and the application deadline has a short turnaround time, the Chair or Vice-Chair can provide an electronic approval for the Administrative Entity to apply for the grant. The grant application would then be added to the next board agenda to be reviewed by the Board.
- Roles and Resources associated with One-Stop Partners/System, currently a System Coordination Committee duty will now be a Strategic Planning Committee duty.
- Article III. Officers Section 4 . Vacancies needs removed.

There was no further discussion or questions on this agenda item.

REQUEST FOR PROPOSAL

Kelsey Miller reported Greater Nebraska (GN) received one bid from Skills for Careers. The RFP evaluation committee has completed their scoring and submitted their questions to be compiled and sent to the bidder. The next step is to hold oral interviews on February 13 and then hold the full board meeting to decide on the provider on February 14. The committee discussed the February 14 meeting time and location. Discussion continued on what the committee looks for when scoring proposals.

TET GRANT UPDATE

Kelsey Miller introduced Ashley Drake as the TET Supervisor. Ashley Drake reported TET stands for Trade and Economic Transition Grant. She continued that TET has partnered with GN to co-enroll participants. Currently, TET has 132 co-enrollments with GN. Every TET participant located in the GN area is co-enrolled with GN as the programs have a strong partnership. Randy Kissinger did ask how the co-enrollments look in the other areas. Ashley Drake replied there is one co-enrolled participant in Greater Lincoln and six in Greater Omaha. Kelsey Miller added that all three local areas and TET are working to create joint forms to make co-enrollments a bit simpler by reducing paperwork.

TRANSITIONAL JOBS

Kelsey Miller reports that there hasn't been a lot of movement with Transitional Jobs. We received the funds for the project and are working with the local offices to seek out potential participants. No further discussion was held.

SECTOR STRATEGIES

Randy Kissinger reviewed the Central Nebraska Sector Strategies including how frequently they meet, their focus, and progress. Randy Kissinger shared how the air transportation has expanded. The committee continued discussion on the education focus including how it has expanded and what the businesses have offered to the schools. Lisa Wilson shared a success story. Discussion continued on internships and apprenticeships in the local area being targeted at our youth to keep them in our rural areas and engaged in the communities. Lisa Wilson added this has been an employer led group and they have really exceeded the goals initially expected.

PUBLIC COMMENT:

Matt Gotschall asked if we are planning to be a part of Perkins five. Kelsey Miller responded that NDOL received a survey to answer, but that is our only involvement so far.

MEETING DATES:

February 14, 2020- GNWDB and CEOB- Central Community College, Grand Island

May 28, 2020- GNWDB and CEOB- TBD, Ogallala

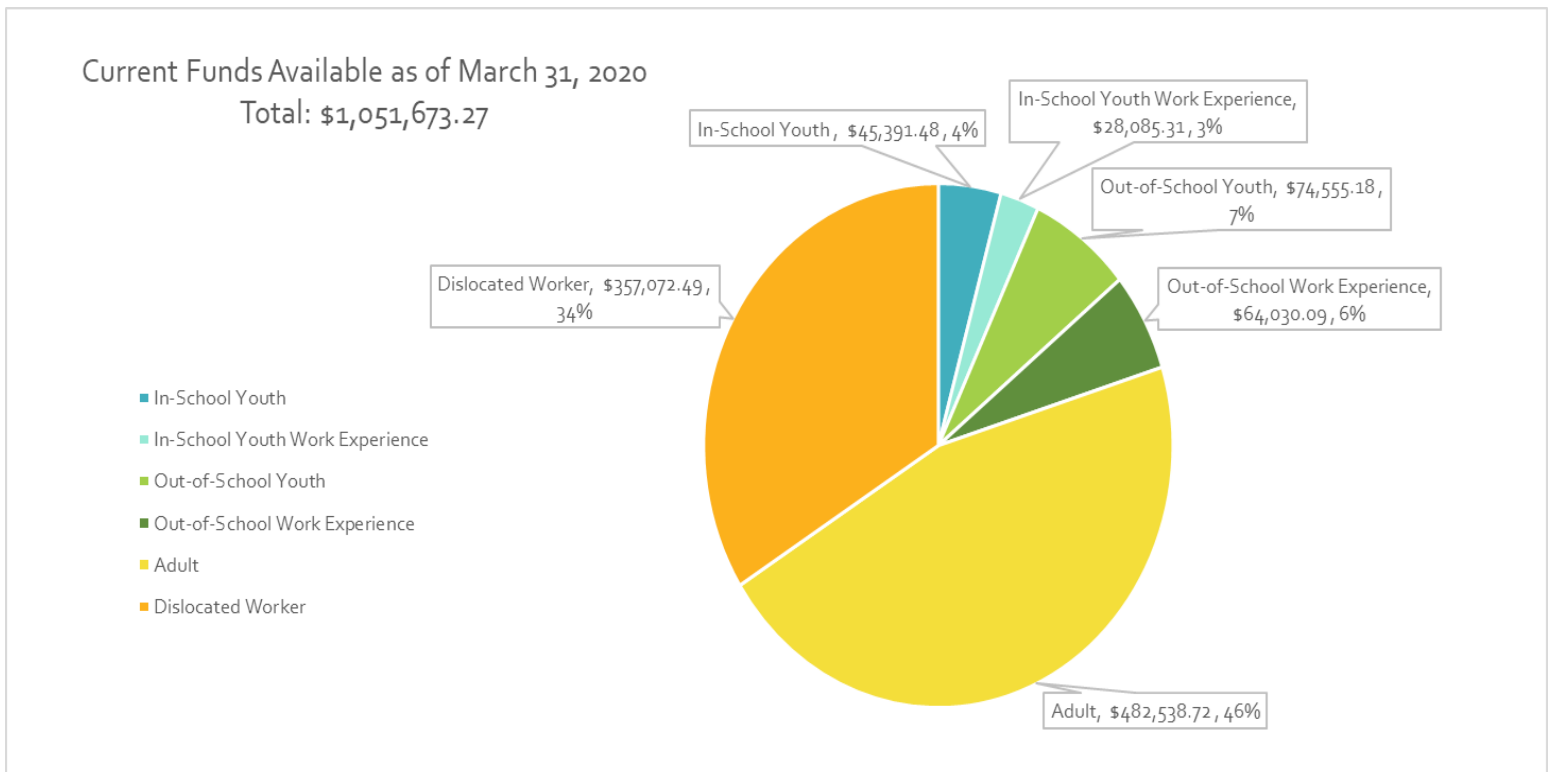
Tomorrow the Board and CEOB will be discussing/ approving the below dates

October 22, 2020*	9 a.m. - 2 p.m. (CT)	TBD, Grand Island	GNWDB & CEOB
January 28, 2021*	9 a.m. - 2 p.m. (CT)	TBD, York	GNWDB & CEOB
May 27, 2021*	9 a.m. - 2 p.m. (CT)	TBD, Valentine	GNWDB & CEOB

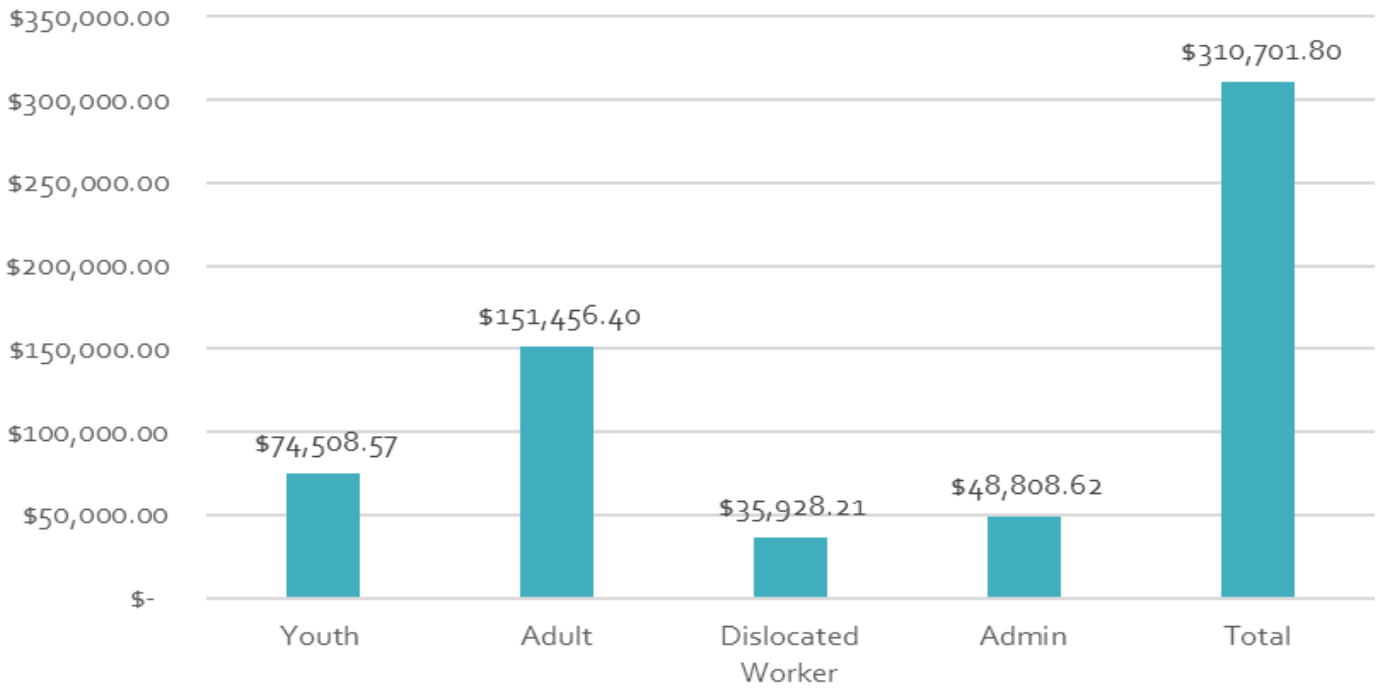
ADJOURNMENT:

Lisa Wilson motioned to adjourned the meeting. Matt Gotschall seconded. Alicia Fries adjourned the Strategic Planning Committee meeting at 3:17 pm (CST).

Agenda Item GNWDB 5H/ Strategic 4a: Finance Report

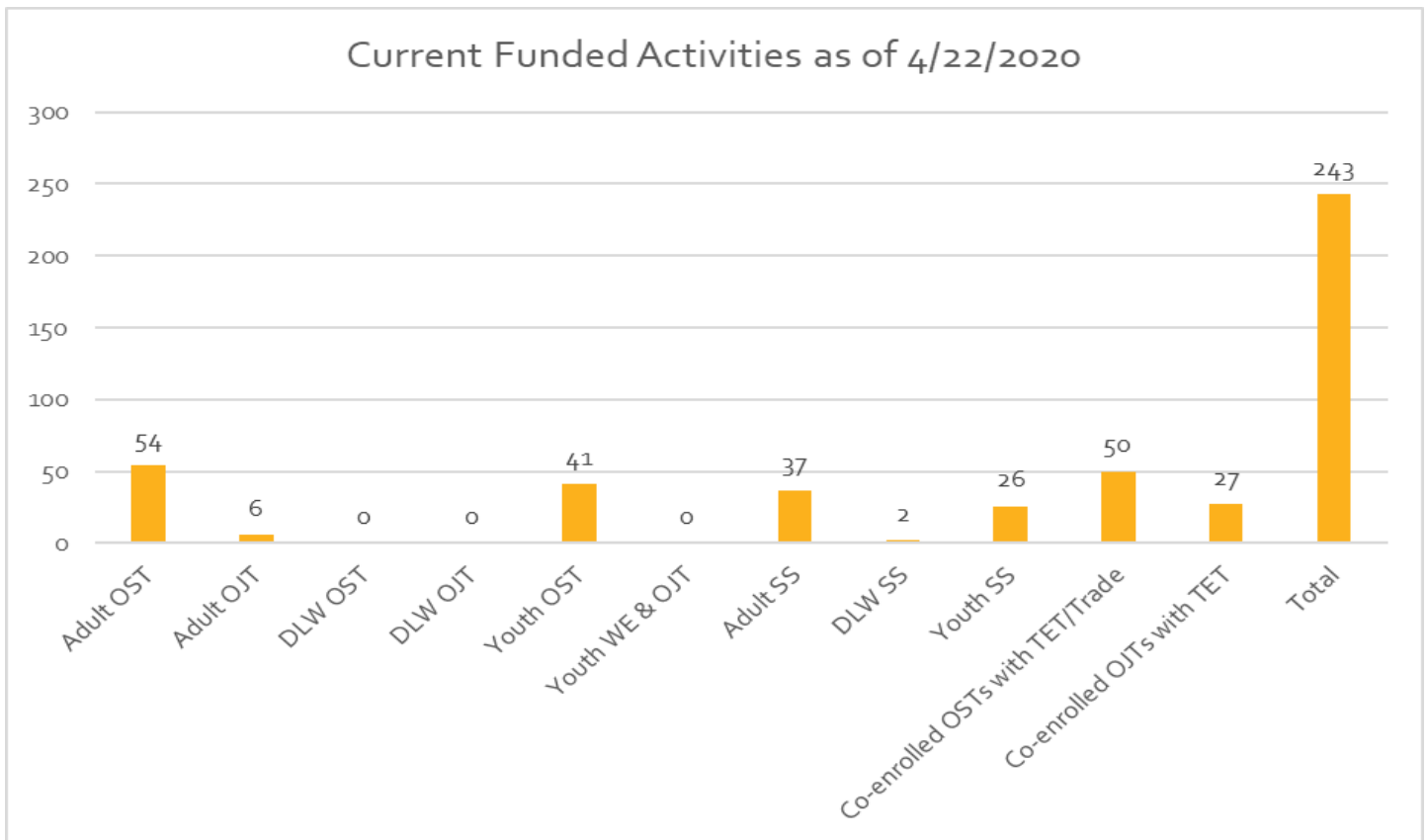


Projected 6 Month Staffing Expenses



Current Obligations by Program as of 4/22/2020





Agenda Item **GNWDB 5I/ Strategic 3b/ CEOB 5I**: Motion to Approve Plan Modification- Accepting Program Year 2020 Funds

Background: The Nebraska Department of Labor (NDOL) has released Notice 19-04 which provides the Chief Elected Officials and local boards with estimated PY 2020 (July 1, 2020 through June 30, 2021) funding levels for local youth, adult, and dislocated worker programs.

The Administrative Entity has prepared a plan modification, including budget plan worksheets for the youth, adult, and dislocated worker programs using the estimated funding levels described in this notice. It is proposed that the board approve the plan modification for Program Year 2020 to accept \$527,181 for youth, \$419,968 for adult, and \$849,726 for dislocated worker allocations.

Agenda Item **GNWDB 5J/ Strategic 3c**: Motion to Approve Next Steps for One-stop Operator

Background: Each local workforce development boards (local board) must use a competitive process for the selection of a one-stop operator for the local workforce delivery system and ensure the recompetition of the one-stop operator occurs no less frequently than once every four (4) years.

WIOA does not allow for the “designation” or “certification” of any entity as a one-stop operator, including a local board, without a competitive process.

Agenda Item **GNWDB 5K/ Strategic 4d:** Grand Island AJC Certification

Background: Each local board must assess the effectiveness, physical and programmatic accessibility, and continuous improvement of its local one-stop delivery system at least once every three years. As part of that assessment, the local board must certify at least one comprehensive one-stop center. The certification committee completed the Grand Island review on May 21, 2020.

Agenda Item **GNWDB 5L/ Strategic 4e:** Beatrice AJC Certification

Background: Each local board must assess the effectiveness, physical and programmatic accessibility, and continuous improvement of its local one-stop delivery system at least once every three years. As part of that assessment, the local board must certify at least one comprehensive one-stop center. The certification committee completed the Beatrice review on May 22, 2020.

Agenda Item **GNWDB 5M/ Strategic 4f/ CEOB 5M:** Memorandums of Understanding

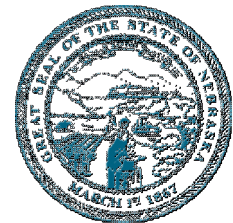
Background: The current Memorandums of Understanding expire June 30, 2020. The below agreements need renewed effective July 1, 2020. As stated in TEGL 16-16, a program becomes a one-stop partner when it begins carrying out the program or activity in a local area. If a partner is not carrying out its program or activities in the local area, the requirements relating to a required one-stop partner are not applicable to that partner program. One of the critical requirements that a one-stop partner must satisfy is signing the local MOU, which describes the services to be provided, infrastructure and additional costs and contributions, the duration of the agreement, and other elements described in section 6 of TEGL 16-16 and additionally outlined in section 121(c) of WIOA and 20 CFR 678.500, 34 CFR 361.500, and 34 CFR 463.50.

