

September 15, 2022

Meeting

Greater Nebraska

Opportunity + Innovation

A proud partner of the american**jobcenter**[®] network

Schedule

September 14, 2022

STRATEGIC PLANNING MEETING

DURATION: 1:00pm-3:00pm

LOCATION: Hybrid

In Person 2317 N 6th St Suite 3, Beatrice, NE 68310

Remote Video Conference <https://sonvideo.webex.com/meet/greaternebraska>

SYSTEM COORDINATION MEETING

DURATION: 3:00pm-5:00pm

LOCATION: Hybrid

In Person 2317 N 6th St Suite 3, Beatrice, NE 68310

Remote Video Conference <https://sonvideo.webex.com/meet/greaternebraska>

BOARD RECEPTION:

DURATION: *5:30pm-8:00pm*

LOCATION: Classic's 1301 Oak St, Beatrice, NE 68310

Buffet - Chicken and Beef, \$20 Self-Pay

September 15, 2022

WORKFORCE DEVELOPMENT BOARD & CHIEF ELECTED OFFICIALS BOARD

DURATION: 10:00am-12:00pm

LOCATION: Hybrid

In Person 2317 N 6th St Suite 3, Beatrice, NE 68310

Remote Video Conference <https://sonvideo.webex.com/meet/greaternebraska>

Board Agenda

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

1. Call to Order
Lisa Wilson
Stanley Clouse
2. Roll Call
Lisa Wilson
Stanley Clouse
3. Notice of Publications
Bobbi Jo Howard
4. Approval of Minutes A. Joint Meeting Minutes 5/26/2022***
Lisa Wilson
Stanley Clouse
5. Announcements
Bobbi Jo Howard
6. New Business **Board Appointments** **Stanley Clouse**
A. Board Appointments***
Lisa Wilson

 Administrative Entity
B. Service Agreements*** Bobbi Jo Howard
C. Employer Led Initiative: Ignite Nebraska Joni Wheeler
D. State Initiative: ARPA Jana Dye
E. Regional Updates Managers
F. Labor Market Information Josh Hanson

 System Coordination Committee Updates **Greta Kickland**
 Program Updates
G. Enrollments
H. Active Participants by County
I. Priority of Service
J. Limited English Proficiency Plan
K. Performance
L. State Monitoring Report
M. Internal Audits/Local Monitoring
N. Local Plan
O. State Plan Alignment Workgroup
P. Policy

Strategic Planning Committee Updates

Roy Lamb II

Finance Report

Q. Finance Report

R. Funds Transfer from DLW to Adult***

One-Stop Operations

S. High Poverty Areas

T. AJC Certifications

U. OSO Report

V. Partner Programs

W. Regional Plan

X. Industry Sector Survey

Y. Customer Satisfaction Survey Results

Z. Employer Satisfaction Survey Results

7. Public Comment

Lisa Wilson

Pam Lancaster

8. Upcoming Meetings

Lisa Wilson

Pam Lancaster

9. Adjournment***

Lisa Wilson

Pam Lancaster

Agenda Item **CEOB 4A/GNWDB 4A**: Motion to Approve Minutes



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

DATE: Thursday, May 26, 2022

LOCATION: Bosselman Enterprises, Grand Island, NE and Video Conference

DURATION: 10:00 am to 12:29 pm (CT)

AGENDA ITEM #1: CALL TO ORDER:

Lisa Wilson, Greater Nebraska Workforce Development Board (GNWDB) Chair, called the GNWDB Meeting to order on May 26, 2022 at approximately 10:00 am (CT).

Stanley Clouse, Chief Elected Officials Board (CEOB) Chair, called the CEOB meeting to order on May 26, 2022 at approximately 10:00 am (CT).

AGENDA ITEM #2: ROLL CALL

Bobbi Jo Howard called the roll for the GNWDB and a quorum was established.

GNWDB Members Present (11): Elaine Anderson Erin Brandyberry Mindie Druery Emily Duncan Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
---	---

Bobbi Jo Howard called the roll for the CEOB and a quorum was established.

CEOB Members Present (5): Bryan Bequette Stanley Clouse Hal Haeker Troy Uhlir	CEOB Members Absent (3): Joe Hewgley Tony Kaufman William Stewart
--	---

AGENDA ITEM #3: NOTICE OF PUBLICATION:

Bobbi Jo Howard 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:

Gary Kelly motioned to approve the October 21, 2021 CEOB and GNWDB Joint Meeting Minutes. Matt Gotschall seconded. A GNWDB voice vote was taken and the motion carried unanimously.