- Nebraska Department of Labor, Adult, DLW & Youth, Wagner-Peyser, Jobs for Veterans' State Grants, Trade Adjustment Assistance
- Nebraska Department of Education, Adult Education
- Central Community College, Career & Technical Education
- Southeast Community College, Career & Technical Education
- Northeast Community College, Career & Technical Education
- Mid-Plains Community College, Career & Technical Education
- Central Community Action Partnership, Community Services Block Grant
- Blue Valley Community Action Partnership, Community Services Block Grant
- Northeast Nebraska Community Action Partnership, Community Services Block Grant
- Southeast Nebraska Community Action Partnership, Community Services Block Grant
- Community Action Partnership of Mid-Nebraska, Community Services Block Grant
- Pine Ridge Job Corps, Job Corps
- Proteus, Migrant & Seasonal Farmworker Programs

- Siouxland Human Investment Partnership, Reentry Employment Opportunities
- Nebraska Department of Health & Human Services & National Able Network, Senior Community Services Employment Programs
- Nebraska Department of Health & Human Services, Temporary Assistance for Needy Families & Supplemental Nutrition Assistance Program
- Nebraska Department of Labor, Unemployment Programs
- Nebraska Department of Education, Nebraska Vocational Rehabilitation, Vocational Rehabilitation Services
- Nebraska Commission for the Blind & Visually Impaired, Vocational Rehabilitation Services
- Winnebago Tribe, Native American Programs
- Ponca Tribe, Native American Programs

Agenda Item **GNWDB 5N/ Strategic 4g**: Letter of Support: JobWorks

Background: JobWorks is a non-profit workforce agency that has recently expanded their pre-apprenticeship/ apprenticeship model to an online platform. They are located in Philadelphia and their program was just included on the Nebraska ETPL. The administrative entity has been working with them the last couple of months learning about their program, assisting them in getting on the ETPL, etc. They are applying for USDOL's Youth Apprenticeship Readiness Program grant for Nebraska and Ohio. The grant would support training, materials, supplies, and program oversight for 200+ apprentices.



April 30, 2020

To whom it may concern,

On behalf of the Greater Nebraska Workforce Development Board, I am pleased to provide this letter of support to JobWorks, Inc. to include in its application for the Youth Apprenticeship Readiness Grant Program.

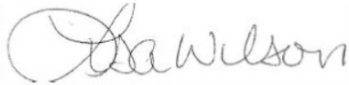
The Greater Nebraska Workforce Development Board serves 88 counties, which includes all of Nebraska except Lancaster, Saunders, Douglas, Washington, and Sarpy Counties. We provide employment and training opportunities to job seekers that lead to stable, good paying jobs while meeting the needs of local businesses. One of our greatest challenges is filling the needs of such a geographically spread out workforce. With that in mind, we are excited to support the IT pre-apprenticeship and apprenticeship model that JobWorks recently registered in Nebraska. Utilizing their virtual platform with live instructors will engage youth and young adults who are excited to learn but lack the means to travel. Our Board believes that JobWorks will build a strong foundation for youth by creating hands-on opportunities that prepare them for paid apprenticeships.

The Greater Nebraska Workforce Development Board pledges to support the partnership by:

- Promoting apprenticeship opportunities for youth and young adults;
- Identifying youth and young adults for enrollment into the pre-apprenticeship;
- Brokering partnerships with potential local apprenticeship employers;
- Identifying funding that could reduce the cost of apprenticeship for employers; and
- Creating opportunities for sector collaboration.

Please don't hesitate to contact me should you need further information.

Thank you,



Lisa Wilson Greater Nebraska Workforce Development Board Chair

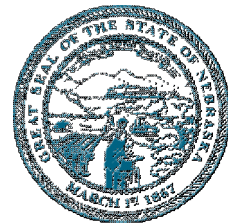
A proud partner of the  network

Agenda Item **GNWDB 50/ Strategic 4h**: Letter of Support: GIPS

Background: Grand Island Public Schools has been invited to participate in a Department of Labor grant request for youth apprenticeship through the School Superintendents Association. As part of the application, they are required to include a support letter from an entity carrying out activities under WIOA.



GREATER NEBRASKA
WORKFORCE DEVELOPMENT BOARD



April 29, 2020

Daniel Domenech
AASA Executive Director
1615 Duke Street
Alexandria, VA 22314

RE: Youth Apprenticeship Readiness Grant

Greetings Mr. Domenech:

The Greater Nebraska Workforce Development Board (GNWDB) commits to partner with AASA, The School Superintendents Association, if funded, under the Youth Apprenticeship Readiness Grant opportunity.

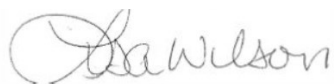
The GNWDB is eager to be part of this collaborative that will bolster our pre-apprenticeship offerings and expand youth apprenticeship pathways, and, ultimately, assist Grand Island Public Schools register many more apprentices in our region over the next four years. As part of our work through the Workforce Innovation and Opportunity Act (WIOA) Youth program, we offer a comprehensive array of services to assist youth with barriers to employment prepare for post-secondary education and employment opportunities, attain educational and/or skills training credentials and secure employment with career opportunities.

The Youth Apprenticeship program has proven to be a successful model for ensuring student success and meeting workforce needs in our region. The proposed activities of this grant are what is needed for our region to improve our current practice and to engage employers to grow this initiative in our community, especially in additional non-traditional sectors such as healthcare and information technology.

We are excited about the possibilities the Youth Apprenticeship Readiness Grant can bring to Greater Nebraska as we continue to work to better meet to needs of both youth and employers in our community and in the state of Nebraska.

We are honored that AASA has asked the GNWDB to partner on this funding opportunity and we ensure that our office is ready to assist. Please don't hesitate to contact me should you need further information.

Thank you,



Lisa Wilson

Greater Nebraska Workforce Development Board Chair

A proud partner of the  network

System Coordination Committee

*Requires motion and vote.

Location: WebEx Video Conference

Duration: 2:30pm-5:00pm

Committee Chair: Greta Kickland

Committee Members: Elaine Anderson, Wayne Brozek, Ann Chambers, Gary Kelly, Greta Kickland, Charlene Lant, Mike Gage

Non-board Committee Members: Bernie Hansen, Becky Maggart, Lisa Laws

Duties: Performance; Youth Program; Accessibility, Equal Opportunity, and Non-Discrimination; Policy Alignment; Local Plan

1. Welcome	Greta Kickland
2. Roll Call	Ashley Mathers
3. Review of Minutes*	Greta Kickland
4. New Business	Ashley Mathers
A. Enrollments	
B. Active Participants by County	
C. Internal Audits	
D. PY18 Equal Opportunity & Nondiscrimination Review	
E. Work-based Training: Adult & DLW Policy*	
F. Youth Program Policy*	
G. Basic Skills Deficiency Policy*	
H. Equal Opportunity & Non-discrimination Policy***	
I. Customer Survey Results	
5. Public Comment	Greta Kickland
6. Upcoming Meeting Dates	Greta Kickland
7. Adjournment*	Greta Kickland

Agenda Item **System 3:** Motion to Approve Minutes

System Coordination Committee Meeting Minutes

Date: Wednesday, January 29, 2020

Location: Kearney Public Library, Loup Room, Kearney, NE

Duration: 2:30 p.m. – 5:00 p.m.

CALL TO ORDER

Stacy Weaver called the System Coordination Committee (SCC) Meeting to order at approximately 2:33 p.m. (CST) on Wednesday, January 29, 2020.

ROLL CALL

Ashley Mathers called the roll for the System Coordination Committee and a quorum was established.

SCC Members Present (9):

Elaine Anderson
Wayne Brozek
Ann Chambers
Greta Kickland
Charlene Lant
Lisa Laws
Becky Maggart
Karen Stohs
Stacey Weaver

SCC Members Absent (2):

Bernie Hansen
Gary Kelly

Staff and Guests in Attendance (1):

Ashley Mathers

REVIEW OF MINUTES:

All members received and reviewed the October 23, 2019 System Coordination Committee Meeting Minutes. No corrections were made. Ann Chambers motioned to approve the minutes. Charlene Lant seconded. A voice vote was taken and the motion carried.

NEW BUSINESS:

ENROLLMENTS

Ashley Mathers presented the New Enrollments by County chart located on page 58 of the meeting booklet. There were 384 new enrollments from January 1, 2019 to December 18, 2019. Ann Chambers asked why Cheyenne County had so many enrollments. Ashley Mathers remarked the high enrollments are due to the Cabela's closure and majority of those enrollments are co-enrolled with the TET grant.

ACTIVE PARTICIPANTS BY COUNTY

Ashley Mathers presented Active Participants by County data located on page 59 of the meeting booklet. As of December 18, 2019, there were 333 active participants. Stacey Weaver asked how we could have more active than new participants in certain counties. Ashley Mathers responded it is due to the amount of time an individual can be enrolled in the program. Committee members discussed how the service providers outreach to outlying counties.

INTERNAL AUDIT

Ashley Mathers presented since October 18, 7 files have been reviewed. All 7 files had findings. The majority of the findings are inconsistent IEPs and or utilizing incorrect verification documents. Training resources have been created to remedy the inconsistency. Priority of Service report was ran on 1/1/20. It covered October 3, 2019-January 1, 2020. There were 28 Adults enrolled and all of them met the low-income and receiving public assistance requirements. 2 of them were BSD. None were Veterans. Ann Chambers pointed out that the board use to be required to complete the file reviews and is grateful the Administrative Entity is now complet-

ing them.

AJC CERTIFICATION COMMITTEES

Ashley Mathers reviewed that every three years we are required to assess the effectiveness, physical, and programmatic accessibility of the one-stop delivery system. The Board is required to appoint the AJC certification committees. The committees consist of five board members or partners. Working with the local offices we have had a few individuals volunteer to serve on each of the committees.

The Board will appoint the committees tomorrow. The volunteers include:

Grand Island

Ann Chambers, Adult Education
DJ Plautz, Vocational Rehabilitation
Kimberly Fonseca, Proteus
Jose Zapata, National Able
Lisa Wilson, Chair

Beatrice

Denise Pettinger, Vocational Rehabilitation
Ryan Hinz, Crete Public Schools Special Programs
Cheryl Severance, Blue Valley Community Action
Lynn Saffer, Adult Education
Lisa Wilson, Chair

PY18 YOUTH STATE MONITOR REVIEW

Ashley Mathers presented the WIOA PY18 Youth Review issued by the State Monitor. The report is located on pages 60-66 of the meeting booklet. There were four findings included in the report. After reviewing the report a couple of the findings were resolved and weren't actually findings as we were able to prove the correct documentation was in the files. TA as provided to field staff for the remaining findings.

EQUAL OPPORTUNITY & NON-DISCRIMINATION POLICY

Ashley Mathers reported the top three policy revisions include:

- Revised the policy to align with the State's Nondiscrimination and EO policy and included local area complaint procedures;
- Combined the Accessibility and EO and Nondiscrimination policies (Basically they were the same policy. One just had more detail than the other); an
- Appointed an EO Officer, Kelsey Miller.

The committee discussed why we needed to appoint an EO officer. Ashley Mathers replied that we had been under the impression the State EO Officer was filling that role for GN, but after undergoing a State monitoring review, we found out otherwise. The committee discussed the "sex" language included in the policy and if just including "sex" was all encompassing or not. A couple committee members expressed concerns of some individuals not feeling covered if we do not list the specifics of "sex" in the policy. The committee agreed to obtain further clarification on the definition from Legal at the full board meeting tomorrow.

ETPL & CONTRACTING WITH TRAINING PROVIDERS POLICY

Ashley Mathers reviewed the ETPL & Contracting with Training Providers policy. She reported the top changes included:

- Included all ETPL responsibilities of the Board (some were missing);
- Combined the ETPL and Contracting with Training Provider policies; and
- Revised/clarified the Selecting Training Providers process.

Ann Chambers recapped the committee used to be responsible for approving ETPL programs. Ashley Mathers responded that those requirements were removed. Once the State approves an ETPL provider, GN does not have any further requirements to utilize the program. The committee discussed examples of when the selecting training providers process would be utilized. The committee determined what criteria to use when determining if there is an insufficient number of eligible providers in the area.

AUDITS POLICY

Ashley Mathers reported the Audits policy was approved by the board July 1, 2017. Local areas are not required to have an audits policy and is suggesting the board remove the policy. Ashley Mathers added that the audits we are required to complete are covered in the Monitoring policy.

CAREER PLANNING POLICY

Ashley Mathers reported the Career Planning policy was approved by the board July 1, 2017. Career planning does not need to be a stand-alone policy and is covered in the Adult and DLW Programs policy and Youth Program policy. She recommended the board remove the policy. The committee agreed it is already covered, but asked why we have numerous policies to remove. Ashley Mathers replied she is working to streamline and combine current policies to align with the State's.

CUSTOMER SURVEY RESULTS

Ashley Mathers directed the committee to the customers surveys results beginning on page 91 of the meeting booklet. Surveys were sent out in November. The survey was sent to a total of 4,113 individuals who received a staff assisted service in the prior 90 days. This was a decrease of 598 individuals from the August surveys. We received 447 responses, which was an increase of 22 from the August survey. The results are broken down by office again and includes charts from the August survey and the new November survey to compare. The comments are broken down by office instead of just region, which is different than last time. This helps the local offices decipher exactly where the comments came from and will help determine what offices specific trends stem from.

On the last page of the comments, we included the top 3 celebrations and top 3 opportunities as requested at the last committee meeting. The committee asked if field staff could receive a list of individuals who access NEworks online, but do not come into our offices as our results are lowest for individuals who only access our services online. The Managers replied that they do not receive a list and many of those individuals are only accessing our services online as they do not want their employer or anyone to know they are job searching. The committee discussed some of their frustrations and concerns with unemployment as many committee members are employers who do temporary layoffs. They are very concerned that unemployment did not respond when we forwarded the survey comments to them. They would like to help unemployment streamline their processes/struggles. Charlene Lant recommended writing a letter from the board stating our concerns and asking how we can help improve the survey responses. The committee agreed they would like to draft a letter to approve at our next meeting. Discussion continued on how cumbersome NEworks can be for the average person and if it can change. Ashley Mathers replied that NEworks has a lot of wonderful features, but is a bit difficult to navigate at first for individuals with lower computer skills. Ann Chambers recapped that we will have on record the committees concerns with unemployment and our desire to help raise their customer satisfaction by sending the letter. Discussion continued on the many impressive comments geared toward specific staff and their level of satisfaction with those individuals.

The committee discussed the address and details for the Buckle tour. Stacey Weaver added that Kearney

Works will be providing a light breakfast at the meeting.

Discussion continued on the last time the committee discussed the “sex” definition and if we could review the concerns previously raised on removing the extra language included in the definition in the past. Ashley Mathers added she will look through previous minutes and see if she can bring that information to the full board meeting tomorrow.

PUBLIC COMMENT:

There was no public comment.

MEETING DATES:

February 14, 2020- GNWDB and CEOB- Central Community College, Grand Island

May 28, 2020- GNWDB and CEOB- TBD, Ogallala

Tomorrow the Board and CEOB will be discussing/ approving the below dates and locations.

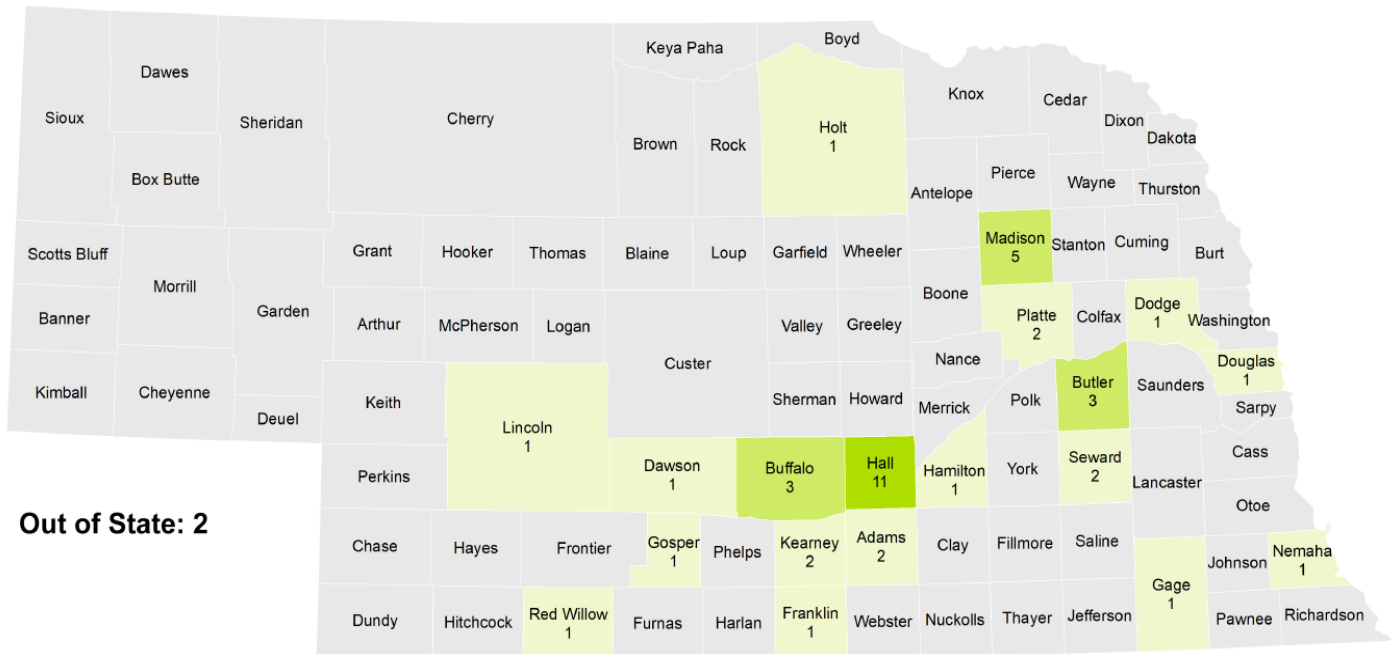
October 22, 2020*	9 a.m. - 2 p.m. (CT)	TBD, Grand Island	GNWDB & CEOB
January 28, 2021*	9 a.m. - 2 p.m. (CT)	TBD, York	GNWDB & CEOB
May 27, 2021*	9 a.m. - 2 p.m. (CT)	TBD, Valentine	GNWDB & CEOB

ADJOURNMENT:

Wayne Brozek motioned to adjourn the System Coordination Committee meeting and Greta Kickland seconded. A voice vote was taken and the motion carried unanimously. Stacey Weaver adjourned the meeting at 3:39 pm (CST).

Agenda Item GNWDB 5P System 4a: New Enrollments by County

* Total new enrollments between 1/1/2020-4/15/2020: 43

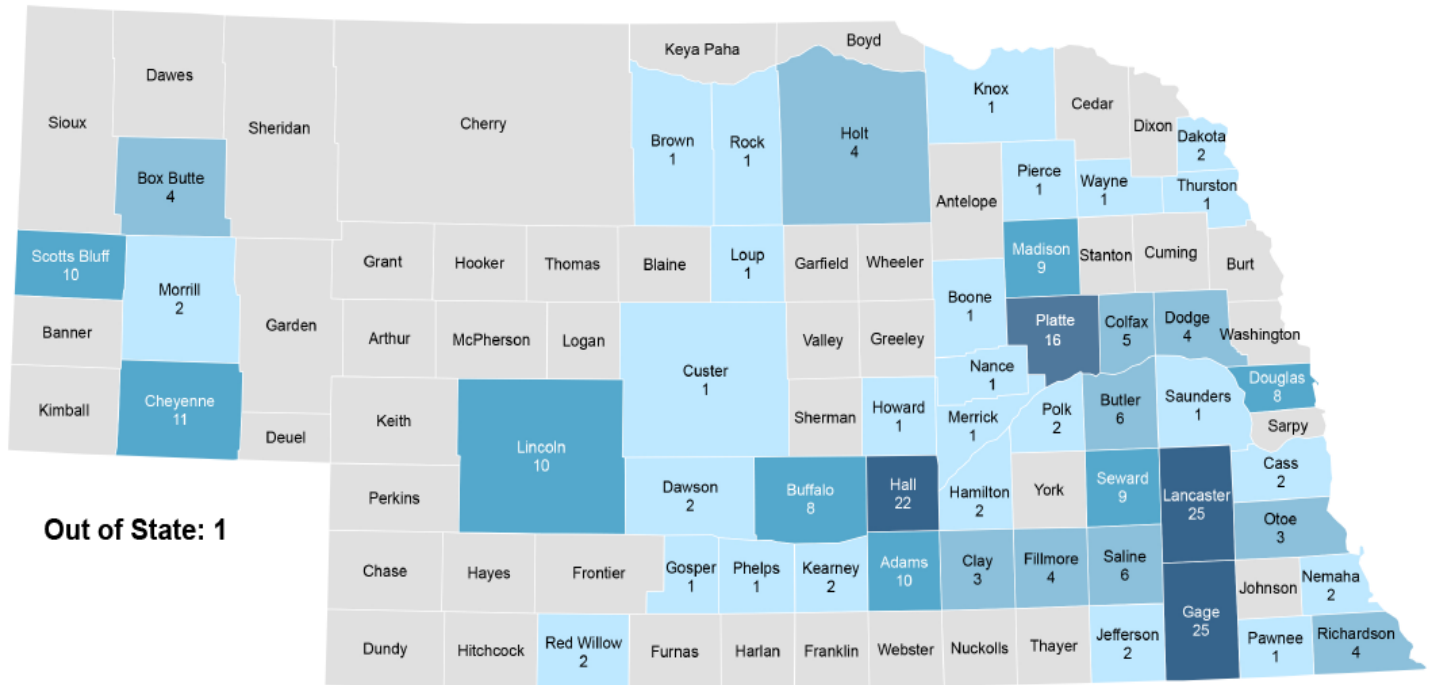


Number of New Enrollments



Agenda Item GNWDB 5Q/ System 4b: Active Participants by County

* Total active participants by county as of 4/15/2020: 263



Number of Active Participants



Agenda Item **GNWDB 3R/ System 4d/ CEOB 3R**: PY18 Equal Opportunity & Nondiscrimination Review

The State WIOA monitor has completed the following review:

PY18 Equal Opportunity Review

The State Monitor has accepted our responses and resolved the findings. This review began August 2019 and completed April 2020.



Pete Ricketts, Governor

February 25, 2020

Kelsey Miller
Administrator of Workforce Services
Office of Employment and Training
550 S. 16th St.
Lincoln NE

RE: PY18 Equal Opportunity / Nondiscrimination Review

The Nebraska Department of Labor, Office of Employment and Training State Monitor has completed a review of Greater Nebraska Workforce Development Area's (GNWDA) Equal Opportunity and Nondiscrimination practices.

Corrective action is required within the scope of this review. A corrective action plan and/or corrective action steps already taken with supporting documentation must be submitted to the State Monitor, Office of Employment and Training no later than March 25, 2020. Corrective action plans must include internal controls used to ensure that implementation of plan occurs.

Thank you for your assistance in this review. As of today, all questions and concerns can be sent to NDOL, State Monitor <NDOL.State_Monitor@nebraska.gov>

Wendy Sieler
State Monitor

cc:
John Albin, Commissioner, Department of Labor
Mary Anne Bradfield, Deputy Commissioner for Reemployment, Department of Labor
Bradley Pierce, Administrator of Workforce Services, Department of Labor

John H. Albin, Commissioner
Department of Labor
550 S. 16th Street
P.O. Box 94600
Lincoln, Nebraska 68509
dol.nebraska.gov

office: 402-471-9000

An Equal Opportunity Employer | TDD 800-833-7352

WIOA PY18

Equal Opportunity and Nondiscrimination Review

Greater Nebraska Workforce Development Area
[GNWDA]

NEBRASKA
Good Life. Great Connections.

Wendy Sieler, State Monitor
Office of Employment and Training
Nebraska Department of Labor

**Greater Nebraska Workforce Development Area (GNWDA)
Equal Opportunity and Nondiscrimination Monitor Review**

February 19, 2020

Scope:

The Nebraska Department of Labor (NDOL), Office of Employment and Training, State Monitor has conducted a review of local workforce development area's (WDA) implementation of Equal Opportunity/Nondiscrimination procedures, processes and oversight of WIOA programs. Recipients of federal financial assistance are required to ensure adherence to these laws, acts and regulations in the provision of services to program participants: Section 188 of the Workforce Innovation and Opportunity Act of 2014 (WIOA), 29 CFR Part §38, Section 504 of the Rehabilitation Act of 1973 and NDOL Methods of Administration. These regulations incorporate the statutory mandates articulated in Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments Act of 1972, as amended; Title VII of the Civil Rights Act of 1964, as amended; and the Americans with Disabilities Act of 1990. Additional areas are part of other annual reviews such as procurement, program, board and financial systems.

Documentation and information perused included but was not limited to: applicant records, participant records, workforce development board's (WDB) oversight and one-stop accessibility assessment, discrimination log, policies, local plans, training and hiring activities, and NEworks reports may be collected from the administrative entity or local Equal Opportunity Officer (EEO). NEworks reports on training services for consideration by gender and demographic of applicants in comparison to participants was examined, to identify the possibility of disparate impact occurring.

Corrective Action Required:

Findings requiring corrective action are listed within this report. A corrective action plan should include: steps to resolve these systemic findings, follow up steps, assignment of responsibility for ensuring implementation and description of supported steps already taken. Please include dates when the issue(s) is expected to be resolved. This plan should be submitted by the administrative entity to the State Monitor within 30 days of the receipt of this monitor report.

Areas of Review:

Prohibited Discrimination and Accessibility:

All recipients of WIOA Title I financial assistance must ensure nondiscrimination and equal opportunity in their provision of WIOA Title I services.¹ Nondiscrimination and equal opportunity requirements and procedures, including complaint processing and compliance reviews, are governed by the implementing regulations of WIOA Sec. 188, codified at 29 CFR Part 38, and are administered and enforced by the US Department of Labor Civil Rights Center (CRC).²

Each local board must:

- Meet the obligation to ensure nondiscrimination and equal opportunity as described in this policy; and
- Ensure equal access to programs and services as described in the State's Nondiscrimination and Equal Opportunity, Change 2 policy.

Current language included on GNWDB public notices states, "If auxiliary aids or reasonable accommodations are needed, please contact Ashley Mathers at 308-221-6959. An Equal Opportunity Employer/Program. TDD: 800.833.7352."

¹ 20 CFR § 683.285(a)(1)

² 20 CFR § 683.285(a)(2); 29 CFR § 38.20; TEGL 37-14

The State Monitor performed an Americans with Disabilities Act Compliance Review for the physical accessibility of the Grand Island American Job Center (AJC) located at 203 E Stolley Park Rd A. The State Monitor utilized an ADA checklist and the 2010 ADA Standards, which are referenced throughout this report.

1. **Finding:** Inaccessible Entrance: Main entrance is inaccessible and leads to an inaccessible door (both doors exceed maximum 5lbf).

Two doors that lead to the AJC are inaccessible for individuals with disabilities. According to the administrative entity, the door that leads to the AJC would occasionally be propped open for accessibility unless it was too cold and then would be shut, leaving a physical barrier between potential customers and American Job Center services. In order to be ADA compliant, a door cannot exceed 5lbs of force (without an automatic opener).

The administrative entity also stated that they direct people to the Vocational Rehabilitation entrance, which has an automatic door opener. The Vocational Rehabilitation office is next to the American Job Center, separated by a hallway. At the time of the walkthrough, there was no signage indicating there was an alternate entrance. The state monitor recommended that a sign be put up at the AJC entrance that would notify people where the nearest accessible entrance is. Ultimately, this still leads to another inaccessible door (between the hallway and the AJC).

404.2.9 Door and Gate Opening Force. Fire doors shall have a minimum opening force allowable by the appropriate administrative authority. The force for pushing or pulling open a door or gate other than fire doors shall be as follows:

- 1. Interior hinged doors and gates: 5 pounds (22.2 N) maximum.
- 2. Sliding or folding doors: 5 pounds (22.2 N) maximum.

These forces do not apply to the force required to retract latch bolts or disengage other devices that hold the door or gate in a closed position.

Advisory 404.2.9 Door and Gate Opening Force. The maximum force pertains to the continuous application of force necessary to fully open a door, not the initial force needed to overcome the inertia of the door. It does not apply to the force required to retract bolts or to disengage other devices used to keep the door in a closed position.

Opening Force of Exterior Doors

The opening force of exterior swing doors is impacted by wind loading and other exterior conditions, gasketing, HVAC systems, energy efficiency, and the weight of doors. The minimum force needed to ensure proper closure and positive latch usually exceeds the accessible limit of 5 pounds of force (lbf) required at other doors. For this reason, a maximum opening force is not specified for exterior hinged doors.³

Automation of doors is not required by the Standards, but it is highly recommended for entrance doors where the opening force is significant. A maximum opening force is not specified for exterior hinged doors because of the closing force typically necessary for ensuring positive latch against wind loading, air pressure, and other conditions. This often results in opening forces well above the 5-lbf maximum. Difficulty opening exterior swing doors is a common complaint. Automation offers the best solution. Otherwise, closers should be set with the minimum force feasible.⁴

³ ADA Standards 404.2.9

⁴ United States Access Board - <https://www.access-board.gov/>

2. **Finding:** Signage: The local area lacks signage including the AJC common identifier at most One-Stops.

Section 121(e)(4) of WIOA requires each one-stop delivery system to use a common identifier on all products, programs, activities, services, electronic resources, facilities, and related property and new materials (TEGL 16-16).

Reasonable Accommodations:

Greater Nebraska has policies and procedures in place for reasonable accommodation. Their policy states: ⁵

"Each recipient must insure that no qualified individual with a disability may be excluded from participation in, or be denied the benefits of a recipient's service, program, or activity or be subjected to discrimination by any recipient because a recipient's facilities are inaccessible or unusable by individuals with disabilities.

Program accessibility requires the provision of reasonable accommodations for individuals with disabilities, making reasonable modifications to policies, practices, and procedures, administering programs in the most integrated setting appropriate, communicating with persons with disabilities as effectively as with others, and providing appropriate auxiliary aids or services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity."

Assurances:

The Greater Nebraska Workforce Development Board includes assurances in their Memorandums of Understanding (MOUs) that state *including nondiscrimination and equal opportunity provisions of Section 188 of WIOA and further guidance in 29 CFR.*

Equal Opportunity Officer (EOO):

Every recipient except small recipients and service providers, as defined in § 38.4(hhh) and (ggg), must designate a recipient-level Equal Opportunity Officer, who reports directly to the individual in the highest-level position of authority for the entity that is the recipient, such as the Governor, the Administrator of the State Department of Employment Services, the Chair of the Local Workforce Development Board, the Chief Executive Officer, the Chief Operating Officer, or an equivalent official. The recipient-level EO Officer must have staff and resources sufficient to carry out the requirements of 29 CFR § 38.28 and § 38.31.⁶

3. **Finding:** Lack of Equal Opportunity Officer: The Greater Nebraska Workforce Development Area did not have a designated Equal Opportunity Officer (EOO) for the period of review. The local area was under the understanding that because NDOL is the Administrative Entity and the Service Provider for Greater Nebraska, that the State EOO was also acting as the local area EOO.

The GNWDB updated their Equal Opportunity and Nondiscrimination Policy on 1/30/2020. In this policy, the local area administrator is listed as the EEO.

Public Notice and Communication:

Publications, broadcasts, and other communications must include "equal opportunity employer/program" and that "auxiliary aids and services are available upon request to individuals with disabilities" and other materials ordinarily distributed or communicated in writing, electronically or orally to staff, clients or the public at large to describe WIOA programs or the requirements for

⁵ Greater Nebraska's Equal Opportunity & Nondiscrimination Policy

⁶ 29 CFR § 38.28

participation. Where a telephone contact is listed, materials must state the telephone number of the TDD/TTY or equally effective telecommunications system, such as a relay service, videophone, or captioned telephone used by the recipient.

A WDA must provide initial and continuing notice that it does not discriminate on any prohibited grounds to registrants, applicants, eligible applicants/registrants; participants; applicants for employment and employees; and unions or professional organizations that hold agreements with the recipient; subrecipients and members of the public including those with impaired vision or hearing and those with limited English proficiency (LEP). The entity must take appropriate steps to ensure that communications with individuals with disabilities are as effective as communications with others and that this notice is provided in appropriate languages to ensure meaningful access for LEP individuals. The notice must contain the specific wording of the regulation. At a minimum notices must be posted prominently, in reasonable numbers and places, in available and conspicuous physical locations, and on the recipient's website pages; disseminated in internal memoranda and other written or electronic communications, included in employee and participant handbooks or manuals in any form; and made a part of each employee and participants file. The notice must be provided in appropriate formats to individuals with visual impairments, recording the alternative format in employee and participants files. Greater Nebraska includes this language in their public notices that is posted in local newspapers.

Responsibilities to provide services and information in languages other than English:

Greater Nebraska has an EO Policy that says they will take the following steps to ensure meaningful access to each limited English proficient (LEP) individual.⁷

1. An assessment of an LEP individual to determine language assistance needs;
2. **Providing oral interpretation or written translation of both hard copy and electronic materials in the appropriate non-English languages;**
3. **Ensuring that every program delivery avenue (e.g., electronic, in person, telephonic) conveys in the appropriate languages how an individual may effectively learn about, participate in, and/or access any aid, benefit, service, or training that the recipient provides;**
4. Ensuring language assistance services providing oral interpretation or written translation are accurate, provided in a timely manner (e.g., provided at a place and time that ensures equal access and avoids delay or denial) and free of charge; and
5. Providing notice of the existence of interpretation and translation services.

The local area lacks non-English electronic and hard copy materials. It is recommended that the local area review which language needs exist within the local area, so electronic and hard copy materials may be translated into the appropriate languages.

Compliant Processing Procedures:

Greater Nebraska has policies and procedures in place for processing complaints in their EO & Nondiscrimination policy. The GNWDB updated their policy on 1/30/2020.

⁷ Greater Nebraska Accessibility Policy (effective 7/01/17)

Agenda Item **GNWDB 5S/ System 4e**: Work-based Training: Adult & DLW Policy*

Background: Work-based training can be an effective training strategy that provides additional opportunities for employers and adults and dislocated worker program participants. Work-based training presents a great opportunity for fostering increased employer engagement, implementing sector strategies, and encouraging industry partnerships, as these types of training allow employers to train their employees while continuing to be productive members of the workforce.