GNWDB Members For (11): Elaine Anderson Erin Brandyberry Mandie Druery Emily Duncan Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (0):

Bryan Bequette motioned to approve the October 21, 2021 CEOB Meeting Minutes. Stanley Clouse seconded. A CEOB voice vote was taken and the motion carried.

CEOB Members For (4): Bryan Bequette Stanley Clouse Troy Uhlir	CEOB Members Absent (3): TJoe Hewgley Tony Kaufman William Stewart
CEOB Members Against (0):	CEOB Members Abstain (1): Hal Haeker

AGENDA ITEM #5: ANNOUNCEMENTS

Pam Lancaster was recognized for her service to the Greater Nebraska Workforce Development Area at the board reception on May 25, 2022.

NEW BUSINESS:

AGENDA ITEM #6A Labor Market Information

Josh Hanson provided a brief overview of the labor market information located in the meeting booklet. 117 openings and expansions were reported from August 2021 through February 2022.

Josh walked the boards through the current unemployment rate. Also discussed was the number of employers served by county.

AGENDA ITEM #6B Regional Updates

Managers provided updates and highlights from their respective service delivery areas.

AGENDA ITEM #6C Performance

Autumn Schleicher reviewed the PY21 Quarter 1 and Quarter 2 performance charts, highlighting the increase in Measurable Skills Gains and Credentials.

AGENDA ITEM #6D CEOB Chair and Vice Chair

Hal Haeker nominated Stanley Clouse for the CEOB Chair position. This motion was called for a vote and the motion carried. Hal Haeker nominated Bryan Bequette for the CEOB Vice Chair position. This motion was called for a vote and the motion carried.

AGENDA ITEM #6E Appointment to Workforce Board

The CEOB voted to appoint Amy Gerloff to the Greater Nebraska Workforce Development Board and extended the membership of Alicia Fries and Make Gage, all for a two-year terms ending May 23, 2024. Bryan Bequette initiated the motion with a second from Stanley Clouse. This motion was called for a voice vote and the motion carried

CEOB Members Present (5): Bryan Bequette Stanley Clouse Hal Haeker Troy Uhler	CEOB Members Absent (3): Joe Hewgley Tony Kaufman William Stweart
--	---

AGENDA ITEM #6F Appointment to System Coordination Committee

The Greater Nebraska Workforce Development Board voted to appoint Amy Gerloff to the System Coordination Committee for a two-year term tending May 23, 2024. Matt Gotschall initiated the vote with a second from Denise Pfeifer. This motion was called for a voice vote and the motion carried.

GNWDB Members For (11): Elaine Anderson Erin Brandyberry Emily Duncan Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (0):

AGENDA ITEM #6G One-Stop Operator Report

Josh provided the boards with the progress on the Career Pathways model and the in-demand industries being targeted through this model.

AGENDA ITEM #6H Regional Plan/Industry Sector Survey

Josh provided the boards with an overview of the Regional Plan and current progress within the Plan along with the Industry Sector survey results. A total of 186 employers filled out the Industry Sector survey.

AGENDA ITEM #6I Customer Satisfaction Survey Results

Stacey Weaver shared the Customer Satisfaction Survey Results. 112 responses were received September through December. 200 responses were received from December through April. A large percentage of customers answered that they heard about Job Seeker services through word of mouth.

AGENDA ITEM #6J Employer Satisfaction Survey Results

Stacey Weaver shared the Employer Satisfaction Survey Results. 101 responses were received from September through December. 134 responses were received December through April. The Business Services Teams are working diligently to educate employers on the services available to them through the Career Centers.

STRATEGIC PLANNING COMMITTEE

AGENDA ITEM #6K Finance Report

Roy Lamb provided an updated on the finance report which can be found on pages 54-55 of the Board Book. It was suggested that a transfer of \$250,000.00 be made from Dislocated Worker to Adult to minimize the amount of money that would expire the end of June 2022.

It was also noted that Nebraska as a whole will be receiving a decrease in funding for Program Year 2022. The Greater Nebraska local area is expected to see a 5% decrease across Adult, Dislocated Worker, and Youth programs. Erin Brandyberry initiated this motion with a second from Stacey Weaver. This motion was called for a voice vote and the motion carried

GNWDB Members For (11): Elaine Anderson Erin Brandyberry Emily Duncan Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (0):

AGENDA ITEM #6L Training Provider Performance

Roy Lamb provided an update on the Training Provider Performance. This will be a data element regularly reported out on going forward.