Top 3 Policy Revisions:

- Updated current work-based learning policy to align with the State's.
- Created a Customized Training policy and forms.
- Combined the Transitional Jobs policy and Work-based Learning policy.

It is proposed that the Greater Nebraska Workforce Development Board approve the Work-based Training: Adult & DLW Policy.

Work-based Training: Adult & DLWs

Policy No.	18
Effective Date	5/28/2020
Approval	GNWDB

Reference

Workforce Innovation and Opportunity Act (WIOA) 134; 20 CFR §§ 680.180-680.195, 680.710-680.840; TEGL 19-16, Nebraska Department of Labor (NDOL) Work-based Training Policy.

Policy

Background

Work-based training can be an effective training strategy that provides additional opportunities for employers and adult and dislocated worker program participants. Work-based training presents a great opportunity for fostering increased employer engagement, implementing sector strategies, and encouraging industry partnerships, as these types of training allow employers to train their employees while continuing to be productive members of the workforce.

Internships and Work Experience

An internship or work experience:

- is a planned, structured learning experience that takes place in a workplace for a limited period of time; may be paid or unpaid, as appropriate and consistent with laws such as the Fair Labor Standards Act (FLSA); and may be arranged within the public, private or non-profit sectors.

Labor standards apply in any work experience setting where an employee-employer relationship exists as defined by FLSA.

Transitional Jobs

The Workforce Innovation and Opportunity Act (WIOA) allows local boards to provide transitional jobs, defined as time-limited work experiences that are wage-paid and subsidized, and are in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have inconsistent work history, as determined by the board.

Transitional jobs must be combined with comprehensive career services and supportive services. These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment.

There is no requirement that the employer retain the individual upon completion of the transitional job; however, retention is preferred for the benefit of the worker and employer when appropriate.

Funds

The local area may use up to 10 percent of their combined total of adult and dislocated worker allocations.

Example: If a local area receives \$1.5 million in adult funds and \$1.0 million in dislocated worker funds, the local board may use up to \$250,000 for transitional jobs.

Participant Eligibility

In addition to meeting general eligibility requirements for the WIOA program and being unemployed at the date of application to the WIOA program, the participant must also have one or more barriers to employment and be chronically unemployed or have an inconsistent work history. These eligibility requirements must be documented in the participant file.

Barriers to Employment

For participant eligibility for transitional job activities, participants must meet one or more of the following barriers:

- Ex-offender
- Homeless individual
- English language learner
- Displaced homemaker

Chronically Unemployed / Inconsistent Work History

Individuals with chronic unemployment or an inconsistent work history are those who:

- Have been unemployed for 24 weeks or longer prior to application;
- Were unemployed at least 26 of the 52 weeks prior to application;
- Have held four or more jobs in the 12 months prior to application and are currently unemployed; or
- Are on parole or probation, or have been released from prison/jail within the 12 months prior to application.

Eligible Employers

Eligible employers can be from the public, private, or non-profit sectors. As transitional jobs are structured to help participants achieve success in the workplace and develop skills needed to obtain and retain unsubsidized employment, the employer must be able to provide supervision and appropriate feedback to the participant at regular intervals during the course of the activity and be willing to participate in the required monthly monitoring conducted by the Career Planner.

An employer will be ineligible if they meet one or more of the following:

- The employer has recently laid off an individual of the same or equivalent position.
- The transitional job placement would infringe upon the promotion of or displacement of any currently employed worker or lead to a reduction in their hours.
- The employer is a private for-profit employment agency including but not limited to temporary employment agencies, employee leasing firms or staffing agencies.

Future transitional job requests from employers will be denied if the requirements set forth in previous worksite agreements were not honored.

Transitional Job Components

Transitional jobs at a minimum must include the following components:

- Paid work experience of a fixed duration
- Individualized career services
 - At least one must be provided prior to or during the transitional job. (Examples include, but are not limited to: group and/or individual counseling, short-term prevocational services including soft skills train-

- ing, workforce preparation activities, financial literacy activities, English language acquisition, etc.)
- Supportive services
 - At least one must be provided during the transitional job. (Examples include, but are not limited to: linkages to community services, assistance with child care, housing or transportation, assistance with education testing, referrals to health care). See Supportive Services policy for an all-inclusive list.

Length & Wage Limits

Transitional jobs are time limited to no more than 500 hours. Participants can work up to 40 hours or less a week. The participant may be placed with more than one employer during the transitional job activity, but the total number of hours for all worksites may not exceed 500 hours or 26 weeks, whichever comes first.

GN WIOA will pay 100% of the participant's wages. Wages are set at the Nebraska minimum wage (\$9/hr at the effective date of this policy).

The maximum cost to be paid per participant for the work experience component of the transitional job is \$4,500. The supportive service maximum cost to be paid per participant is \$4,000 and must be based off of participant need.

Documentation/ Monitoring

The participant need, eligibility, and all three components of the transitional job must be documented in a case note and the IEP. An NEworks activity must also be opened. Transitional jobs are exempt from the WIOA Eligible Training Provider and Individual Training Account requirements.

A signed Eligibility Summary for Transitional Jobs Activities is required in the participant file prior to opening the activity.

A signed worksite agreement between the service provider and a qualified employer is required in the participant file prior to the start of work.

Monitoring will be completed at least once a month, in person or via phone or email, and must be documented in a case note and IEP. The monitoring should include an evaluation of soft skills and occupational skills.

Customized Training

Customized training (CT) is training designed to meet the special needs of an employer or group of employers by allowing them to tailor and design work-based training. CT is conducted with a commitment by the employer or employers to employ an individual or group of individuals upon successful completion of the training. CT should be considered when available training programs and/or curriculum do not meet the specific training requirements of an employer (s).

Participant Eligibility

CT participants must meet general adult or dislocated worker eligibility requirements.

CT is generally used for hiring new employees or recently-hired employees and not for retraining existing employees. For individuals who are employed at program entry, the career planner must determine that the individual:

- Is not earning a self-sufficient wage or wages comparable to or higher than wages from previous employment; and
- The CT relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills or workplace literacy, or other appropriate purposes identified by the board.

General Guidelines

CT providers are not required to be eligible providers on the State's ETPL, as CT is provided through a contract, not an ITA.

CT training methods include, but are not limited to:

- Classroom training through a traditional classroom setting with a group of trainees and a qualified instructor;
- Laboratory training with hands-on instruction or skill acquisition under direct guidance of a qualified trainer;
- Electronic or computer-based training delivered through a computer program at a pace set by the trainee or through video conferences that are live, interactive instruction with a trainer; or
- Other training that is customized to the employer's specific training needs.

- The employer or group of employers develop the training plan and measurable goals and determines the method by which the training is provided.

Customized Training Contract

Customized training must be provided through a contract with an employer or group of employers, which may include partnerships with other entities to deliver the training. Contracts are required for every employer participating in the CT program and must be signed by the employer and Regional Manager prior to the start of training.

Customized Training Plan/ Reimbursement Invoice

A CT training plan must be established for each CT contract outlining the skills to be obtained.

Funds

The employer or group of employers must pay a significant portion of the training costs. The employer share is based on the size of the employer as follows:

At least **25 percent** of the cost for employers with 75 or fewer employees; or

At least **50 percent** of the cost for employers with more than 75 employees or more.

(This is an example of what we could use. This is a board decision. Below are the requirements.)

If a local board uses customized training as part of its service delivery strategy, it must implement a policy determining what constitutes the employer's payment of a significant portion of the cost of training, taking into account the:

- Size of the employer; and
- Other factors the local board determines are appropriate, which may include the:
 - Number of employees participating in training;
 - Wage and benefit levels of participating employees, at present and anticipated upon completion of the training;
 - Relation of the training to the competitiveness of the participating employees; and
 - Other employer-provided training and advancement opportunities.

The board can set a participant or total reimbursement cap. Example: \$5000 maximum reimbursement per participant.

In the case of an employer or group of employers located in multiple local areas in the state, the employer or group of employers receiving work-based training services must pay a significant portion of the cost of the training as determined by Nebraska Department of Labor (NDOL), taking into account the size of the employer or group of employers and other factors NDOL determines appropriate.

Allowable costs must be directly related to the training. CT funds may only be used to alleviate a portion of training expenses. Examples include instructor's training related wages, curriculum development, training curriculum and registration fees, textbooks, instructional materials and supplies, and certification exams.

Unallowable costs are costs not directly tied to the training. Examples include trainee's wages and fringe benefits, travel, food, lodging, training equipment, and any costs incurred prior to the approval date of the contact.

Incumbent Worker Training

Incumbent worker training (IWT) is training designed to meet the special requirements of an employer or group of employers. IWT must not be used to provide occupational training for new hires. IWT services may be provided to either help avert potential layoffs of employees or assist employees in obtaining the skills necessary to retain employment, such as increasing skill level so they can be promoted within the company or create backfill opportunities for less-skilled employees.

IWT services must be conducted with a commitment by the employer to retain or avert the layoffs of the workers training.

Funds

The local area may reserve up to 20 percent of their combined total of adult and dislocated worker allocations for a program year for IWT services. This 20 percent may be used for programmatic IWT activities. IWT administrative activities must be paid out of administrative funds.

Employers participating in IWT must pay the non-Federal share of the cost of providing training to their incumbent

workers. The minimum amount of the employer's non-Federal share depends on the size of the employer and must not be less than:

- 10 percent of the costs, for employers with 50 or fewer workers;
- 25 percent of the costs, for employers with 51 to 100 workers; and
- 50 percent of the costs, for employers with more than 100 workers.

The employer share must be reported by the local board as program income in its quarterly financial reports.

Greater Nebraska does not currently offer incumbent worker training.

Registered Apprenticeship Programs

Registered Apprenticeships (RA) offer job seekers immediate employment opportunities that pay sustainable wages and offer advancement along a career pathway. Graduates of RA programs receive nationally-recognized, portable credentials, and their training may be applied toward further postsecondary education. WIOA funds may be used to support RA program through the following services:

- **Youth Occupational Skills Training (OST):** Youth program funds may be used for RA as an OST option for youth ages 16-24.
- **Individual Training Accounts (ITAs):** ITAs can be used to support the educational portion of the RA for eligible apprentices, provided the RA program is included on the ETPL and pre-apprenticeship training in preparation for formal RA, provided the pre-apprenticeship program is on the ETPL.
- **On-the-Job Training (OJT):** OJT contracts may be entered into with RA program sponsors, or employers participating in RA programs, for the OJT portion of the program. Depending on the length of the program and the requirements of State and local OJT policies, WIOA funds may cover some or all of the OJT. If WIOA-funded, the OJT portion of the RA must be conducted according to the requirements of 20 CFR 680.700-680.710 and State and local OJT policies.
- **Supportive Services:** WIOA funds may support a variety of supportive services for apprentices, including books, supplies, childcare, transportation, tools, and uniforms.
- **Contracted Classes for Training Cohorts for Related Instruction:** In certain cases, a local board may contract with an ETP to train a cohort of potential apprentices in in-demand industry sectors or occupations, provided the apprentices meet the youth, adult, or dislocated worker eligibility requirements for training services. Such a contract must adhere to the procurement standards found in the Uniform Guidance and the requirements of the State's adult and dislocated worker program policy.
- **Customized Training:** A local board can support RA program sponsors and apprentices through customized training agreements.
- **Incumbent Worker Training:** A local board may use up to 20 percent of the local allocations for adult and dislocated worker programs to pay the Federal share of the cost of incumbent worker training, enabling current workers to remain on the job while in training provided through an RA program.

Prohibited Activities

Funds provided to employers for work-based training must not be used to directly or indirectly assist, promote, or deter union organizing or aid in the filling of a job opening which is vacant because the former occupant is on strike, is being locked out in the course of a labor dispute, or the filling of which is otherwise an issue in a labor dispute involving a work stoppage.

Disclaimer

This policy is based on Greater Nebraska's reading of the applicable statutes, regulations, rules and guidance released by the U.S. Government and the State of Nebraska. This policy is subject to change as revised or additional statutes, regulations, rules and guidance are issued.

Agenda Item GNWDB 5T/ System 4f: Youth Program Policy*

Background: The Youth Program Policy was revised and approved on October 24, 2019. The only change to this policy was combining the current Incentive Payments policy to the Youth Programs policy.

It is proposed that the Greater Nebraska Workforce Development Board approve the Youth Program Policy.

Reference

Youth Program Policy

Policy No.	19
Effective Date	5/28/2020
Approval	GNWDB

TEGLs 8-15 and 21-16. 20 USC § 1232g; 34 CFR Part 99. 20 CFR § 683.220-680.230, 680.900-680.920, 681.320, and 681.400-681.600. Nebraska Department of Labor’s Youth Program, Change 1 policy. WIOA Sec. 3.

Policy

Youth Program

Service Provider Selection and Procurement

Local boards have the option of directly providing some or all of the required youth employment and training activities, rather than entering into a grant or contract to provide the activities. If a local board chooses to award grants or contracts to youth service providers to carry out some or all of the youth employment and training activities, the following requirements apply.

- The local board must ensure that grants and contracts are awarded on a competitive basis and must procure youth service providers in accordance with:
 - Local procurement policies and procedures and applicable state and local procurement laws; and Principles of competitive procurement in 2 CFR Parts 200 and 2900 including 2 CFR Part 180.
- If the local board determines there are an insufficient number of youth service providers in the local area, such as a rural area, the local board may award grants or contracts on a non-competitive basis. Non-competitive procurement must be conducted in accordance with:
 - Local procurement policies and procedures and applicable state and local procurement laws; and Principles of competitive procurement in 2 CFR Parts 200 and 2900 including 2 CFR Part 180.
- The local board may implement a pay-for-performance contract strategy for one or more of the required 14 program elements and may reserve and use not more than 10 percent of the total youth program funds allocated to the local area for pay-for-performance contract strategies.
- When selecting youth service providers, the local board must take into consideration the ability of youth service providers to meet performance accountability measures based on the primary indicators of performance for youth programs, which are described in detail in the State’s performance accountability policy.
- If the local board has a standing youth committee, the local board may assign the function of selecting and recommending youth service providers to the committee.
- Contracts for training services may be used instead of individual training accounts (ITA) only when the local board has fulfilled the applicable consumer choice requirements and at least one of the following conditions exist:
 - The training services are on-the-job-training (OJT), customized training, incumbent worker training, or transitional jobs.
 - The local board determines there are an insufficient number of eligible training providers (ETP) in the local area to accomplish the purpose of a system of ITAs. The local board’s determination process must be described in its local plan, which must provide for a public comment period of at least 30 days for interested providers of training services. If the local board elects to contract with training providers for occupational skills training, the local board must ensure the providers are authorized or licensed to provide training ser-

vices in Nebraska or to Nebraska residents by applicable accrediting or governing authorities, which may include the Nebraska Department of Education according to the requirements of the Nebraska Private Postsecondary Career School Act (Title 92, Nebraska Administrative Code, Chapter 41).

- The local board determines there is a program of training services offered in the local area by a community-based organization (or other private organization) that has demonstrated effectiveness in serving individuals with barriers to employment, subject to the following requirements.
 - The local board must develop criteria to be used in determining demonstrated effectiveness, particularly as it applies to the individuals with barriers to employment to be served. The criteria may include:
 - financial stability;
 - demonstrated performance in the delivery of services to individuals with barriers to employment based on measures such as program completion rate; attainment of the skills, certificates, or degrees the program is designed to provide; placement after training in unsubsidized employment; and retention in employment; and
 - how the specific program relates to the workforce investment needs identified in the board's local plan.
- The local board determines that it would be most appropriate to contract with an institution of higher education (or other accredited, authorized, or licensed provider of training services) in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations, as long as the contract does not limit consumer choice. If the selected provider of training services is not an institution of higher education, the provider must be authorized or licensed to provide training services in Nebraska or to Nebraska residents by applicable accrediting or governing authorities, which may include the Nebraska Department of Education according to the requirements of the Nebraska Private Postsecondary Career School Act (Title 92, Nebraska Administrative Code, Chapter 41).
- The local board is considering entering into a pay-for-performance contract and ensures that the contract is consistent with the requirements of 20 CFR § 683.510.

Youth Service Provider List

The Greater Nebraska Workforce Development Board (GNWDB) is required to submit a list of its youth service providers to Nebraska Department of Labor (NDOL) by July 1 of each program year. The list must be prepared utilizing the form provided by NDOL and emailed to ndol.wioa_policy@nebraska.gov. The list must include the provider's name, complete address, phone number, and the name of the provider's primary point of contact.

If the list of providers changes in any way at any point during the program year, the GNWDB must submit a revised list within 30 days of the change.

Program Design

Framework

The design framework of the local youth program must include the following components:

- an objective assessment for each participant that includes a review of the individual's academic and occupational skill levels, service needs, and strengths in order to identify appropriate services and career pathways;
- development and updating of an individual service strategy (ISS) for each participant, which must be directly linked to one or more indicators of performance and must:
 - identify career pathways that include education and employment goals;
 - consider career planning and the results of the objective assessment; and
 - prescribe achievement objectives and services for the participant.
- case management of participants, including follow-up services.

An objective assessment and ISS is required for all youth participants even if a recent one was completed under another education or training program.

Connections

The local youth program must be linked with entities that foster participation of eligible local area youth in the program, such as connections to local:

- justice and law enforcement officials;
- public housing authorities;
- education agencies;
- human service agencies;
- WIOA Title II adult education providers;
- Agencies and providers serving individuals with disabilities;
- Health and mental health providers;
- Job Corps representatives; and
- Representatives of youth initiatives, such as YouthBuild, those that serve homeless youth, and other public and private youth initiatives.

Referral Requirements

The local board must ensure that youth service providers meet referral requirements for all youth participants, including:

- providing participants with information about the full array of applicable or appropriate services available through the local board, eligible providers, or one-stop partners; and
- referring participants to appropriate training and educational programs that have the capacity to serve them either on a sequential or concurrent basis.

If an individual applies for enrollment in the local youth program and does not meet the enrollment requirements or cannot be served by the program, the youth service provider must ensure that the individual is referred:

- for further assessment, if necessary; or
- to appropriate programs to meet the skills and training needs of the individual.

Community Involvement

The local board must provide opportunities for involvement of community members in the design and implementation of the program, including parents, participants, and other members of the community that have experience working with youth. Involvement in the local youth program may occur in a number of ways, including (i) serving on the local youth standing committee, if one exists and the individual is appointed by the local board; (ii) providing input into the design and implementation of the program; and (iii) serving as youth mentors and tutors. In addition, each local board must make volunteer opportunities available for successful youth participants to help other youth participants as mentors or tutors or through other activities.

Co-enrollment

As required under the State's performance accountability policy:

- Youth participants must be co-enrolled in partner programs whenever eligibility permits and co-enrollment benefits the participants; and
- ISY ages 18 through 21 must be co-enrolled in an adult or dislocated worker program before ITA funds can be used for occupational skills training (OST) provided by an ETP.

Coordination of Services

Each local board must ensure that the local youth program identifies and tracks funding streams that pay the costs of services provided to co-enrolled youth participants to ensure no duplication of services across programs and youth service providers, including supportive services and training services.

Non-WIOA Financial Benefits and Assistance

Prior to a participant's placement in work experience, the youth career planner must coordinate with other programs that are providing the participant with non-WIOA financial benefits and assistance (UI, TANF, SNAP, etc.) to determine if

the payment of wages or stipends for work experience affects the participant's eligibility for assistance. Following coordination with other programs, the youth career planner must also discuss with the participant any effects that work experience may have on the individual's eligibility for assistance provided by the non-WIOA programs.

Duration of Services

Each local youth program must provide services to a youth participant as long as necessary to ensure successful preparation to enter postsecondary education and/or unsubsidized employment. There is no minimum or maximum time a participant is allowed to take part in a local youth program. Each local youth program must link program participation to the participant's individual service strategy (ISS), not the timing of contracts with youth service providers or program years.

In its coordination of local youth program services, the local one-stop operator must not establish practices that create disincentives to providing services to individuals with barriers to employment, including youth who may require longer-term services, such as intensive employment, training, and education services.

Expenditures

Prior to Participation

There are two limited instances where youth funds may be expended on costs related to individuals who are not yet participants in the program. Funds may be expended on (i) outreach and recruitment and (ii) assessments for eligibility determination prior to eligibility determination, such as assessing basic skill levels. Youth funds must not be spent on the provision of local youth program services (the 14 youth program elements) to individuals who are not participants.

OSY Expenditure Requirement

The GNWDB must ensure that the local youth program expends at least 75 percent of allocated youth funds on the provision of services to OSY. Local area administrative costs are not subject to this 75 percent minimum expenditure requirement.

Work Experience Priority

The GNWDB must ensure the local youth program expends at least 20 percent of allocated youth funds on paid and unpaid work experiences and track expenditures for paid and unpaid work experiences, including funds spend on:

- Wages, stipends, and incentives paid to youth in work experience;
- Costs of staff time spent identifying potential work experience opportunities;
- Staff time working with employers to develop work experience opportunities;
- Staff time spent working with employers to ensure successful work experience opportunities;
- Staff time spent evaluating work experience opportunities;
- Costs associated with participant and employer work experience orientation sessions; and
- Costs of classroom training or the required academic education component directly related to the work experience.

The percentage of funds spent on work experience is calculated based on the total amount of youth funds allocated to the local area and is not calculated separately for ISY and OSY. Local area administrative costs are not subject to this 20 percent minimum expenditure requirement. Supportive services and leveraged resources must not be used to fulfill any part of the 20 percent minimum expenditure requirement.

Participant Compensation

Effect on non-WIOA Financial Benefits and Assistance

When compensating youth participants with wages or stipends for work experience, youth service providers and employers of record are expected to adhere to Internal Revenue Service (IRS) guidelines. The classification of a participant, specifically the employer/employee relationship, is a key factor used by the IRS to determine whether withholding taxes is applicable. The classification of the participant may affect a participant's eligibility for non-WIOA financial benefits and assistance, as compensation for work experience may be counted as earnings when the participant is collecting UI or receiving financial benefits or assistance from other programs, such as TANF or SNAP.

Wages

A wage is generally a payment for services rendered where an employer/employee relationship exists. This form of compensation is usually paid through a payroll system and subject to the taxes applicable to the employer of record and participants. Paying a wage usually indicates that a local youth program views the youth as an employee or a trainee. Paid work experiences and internships may fall under the Fair Labor Standards Act (FLSA). FLSA requires that individuals be compensated under the law for the services they perform for an employer. To determine whether a paid work experience or internship falls under FLSA, contact USDOL's Wage and Hour Division located at 222 South 15th Street, Suite 504A, Omaha, NE 68102, phone 402.221.4682 or 866.487.9243.

Stipends

A stipend is an allowable payment for participation in activities such as work experience or classroom activities, including work readiness or employability skills training. The local youth program must establish written policies and procedures governing the payment of stipends, based on local program design and participant needs. Local policies on stipends must ensure that payments are:

- Tied to the goals of the programs;
- Outlines in writing before the commencement of the stipend program;
- Aligned with the program's organizational policies; and
Made in compliance with the requirements of 2 CFR Part 200.

Greater Nebraska does not currently authorize stipend payments.

Incentive Payments

Incentive payments for youth participants are a way to encourage youth participant's involvement and to reward participants for achieving specific elements indicated in their employment plan. The incentive must be linked to an achievement and must be tied to a goal in their individual service strategy (ISS).

Incentive payments are not guaranteed, nor are participants entitled to receive them. Incentive payments are based on availability of local office funds and are issued on a case-by-case basis depending on the participant's ISS. Achievements must be documented in the participant's file.

Achievements completed prior to WIOA Youth program enrollment do not qualify for incentives.

Incentive payments may be awarded for the following goals accomplishments:

Credential Attainment

- \$200 will be paid for the attainment of a recognized secondary or post-secondary credential.

Grade Point Average (GPA)

- To be eligible to receive a GPA incentive, participants must participate in a training program on the Eligible Training Provider List and receive a GPA of 2.5 or higher.
- Youth participating in a training program that does not award a GPA are not eligible for this incentive. This includes Pass-Fail or Satisfactory-Unsatisfactory type of programs.
- The amount of this incentive corresponds to the cumulative GPA at the end of the training program, not quarterly or per semester.

Work Experience

- \$200 will be paid for successful completion of 500 work experience hours.

Youth can earn and receive multiple incentive for different activities completed. Youth cannot receive duplicate incentives for repeated achievements. Once an incentive type is obtained, they cannot receive it again, even if it is met multiple times.

Withholdings

The classification of a participant, specifically the employer/employee relationship, is a key factor used by the IRS to determine whether withholding taxes is applicable. When determining whether to pay taxes on wages, stipends, and incentives, youth service providers and employers of record are expected to adhere to IRS guidelines. IRS publication 525 provides information on taxable and non-taxable income, which is accessible at <https://www.irs.gov/forms-pubs/about-publication-525>.

Program Elements

The 14 program elements described in this section must be made available to all youth participants. However, local youth programs are not required to provide every service to each youth participant and have the discretion to determine the services a youth participant receives based on the participant's objective assessment and ISS.

Tutoring, study skills training, instruction, and dropout prevention

Tutoring, study skills training, and instruction that lead to a high school diploma include services such as providing academic support, helping youth identify areas of academic concern, assisting with overcoming learning obstacles, or providing tools and resources to develop learning strategies. Tutoring, study skills training, and instruction can be provided one-on-one, in a group setting, or through developed resources and workshops.

Dropout prevention strategies intended to lead to a high school diploma include activities that keep youth in school and engaged in a formal learning or training setting. Strategies include, but are not limited to, tutoring, literacy development, active learning experiences, after-school opportunities, and individualized instruction.

Alternative secondary school and dropout recovery

Alternative secondary school services are services that assist youth who have struggled in traditional secondary education. Dropout recovery services are those that assist youth who have dropped out of school. Both types of services help youth to re-engage in education that leads to the completion of a recognized high school equivalent. Examples of activities under this program element include:

- Basic education skills training;
- Individualized academic instruction;
- English-as-a-second-language training;
- Credit recovery; and
- Counseling and educational plan development.

Paid and unpaid work experience

Work experience is a planned, structured learning experience that takes place in a workplace for a limited period. Work experiences may be paid or unpaid, as appropriate. A work experience may take place in the private for-profit sector, non-profit sector, or public sector. Work experiences must include academic and occupational education components.

Types of work experiences include:

- Summer employment opportunities and other employment opportunities available throughout the year;
- Pre-apprenticeship programs;
- Internships and job shadowing; and
- On-the-job training.

Work experiences must include academic and occupational education, meaning learning in academic and occupational contexts, which:

- May occur concurrently or sequentially with the work experience;
- May occur inside or outside the work site;
- Includes information needed to understand and work in specific industries or occupations; and
- Is provided by the employer or separately in a classroom setting or through other means.

For example, if a youth is participant in a work experience at a hospital:

- academic education could involve learning information that individuals in those occupations need to know, such as why blood type matters, the name of a specific bone in the body, or the function of a specific ligament; and
- occupational education could involve learning about different types of hospital occupations, such as a phlebotomist, radiology tech, or physical therapist.

Local programs have the flexibility to determine the appropriate type of academic and occupational education necessary for a specific work experience. Information on Greater Nebraska's work experience opportunities can be found in Great-

er Nebraska's [Work-based Learning](#) policy.

Occupational Skills Training

Youth programs must give priority to programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the local area.

Occupational skills training (OST) must:

- Be outcome-oriented and focused on an occupational goal specified in the participant's ISS;
- Be of sufficient duration to impart the skills needed to meet the occupational goal; and
- Lead to the attainment of a recognized postsecondary credential.

OSTs must be provided by competitively selected training providers or ETPs.

To enhance individual participant choice in the selection of education and training programs and provide flexibility to local youth programs, ITA funds may be used, when appropriate, for OST for OSY ages 16 through 24. Further guidance on ITAs can be found in Greater Nebraska's [Individual Training Accounts \(ITAs\)](#) policy.

Education offered concurrently with workforce preparation and training

Education offered concurrently with workforce preparation and training for a specific occupation refers to an integrated education and training model and describes how workforce preparation activities, basic academic skills, and hands-on occupational skills training are to be taught within the same period and connected to training in a specific occupation, occupational cluster, or career pathway.

Leadership development opportunities

Leadership development opportunities are opportunities that encourage responsibility, confidence, employability, self-determination, and other positive social behaviors. Leadership development includes activities such as:

- Exposure to postsecondary educational possibilities;
- Community and service learning projects;
- Peer-centered activities, including peer mentoring and tutoring;
- Organizational and teamwork training, including team leadership training;
- Training in decision making, including determining priorities and problem solving;
- Citizenship training, including life skills training such as parenting and work behavior training;
- Civic engagement activities that promote the quality of life in a community; and
- Other leadership activities that place youth in a leadership role, such as serving on youth leadership committees.

Supportive services

Supportive services are services that enable a youth participant to take part in local youth program activities. For further information regarding the provision of supportive services see Greater Nebraska's [Supportive Services](#) policy.

Adult mentoring

Adult mentoring is a formal relationship between a youth participant and an adult mentor that includes structured activities where the mentor offers guidance, support, and encouragement to develop the competence and character of the mentee. Mentoring may include workplace mentoring where the local program matches a youth participant with an employer or employee of a company. Adult mentoring must last at least 12 months and may take place during program participation and following exit from the program.

While group mentoring activities and mentoring through electronic means are allowable as part of the mentoring activities, the local youth program must, at a minimum, match the youth with an individual mentor with whom the youth interacts on a face-to-face basis.

USDOL acknowledges that in some areas of the country finding mentors may present a burden to a program. While USDOL strongly prefers that case managers not serve as mentors, the final rule allows case managers to serve as mentors in areas where adult mentors are scarce.

Greater Nebraska only pairs youth participants with an adult mentor from an established mentoring program that completes adequate screening including background checks. Examples include Teammates and the National Mentoring Partnership.

Follow-up services

Follow-up services are critical services provided following a youth's exit from the program to help ensure that youth are successful in employment and/or postsecondary education and training. Follow-up services may include:

- Regular contact with a youth participant's employer, including assistance in addressing work-related problems that arise;
- Supportive services;
- Adult mentoring;
- Financial literacy education;
- Services that provide labor market and employment information and in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
- Activities that help youth prepare for and transition to postsecondary education and training.

Requirements for the provision of youth follow-up services include:

- All participants must be offered an opportunity to receive follow-up services that align with their ISS. Types of follow-up services provided and the duration of follow-up services must be determined based on the needs of the individual and, therefore, the type and intensity of follow-up services may differ for each participant.
- At the time of enrollment, youth must be informed that follow-up services will be provided for a minimum of 12 months following exit. If, at any point during participation in the program or during the 12 months following exit, the youth participant requests to opt out of follow-up services, they may do so. In this case, the participant's request to opt out or discontinue follow-up services must be documented in case notes.
- Follow-up services must be provided to all participants for a minimum of 12 months after the last expected date of service in the local youth program, and any NDOL-administered programs in which the participant may be co-enrolled, unless the participant declines to receive follow-up services or the participant cannot be located or contacted. When a participant cannot be located or contacted during a follow-up quarter the career planner must complete the follow up service as "cannot locate" and include a case note in the participant's file.
- Follow-up services may begin immediately following the last expected date of service. The exit date is determined when the participant has not received services through the local youth program, or any NDOL-administered programs in which the participant may be co-enrolled, for 90 days and no additional services are scheduled.
- When the following program elements are provided as follow-up services, they must be recorded as follow-up services in NEworks, rather than program services, in order to (a) clearly differentiate follow-up services from program services provided prior to program exit and (b) prevent a change in the exit date and trigger re-enrollment in the program:
 - Supportive services;
 - Adult mentoring;
 - Financial literacy education;
 - Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
 - Activities that help youth prepare for and transition to postsecondary education and training.

In addition, it must be documented in case notes that these program elements were provided as follow-up services after program exit.

Follow-up services must be more than just an attempt to contact the participant and must not be made just to secure documentation to support or report a performance outcome.

Comprehensive guidance and counseling

Comprehensive guidance and counseling involves the provision of individualized counseling to participants. This program element also includes substance and alcohol abuse counseling, mental health counseling, and referrals to qualified partner programs. When referring participants to necessary counseling that cannot be provided by the local youth program or its service providers, the local youth program must coordinate with the organization to which it refers the youth participant in order to ensure continuity of service. When resources exist within the local program or its service providers, it is allowable to provide counseling services directly to participants rather than referring youth to partner programs.

Financial literacy education

Financial literacy education refers to activities that provide youth with the knowledge and skills that they need to achieve long-term financial stability, including activities that:

- Support the ability of participants to create budgets, initiate checking and savings accounts at banks, and make informed financial decisions;
- Supports participants in learning how to effectively manage spending, credit, and debt, including student loans, consumer credit, and credit cards;
- Teach participants about the significance of credit reports and credit scores, what their rights are regarding their credit and financial information, how to determine the accuracy of a credit report and how to correct inaccuracies, and how to improve or maintain good credit;
- Support a participant's ability to understand, evaluate, and compare financial products, services, and opportunities and to make informed financial decisions;
- Educate participants about identity theft, ways to protect themselves from identify theft, how to resolve cases of identity theft, and understand their rights and protections related to personal identity and financial data;
- Support activities that address the particular financial literacy needs of non-English speakers, including providing the support through the development and distribution of multilingual financial literacy and education materials;
- Support activities that address the particular financial literacy needs of youth with disabilities, including connecting them to benefits planning and work incentives counseling;
- Provide financial education that is age appropriate, timely, and provides opportunities to put lessons into practice, such as providing access to safe and affordable financial products that enable money management and savings; and
- Implement other approaches to help participants gain the knowledge, skills, and confidence to make informed financial decisions that enable them to attain greater financial health and stability through the use of high quality, age-appropriate, and relevant strategies and channels, including, where possible, timely and customized information, guidance, tools, and instruction.