AGENDA ITEM #6M Partner Programs

Roy provided the Boards an update on Partner Programs. For the Veterans program, Nebraska moved from 17th to 7th for Entered Employment Rate, 2nd Quarter after Exit. They program was asked to present their efforts and success at the National Veterans Training Institute. DHHS and NDOL partnered to apply for a Technical Assistance project through APHSA, which was awarded. The teams will be part of a cohort of States working on System Alignment.

SYSTEM COORDINATION COMMITTEE

AGENDA ITEM #6N Enrollments

Stacey Weaver directed the Board to and reviewed the Enrollments graph found on page 24.

AGENDA ITEM #6O Active Participants by County

Stacey Weaver reviewed the Active Participants by County graph found on page 24

AGENDA ITEM #6P Priority of Service

Stacey Weaver reviewed the Priority of Service data found on page 68. It was also reviewed that this data will be reported out on regularly going forward.

AGENDA ITEM #6Q Limited English Proficiency Plan

Stacey Weaver provided the Boards an updated on the Limited English Proficiently Plan discussed on page 68.

AGENDA ITEM #6R Audits - Monitoring

Stacey Weaver reported on the Internal Audits found on page 69. For the period of October through March, the average Quality Assurance score was 91.05% and the average Data Validation Monitoring score was 98.96%

AGENDA ITEM #6S Local Plan

Josh Hanson provided an update on the Local Plan located on page 69.

AGENDA ITEM #6T State Plan Alignment Workgroup

Stacey Weaver provided an updated on the Alignment Workgroup as laid out on page 69.

AGENDA ITEM #6U Policy

Three policies were presented to the Board for review.

The first being the Adult, Dislocated Worker, and Youth Eligibility Policy located on page 70. Changes were made to the 'Requires Additional Assistance' category with suggestions taken form the October 2021 Board Meetings. The motion to approve this policy was initiated by Gary Kelly with a second from Matt Gotschall. This motion was called for a voice vote and the motion carried.

GNWDB Members For (9): Elaine Anderson Erin Brandyberry Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (2): Emily Duncan Mindie Druery

The second policy was the Supportive Service policy found on pages 84-90. Supportive Service funding caps were addressed. The Transportation Assistance section was reviewed, changes were made per the Boards request. The payment of rent and/or utility deposits was addressed, and it was decided these payment would be allowed. A disclaimer was added outlining who must approve additional funding requests. A motion was made by Gary Kelly to adopt these changes and Stacey Weaver seconded. A voice vote was called, and the motion carried.

GNWDB Members For (9): Elaine Anderson Erin Brandyberry Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (2): Emily Duncan Mindie Druery

The third policy reviewed was the Training Limits Policy. Training Limits were increased to accommodate the increase in tuition costs. A disclaimer was added outlining who must approve additional funding requests. A motion was made by Erin Brandyberry to adopt these changes and Denise Pfeifer seconded. A voice vote was called, and the motion carried.

GNWDB Members For (8): Elaine Anderson Erin Brandyberry Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (3): Emily Duncan Mindie Druery Matt Gotschall

AGENDA ITEM #7: PUBLIC COMMENT

Lisa Wilson requested public comments for the Greater Nebraska Workforce Development Board. There were none.
Stanley Clouse requested public comments for the Chief Elected Officials Board. There were none.

AGENDA ITEM #8: UPCOMING MEETINGS:

The meeting schedule was reviewed, and changes were made to reduce the number of joint GNWDB & CEOB meetings from three times per year to two times per year, on the second week of March and September. A GNWDB retreat will be held once per year to ensure adequate time to review policies and encourage business and office tours.

Stanley Clouse called for a motion for the CEOB to vote on the two meetings per year schedule. Hal Haeker seconded. This motion was called for a voice vote and the motion carried.

CEOB Members Present (5): Bryan Bequette Stanley Clouse Hal Haeker Troy Uhlir	CEOB Members Absent (3): Joe Hewgley Tony Kaufman William Stweart
--	---

Lisa Wilson called for a motion for the GNWDB to meet two times per year jointly with the CEOB with a third meeting utilized as a working retreat with the date to be determined as needed. Matt Gotschall seconded. This motion was called for a voice vote and the motion carried.