Entrepreneurial skills training

Entrepreneurial skills training provides training on the basics of starting and operating a small business and must develop the skills associated with entrepreneurship, such as the ability to:

- Take initiative;
- Creatively seek out and identify business opportunities;
- Develop budgets and forecast resource needs;
- Understand various options for acquiring capital and the trade-offs associated with each option; and
- Communicate effectively and market oneself and one's ideas.

Examples of approaches to teaching youth entrepreneurial skills include:

- Entrepreneurship education that provides an introduction to the values and basics of starting and running a business, such as developing a business plan and simulations of business start-up and operation;
- Enterprise development that provides supports and services that incubate and help youth develop their own businesses, such as helping youth access small loans or grants and providing more individualized attention to the development of viable business ideas; and
- Experiential programs that provide youth with experience in the day-to-day operation of a business.

Labor market information services

Labor market information (LMI) services refers to services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area and includes career awareness, career counseling, and career exploration services. LMI services also help youth identify employment opportunities and provide knowledge of job market expectations, including education and skill requirements and potential earnings.

Postsecondary preparation and transition activities

Postsecondary preparation and transition activities are activities that help youth prepare for and transition to postsecondary education and training. These activities include helping youth explore postsecondary education options, including technical training schools, community colleges, four-year colleges and universities, and Registered Apprenticeship programs.

Examples of other postsecondary preparation and transition activities include:

- assisting youth with preparation for SAT/ACT testing;
- assisting with college admission applications;
- searching and applying for scholarships and grants;
- filling out the proper financial aid applications and adhering to changing guidelines; and
- connecting youth to postsecondary education programs.

Privacy

Career planners must adhere to the confidentiality requirements of the Family Education Rights and Privacy Act, established under Section 444 of the General Education Provisions Act, including requirements regarding circumstances requiring written consent for disclosure of personally identifiable information from an education record.

Disclaimer

This policy is based on Greater Nebraska's reading of the applicable statutes, regulations, rules and guidance released by the U.S. Government and the State of Nebraska. This policy is subject to change as revised or additional statutes, regulations, rules and guidance are issued.

Agenda Item **GNWDB 5U/ System 4g**: Basic Skills Deficiency Policy*

Background: The board approved the Basic Skills Deficiency policy July 1, 2017. Basic skills deficiency is covered in the Adult, DLW, and Youth Eligibility policy.

It is proposed that the Greater Nebraska Workforce Development Board approve the removal of the Basic Skills Deficient policy.

Basic Skills Deficiency Policy	Policy No.	5
Greater Nebraska Workforce Development Area 550 South 16th Street Lincoln, NE 68508 402.471.9878 ndol.greaternebraska@nebraska.gov	Effective Date	7/1/2017
	Supersedes	
	Revision Date	
	Revision No.	
	Approval	GNWDB

Reference

Workforce Innovation and Opportunity Act (WIOA) Sections 3 & 134
20 CFR §§ 681.290, 680.600

Purpose

This policy establishes criteria in determining basic skills deficiency in the local area.

Background

Basic skills deficient is defined under the provisions of the Workforce Innovation and Opportunity Act.

Action

Effective 7/1/2017, regional managers, workforce coordinators, and other service provider staff must implement this policy.

Definition

The term “basic skills deficient” means -

- A youth who has English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or
- A youth or adult who is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society.

Policy

The service provider is responsible for determining if an individual meets the definition of basic skills deficient and are expected to document an individual’s basic skills deficiency in keeping with Neworks and Electronic Case Management (ECM) policies and procedures.

Reasonable accommodations in the assessment process will be provided if necessary, for individuals with disabilities.

Priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

Disclaimer

This policy is based on Greater Nebraska’s reading of the applicable statutes, regulations, rules and guidance released by the U.S. Government and the State of Nebraska. This policy is subject to change as revised or additional statutes, regulations, rules and guidance are issued.

Agenda Item GNWDB 5V/ System 4h/ CEOB 5V: Equal Opportunity & Non-discrimination Policy***

Background: All recipients of WIOA Title I financial assistance must comply with the nondiscrimination and equal opportunity provisions of WIOA Sec. 188 and its implementing regulations provided at 29 CFR Part 38. Service providers are not required to designate an EO Officer. The obligation for ensuring service provider compliance with the nondiscrimination and equal opportunity provisions of WIOA Sec. 188 and 29 CFR Part 38 rests with the Governor or local area grant recipient (i.e., Chief Elected Official), as specified in the state's nondiscrimination plan.

In Greater Nebraska, NDOL is the WIOA Title I grant recipient agency and the Greater Nebraska Administrator is the Greater Nebraska EO Officer related to the grant.

Administrator of Workforce Services, Greater Nebraska EO Officer

Nebraska Department of Labor

550 S. 16th Street, PO Box 94600

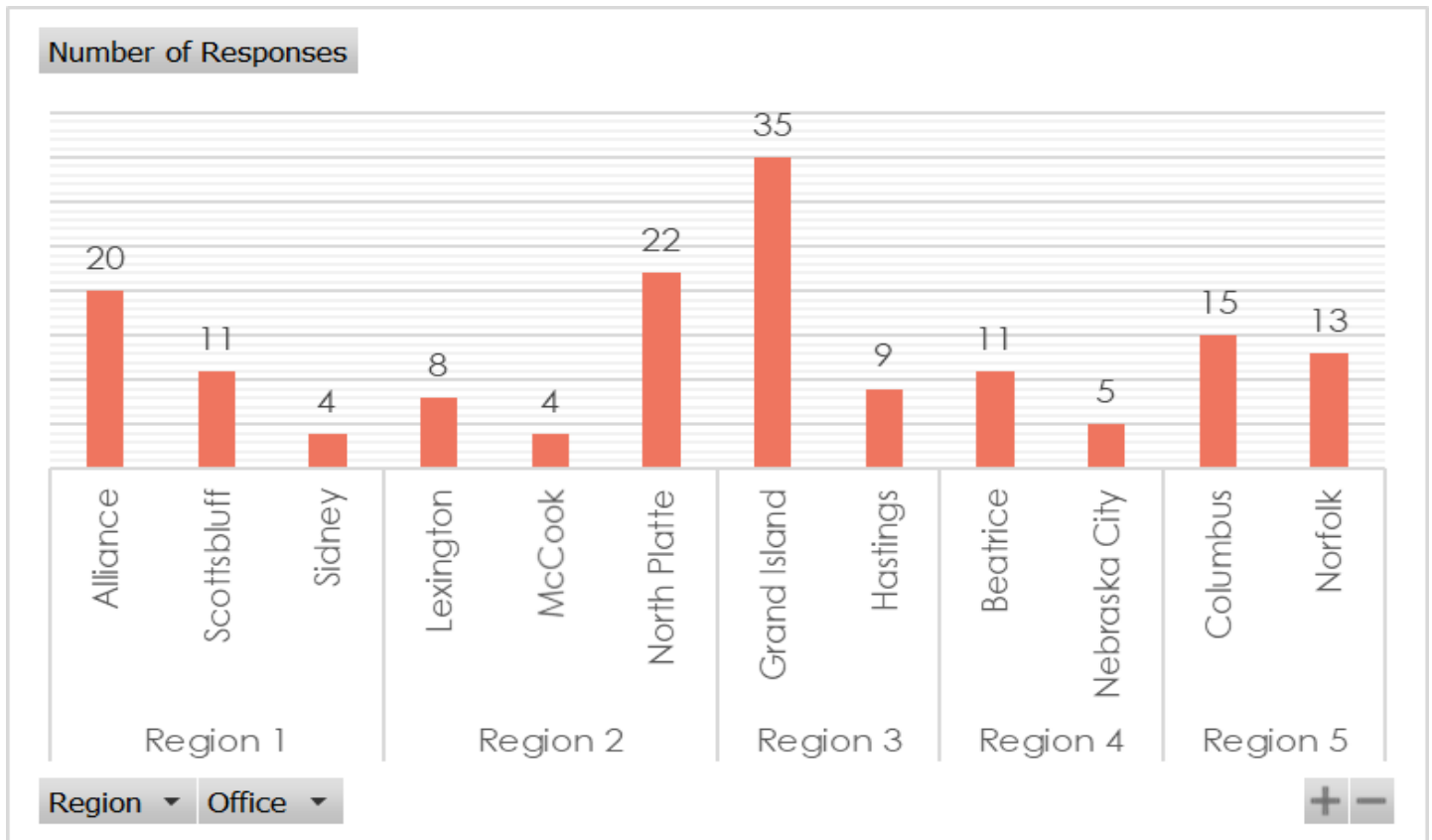
Lincoln, NE 68509-4600

Ndol.greaternebraska@nebraska.gov

Agenda Item GNWDB 5G/ System 4i: Customer Survey Results

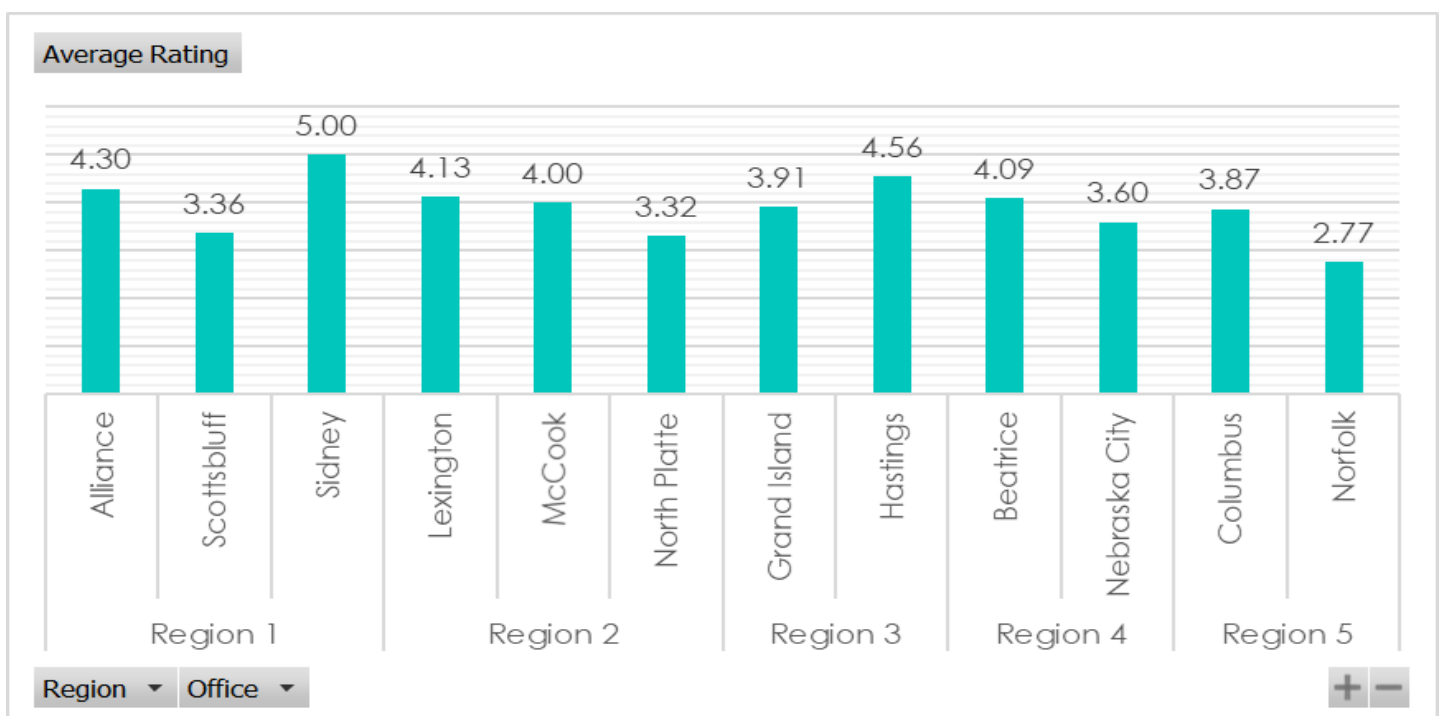
1. From which American Job Center (AJC)/ Career Center location did staff provide services?

*There were a total of 157 responses received. The survey was sent to 1856 employers.

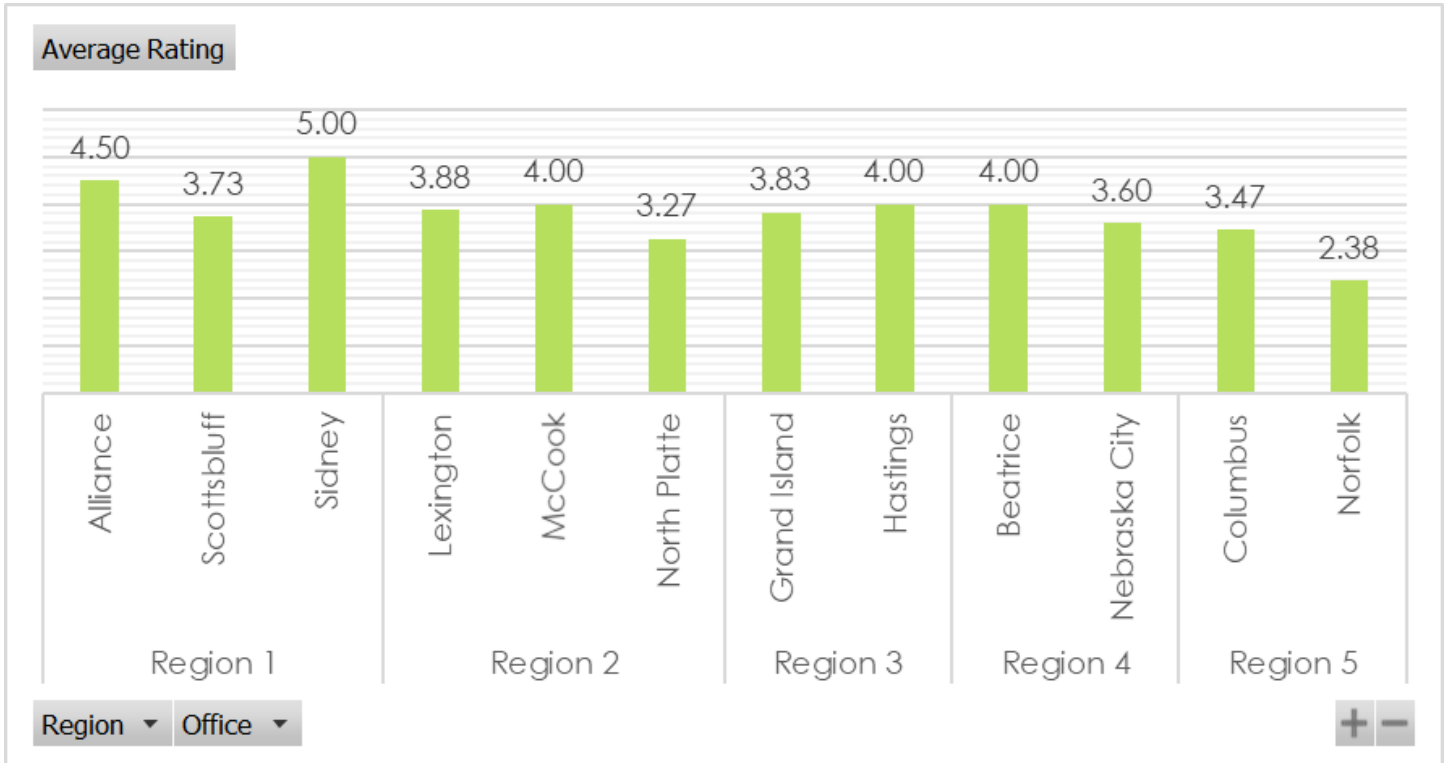


2. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:

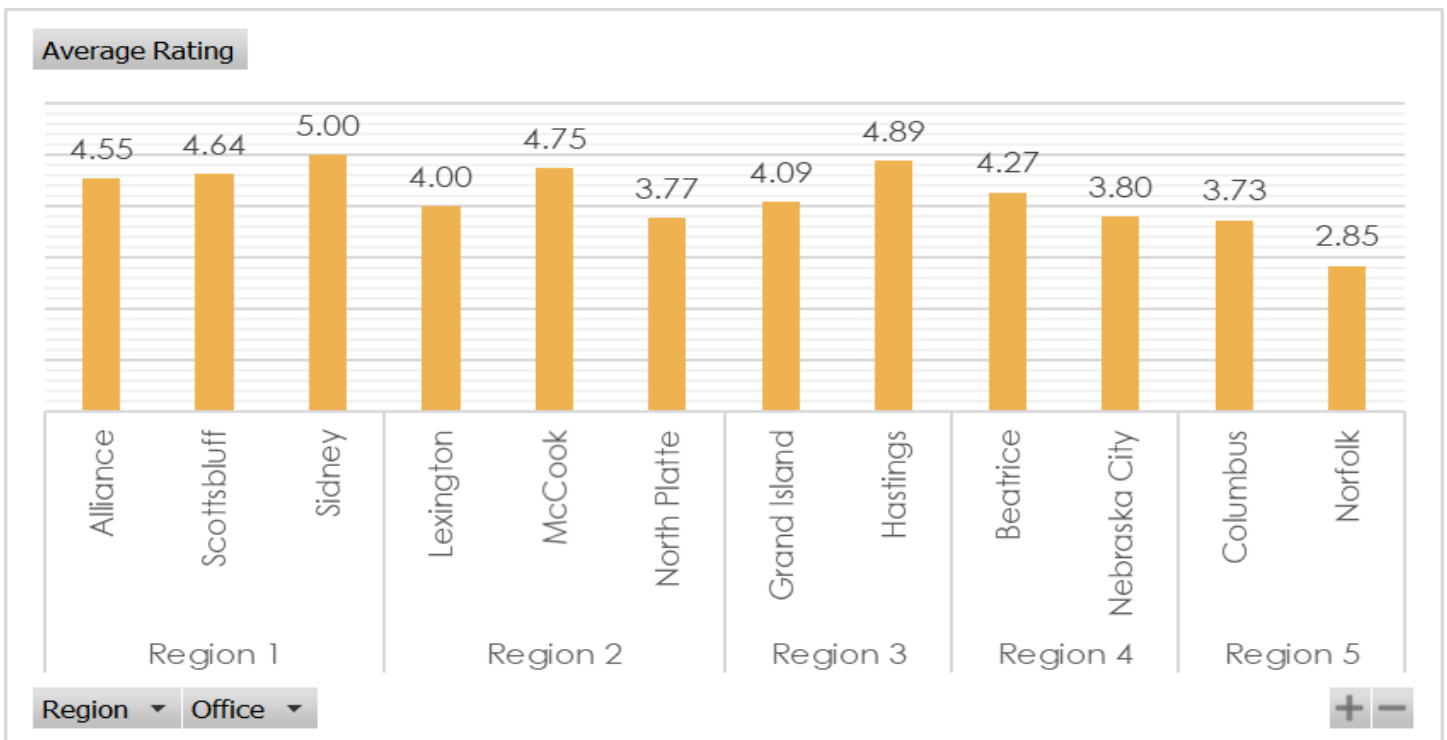
a) Help with navigating the NEworks website (NEworks.nebraska.gov)



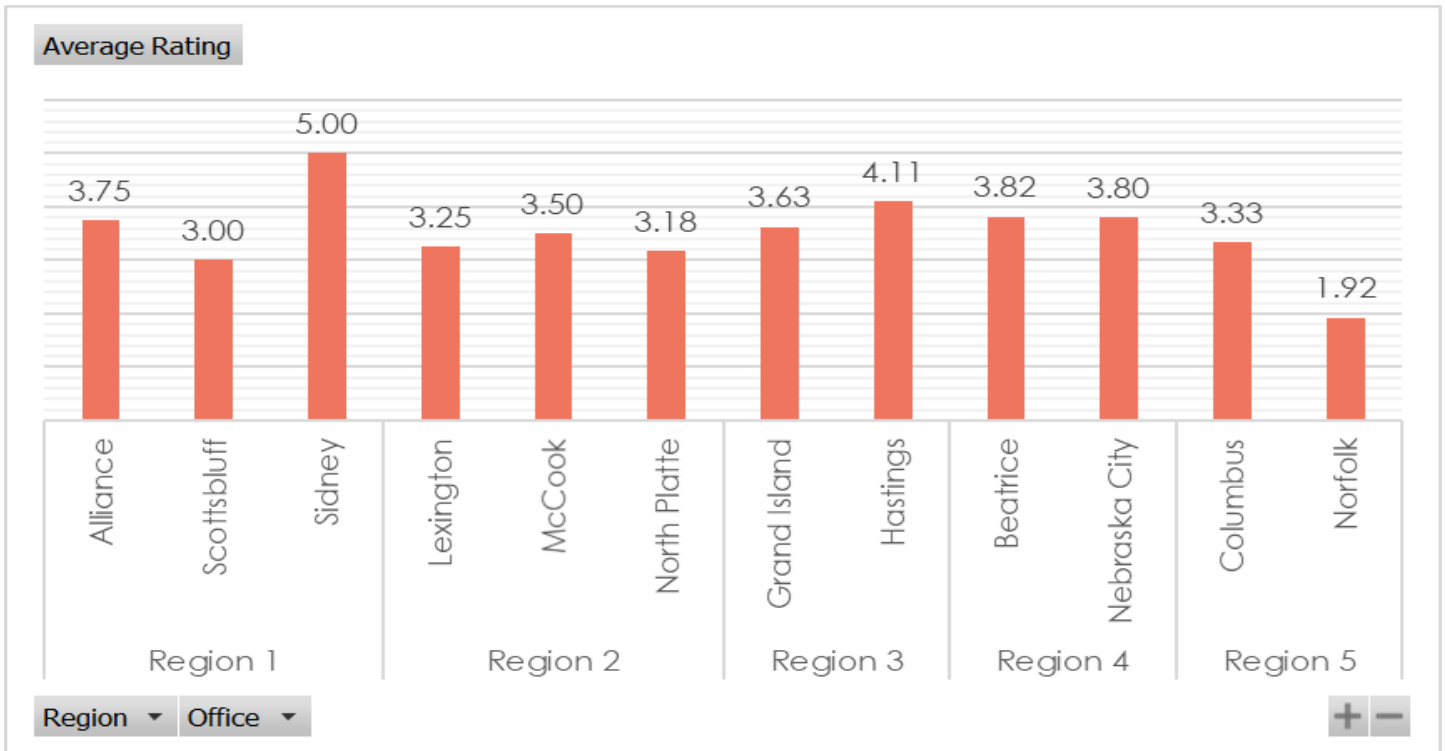
2. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:
 b) Help providing job candidate referrals



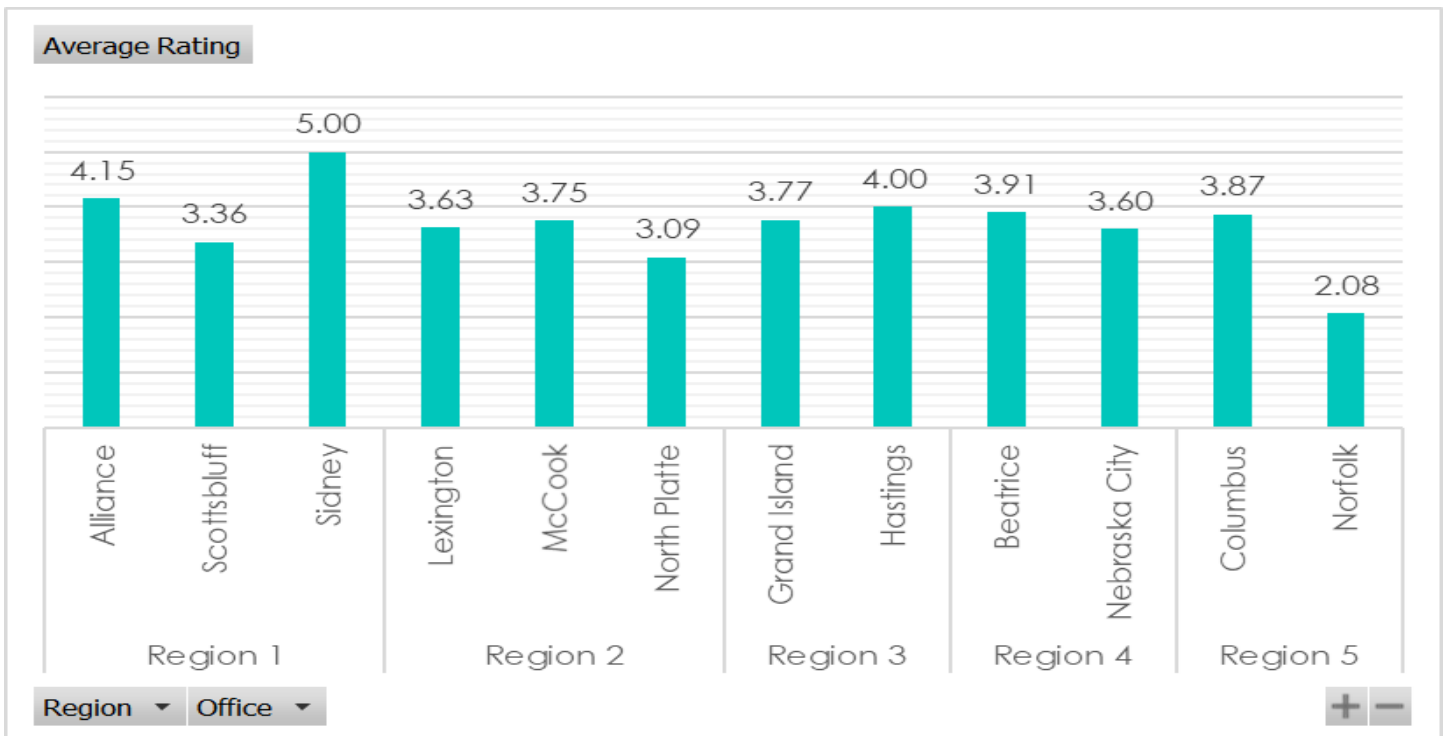
2. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:
 c) Help posting jobs



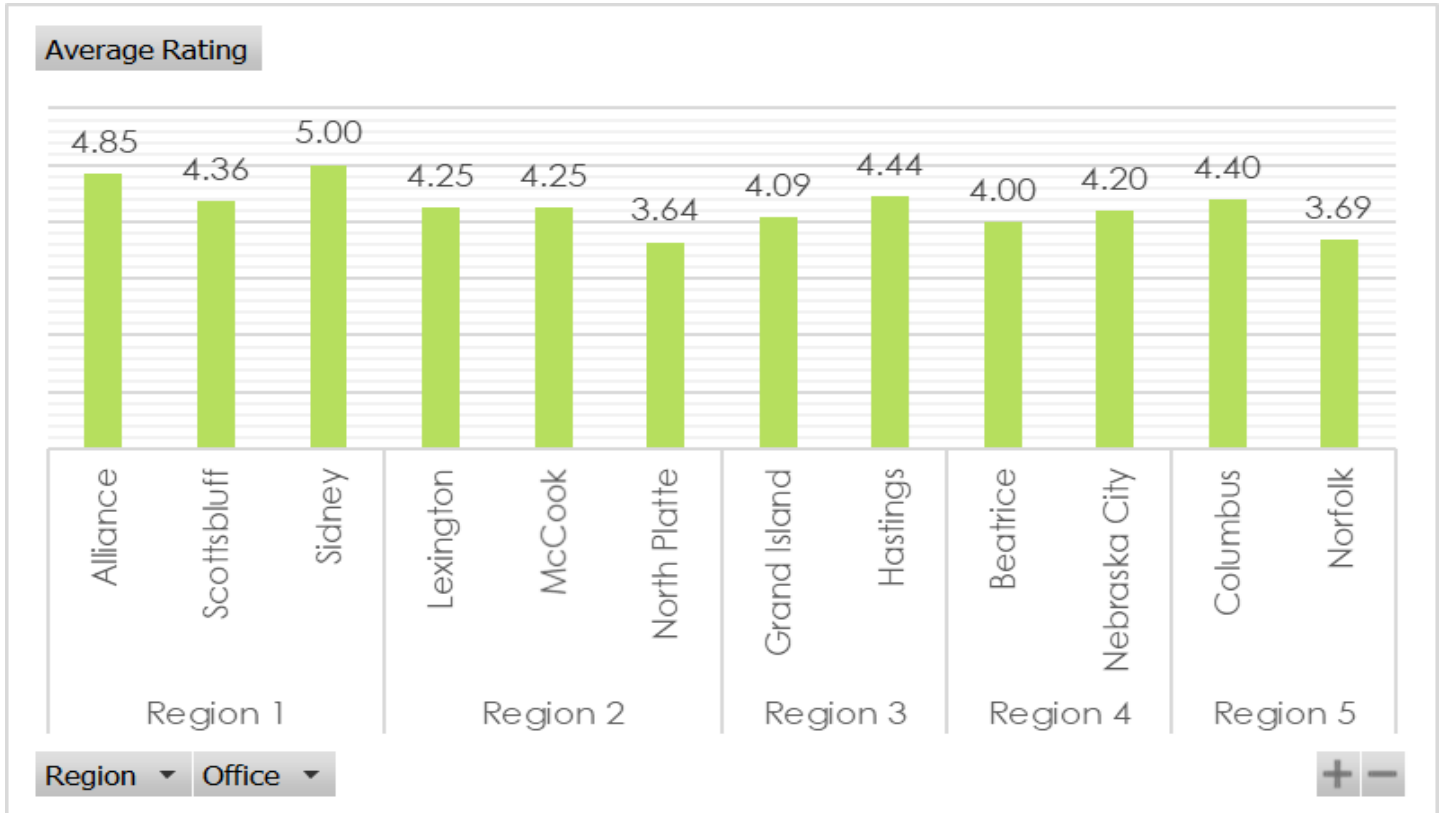
2. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:
 d) Help with a job fair



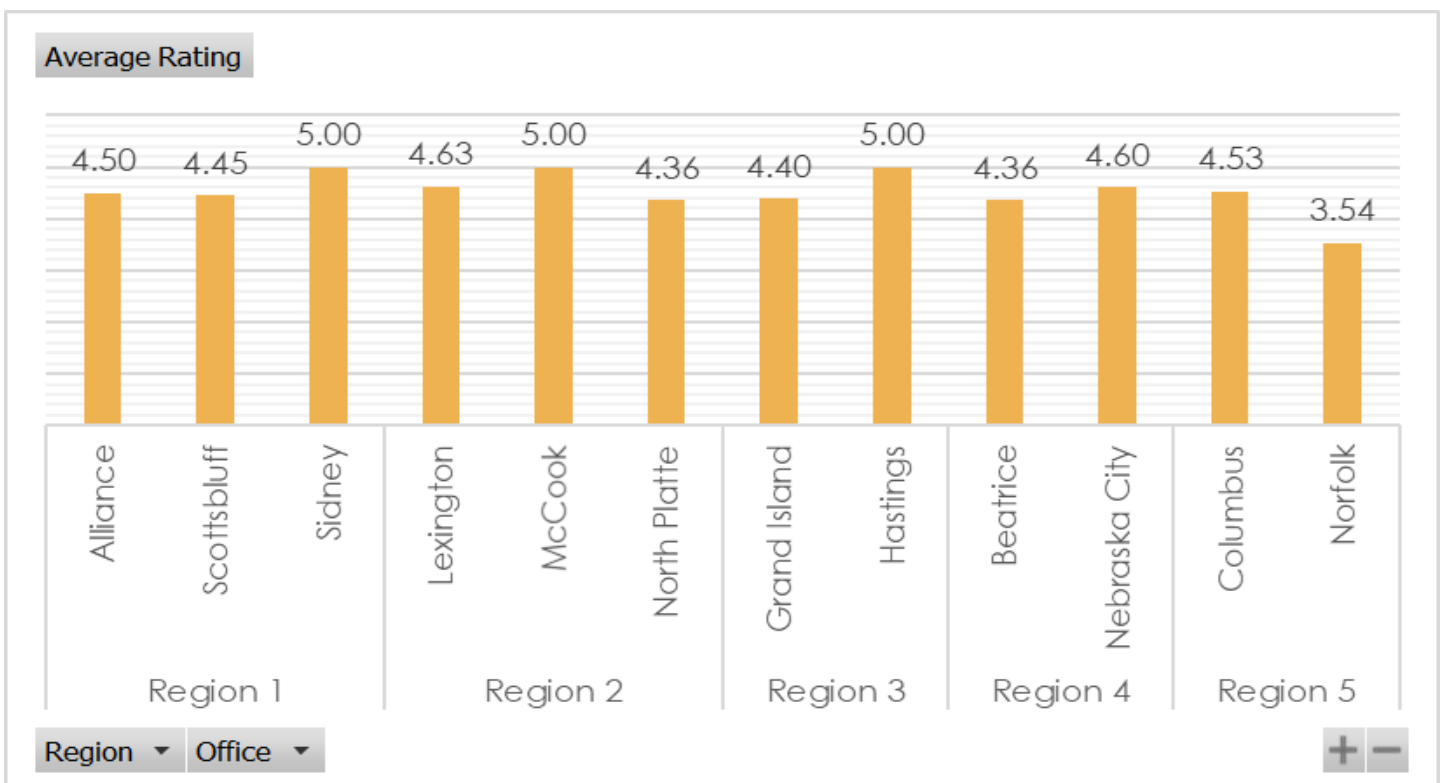
2. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:
 e) Help finding labor market information



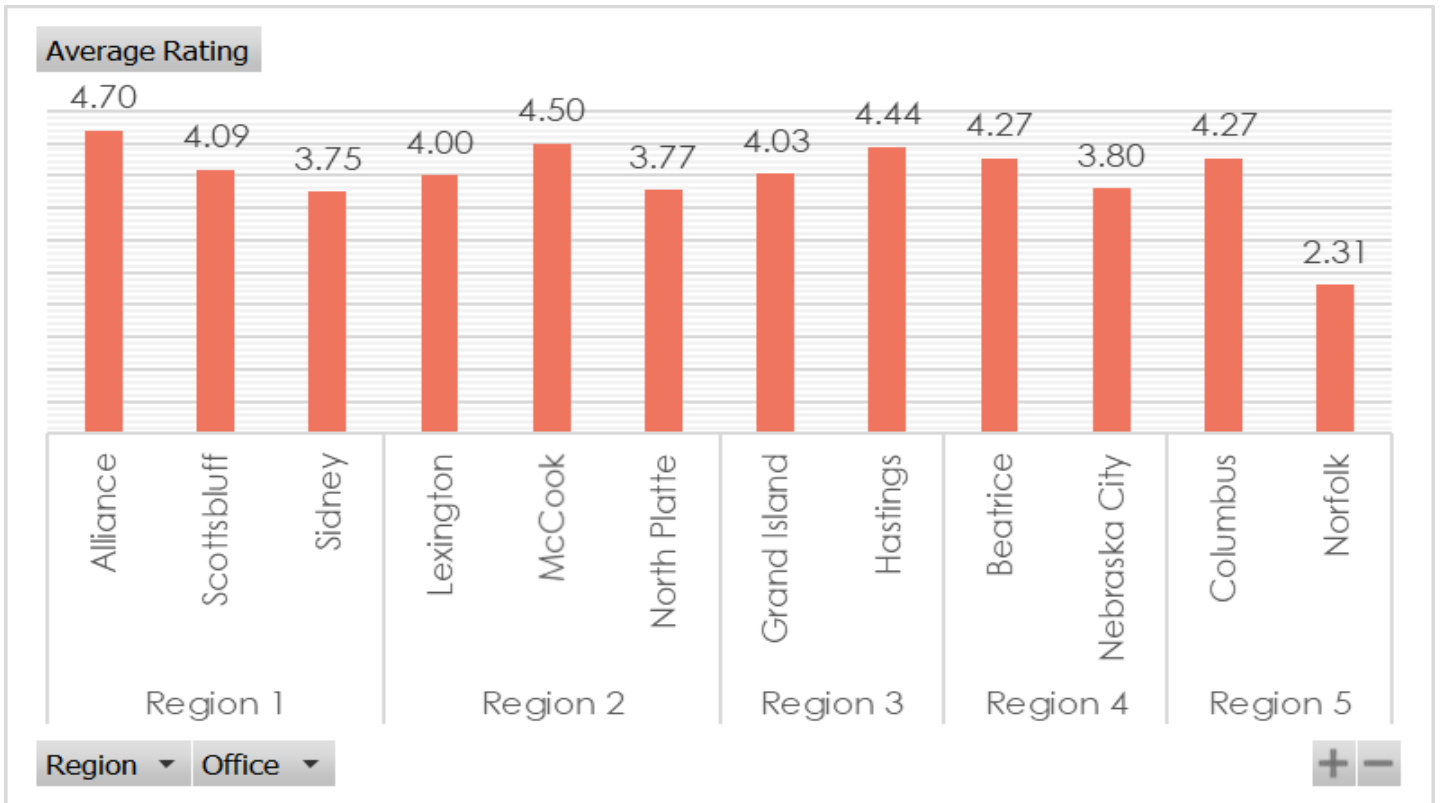
3. Overall, how satisfied or dissatisfied were you with the employment services provided to you?



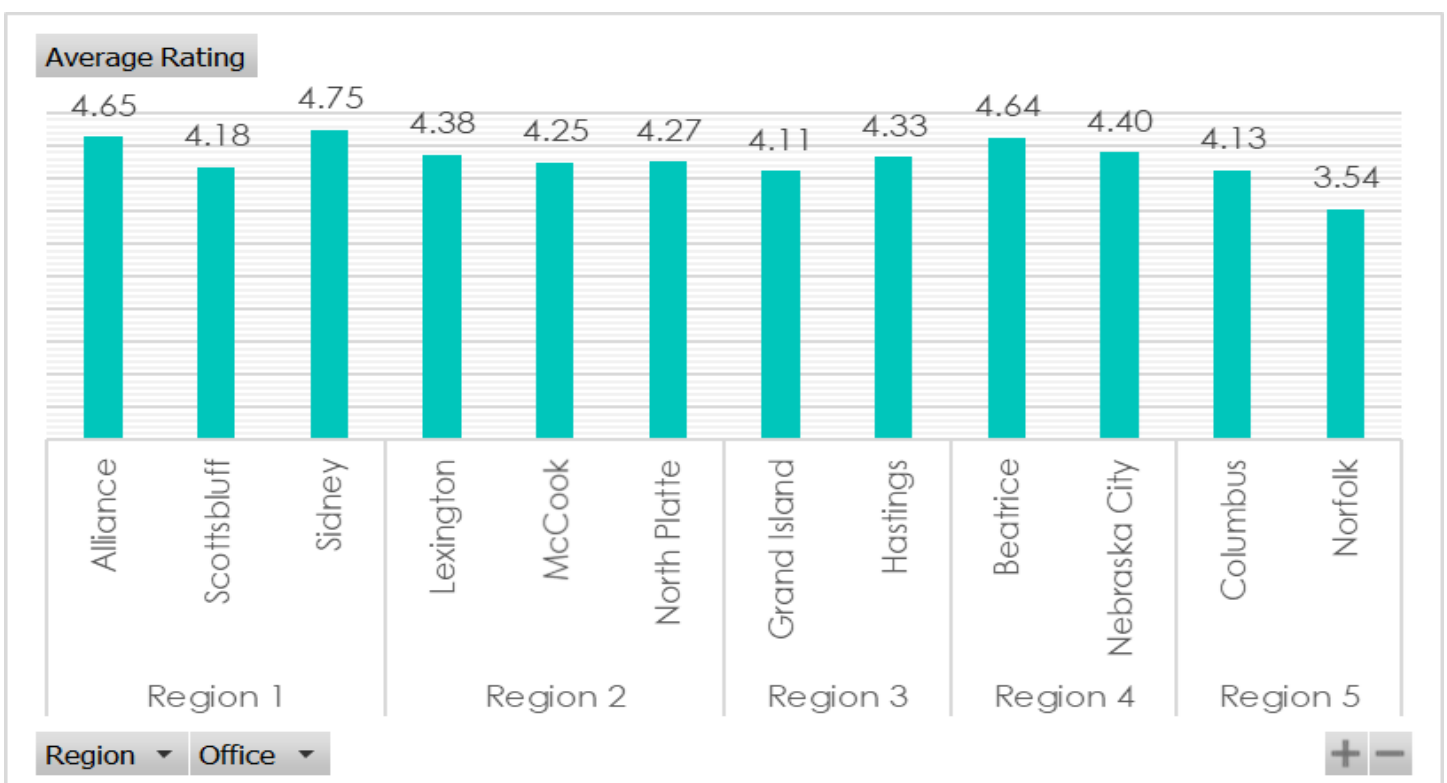
4. How professional (polite, accurate, and businesslike) or unprofessional (impolite, inaccurate, and un-businesslike) were the staff of the American Job Center(AJC)/ Career Center?



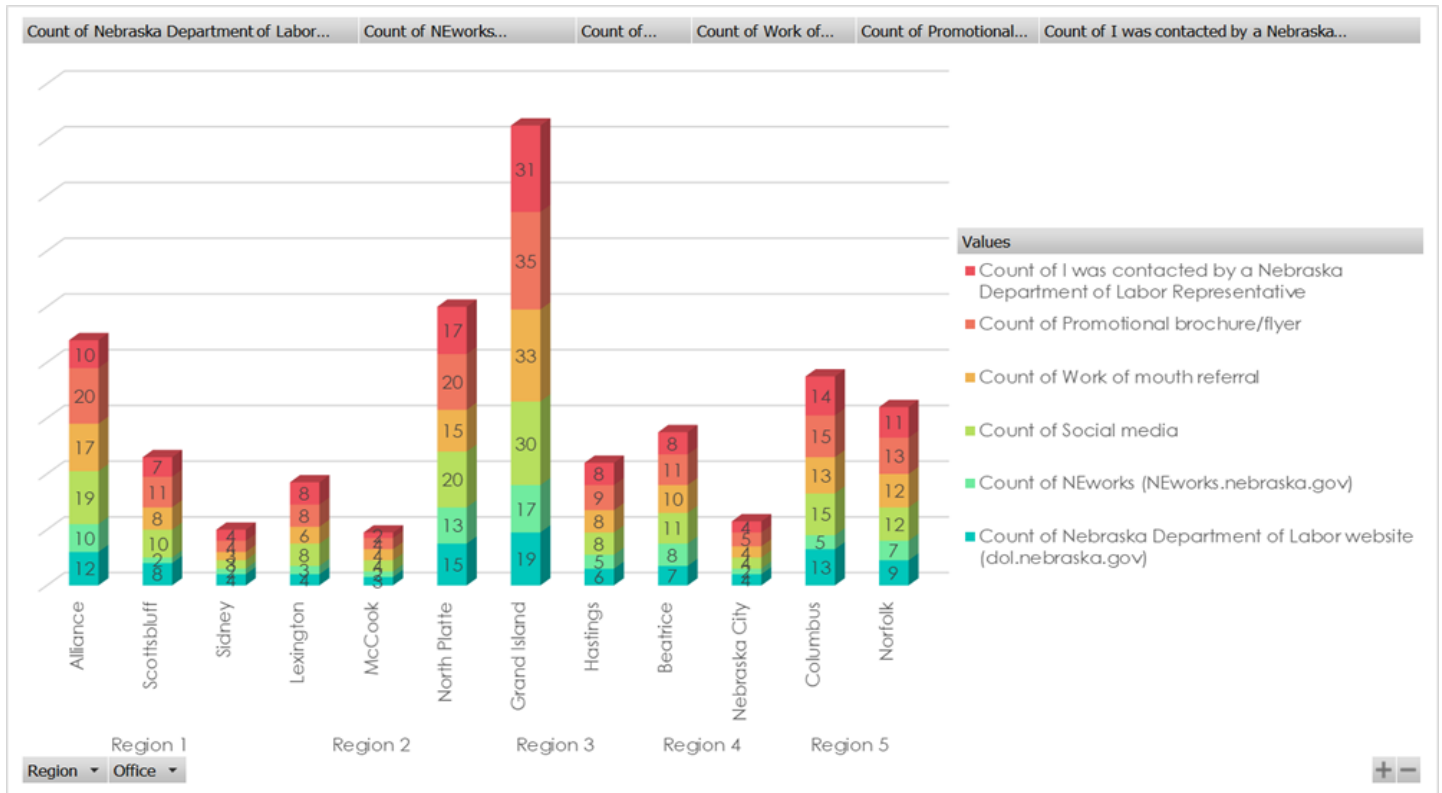
5. How accessible or inaccessible were the staff of the American Job Center (AJC)/ Career Center?



6. How likely or unlikely are you to recommend this business services assistance to other employers?



7. How did you hear about the employment services? (check all that apply)



8. Please use the space below to provide any comments or feedback.

Region 1

Alliance

- Always friendly and helpful!
- I was extremely pleased with the publication of our open positions. The staff was helpful and friendly, even going so far to help me screen candidates.
- Thank you for all you do
- Scottsbluff
- Jill Langmeier is GREAT to work with! A+
- Haven't used this service in a year.

Region 2

Lexington

- Would like to see more advertising. The process, website and data are excellent and easy to use but I don't believe the majority of quality applicants are aware of this site. It could be an invaluable resource but it is underutilized.

McCook

- A+

- Question 2 does not apply that is why I graded it a 1.

North Platte

- I scored some area lower because I did not use that service.
- I would like to speak with somebody about how I get my emails and etc. for my company thank you
- No one applied for the job
- Sometimes the office number does not result in an answer to the phone call
- The local DoL staff have been very receptive to working together to improve access of services for clients that we both serve.
- The staff has changed, the size of staff is small and therefore not putting blame on them but too the State. As 2 years ago it was a great place till all your cut. Maybe use the newspaper for jobs openings We bring too your office by showing jobs that are available through you..
- Waste of time

Region 3

Hastings

- Navigation is difficult.

Region 4

Beatrice

- Did not receive one applicant,
- I don't think I had interaction with staff for any reason. I simply used the website for posting jobs. Didn't really use services
- I've always had very good service at the Beatrice location. I've been working with them for about 25-30 years.
- Thank you!

Nebraska City

- Although our experience has been great at both Nebraska City and Crete locations, the results are terrible. Without getting on my page, we have probably had several hundred applications and hired probably a handful. People have come out and told us they are not interested, they are doing it to get unemployment benefits. I don't know how you get around this, so it is what it is.
- I've worked with Corrie Crook for years. She is the best. She is always willing to do what it takes to meet my needs.
- The ladies I deal with are always very nice and accommodating.
- We contacted the Nebraska Workforce Office looking for anyone they might have available needing employment. We had one call back from them. They helped reset our password then nothing else. I had to figure out on my own how to post jobs and how to navigate through the website. We never had any applicants sent to us from the local office. The only applicants we did receive were the computer-generated ones that are sent out every week. I was very dissatisfied with the services that was given. I see NO reason for a staff person to contact us. We have since found the employees we need and unless we are in a very desperate situation will we use this service again. And if we do need to use it we will just do it on our own since we now know how to do it without any help from the Nebraska workforce. I received this request to fill out this survey, again stating that we didn't respond to the first survey. I DID respond to the

first survey.

Region 5

Columbus

- Suzie Jirka was very helpful in assisting me and directing me to Colleen Jensen. Colleen is always helpful in reposting my job openings and offering assistance in any way she can!

Top Celebrations

1. First time sending the survey to employers who received a service in the past year compared to previously sending the survey to employers who received a service in the past 90 days.
2. The Sidney office received a 5.0 rating on 7 out of 9 questions.

Top Opportunities

1. Response rate was fairly low, 8.4%
2. Many negative or disappointed comments.
3. The Norfolk office was rated the lowest on all questions and didn't receive any comments.

Buckle Tour, January 30, 2020



Announcements

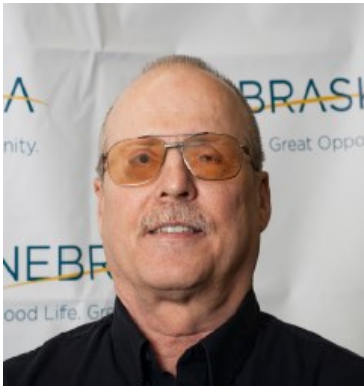
Former GNWDB Member



Jill Smith joined the GNWDB January 2004 and ended her term January 2020. Jill was an active member of the board and served as Vice-Chair for the last few years. Her knowledge and dedication will be missed.

“One thing that will always stand out about the board, the Administrative Entity support, and the people I have had the opportunity to meet and work with over the years – they are all wonderful, sincerely dedicated people who have a strong desire to ensure the needs of fellow Nebraskans are met. It has been very inspiring and uplifting at times when I have needed my hope in humanity renewed.” - Jill Smith

Former CEOB Member



John Fagot has served as the Mayor of Lexington and a member of the CEOB for the past 20 years. He resigned from his role as a CEOB member in January 2020 due to other obligations. John was active in all board discussion. We appreciate his invaluable service and wish him the best of luck in his future endeavors.

New GNWDB Member



Mindie Druery is the Human Resources Business Partner for Becton Dickenson (BD) in Broken Bow. She has been with BD for 9 years in a variety of roles including Finance, Continuous Improvement, and HR. Mindie has an MBA from Northwest Missouri State University and previously worked for 2 years in Public Accounting, and 8 years in the non-profit sector of healthcare. She resides near Anselmo, Nebraska with her husband and two children whom are very active in many extracurricular activities.

Meeting Schedule

Date	Time	Location	Board(s)
October 22, 2020	9 a.m. - 2 p.m. (CT)	TBD, Grand Island	GNWDB & CEOB
January 28, 2021	9 a.m. - 2 p.m. (CT)	TBD, Kearney	GNWDB & CEOB
May 27, 2021	9 a.m. - 2 p.m. (CT)	TBD, Valentine	GNWDB & CEOB

System Coordination Committee and Strategic Planning Committee meetings will be held at each GNWDB scheduled event.

Agency Contacts

Topic	Contact
Meeting Schedules, Communication, and Expense Reimbursement	Employment and Training Nebraska Department of Labor NDOL.GreaterNebraska@nebraska.gov
Board Planning/Support, Program Coordination, and Compliance	Ashley Mathers <i>Program Coordinator</i> Greater Nebraska Workforce Development Area Nebraska Department of Labor PHONE 308-221-6959 ashley.mathers@nebraska.gov
One-Stop Operator	Employment and Training Nebraska Department of Labor Ndol.greaternebraska@nebraska.gov
Program Oversight	Karen Stohs <i>Workforce Administrator</i> Nebraska Department of Labor PHONE 402-223-6085 Karen.stohs@nebraska.gov

Equal Opportunity Program/Employer TDD: 800-833-7352

Auxiliary aids and services are available
upon request to individuals with disabilities.