GNWDB Members For (9): Elaine Anderson Erin Brandyberry Matt Gotschall Gary Kelly Greta Kickland Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson	GNWDB Members Absent (7): Wayne Brozek Michelle Engel Alicia Fries Michael Gage Dan Mauk Kim Schumacher Karen Stohs
GNWDB Members Against (0):	GNWDB Members Abstain (2): Emily Duncan Mindie Druery

AGENDA ITEM #8: ADJOURNMENT:

Stacey Weaver motioned to adjourn the GNWDB Meeting. Gary Kelly seconded. A GNWDB voice vote was taken, and the motion carried. The GNWDB meeting was adjourned at 12:28pm (CST).

Bryan Bequette motioned to adjourn the GNCEOEB Meeting. Stanley Clouse seconded. A GNCEOEB voice vote was taken, and the motion carried. The GNCEOEB meeting was adjourned at 12:29pm (CST).

Committees

Strategic Planning Committee

*Requires motion and vote.

Location: Beatrice AJC and Video Conference

Duration: 1:00pm-3:00pm (CDT)

Committee Chair: Roy Lamb II

Committee Members: Erin Brandyberry; Mindie Druery; Michelle Engel; Alicia Fries; Matt Gotschall; Dan Mauk; Denise Pfeifer; Kim Schumacher;

Non-board Committee Members: Pat Comfort, Randy Kissinger, Autumn Schleicher

Duties: Employer 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		Bobbi Jo Howard
3. Review of Minutes*		Roy Lamb II
4. New Business	A. Finance Report	Bobbi Jo Howard
	B. DLW to Adult Transfer	Bobbi Jo Howard
	C. High Poverty Areas	Autumn Schleicher
	D. AJC Certification	Bobbi Jo Howard
	E. One-Stop Operator Report	Josh Hanson
	F. Partner Programs	Partner Staff
	G. Regional Plan	Josh Hanson
	H. Industry Sector Survey	Josh Hanson
	I. Customer Survey Results	Josh Hanson
	J. Employer Survey Results	Josh Hanson
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, May 25th, 2022

Location: Bosselman Enterprises, Grand Island, NE

Duration: 1:00 p.m. – 3:00 p.m.

CALL TO ORDER

Roy Lamb called the Strategic Planning Committee (SPC) Meeting to order at approximately 1:00 p.m. (CST) on Wednesday, May 25, 2022.

ROLL CALL

Bobbi Jo Howard called the roll for the Strategic Planning Committee and a quorum was established.

SPC Members Present (8):

Erin Brandyberry
Pat Comfort
Michelle Engel
Matt Gotschall
Randy Kissinger
Roy Lamb II
Stacy Mann
Denise Pfeifer

SPC Members Absent (4):

Mindie Druery
Alicia Fries
Dan Mauk
Kim Schumacher

REVIEW OF MINUTES:

All members received and reviewed the October 20, 2021 and May 26, 2021 Strategic Planning Committee Meeting Minutes. No discussion or corrections were made. Matt Gotschall motioned to approve the minutes, Denise Pfeifer seconded, and a voice vote was called. This motion carried.

Members For (8): Erin Brandyberry Pat Comfort Michelle Engel Matt Gotschall Randy Kissinger Roy Lamb II Stacy Mann Denise Pfeifer	Members Against (0):
Members Absent (4): Mindie Druery Alicia Fries Dan Mauk Kim Schumacher	Members Abstain (0):

NEW BUSINESS:

ONE-STOP OPERATOR REPORT

Josh Hanson provided the One-Stop Operator report located on pages 44-45 in the Board Book.

REGIONAL PLAN/INDUSTRY SECTOR SURVEY

Josh Hanson provided an update on the Regional Plan and Industry Sector Survey located on pages 45-53 in the Board Book.

Meeting Date 9/15/2022

During Discussions the SCSEP Program was reviewed along with the efforts being done at the Kimball Library. Discussion took place regarding expanding the Work Experience in the libraries to other populations.

Career Pathways were reviewed. Stacey Weaver was in attendance and discussed Chief's partnership with the Grand Island Office.

FINANCE REPORT

Bobbi Jo Howard reviewed the financials located on pages 54-55 in the Board Book. Bobbi Jo reviewed the decrease in funds for the next Program Year due to the overall decrease in funds Nebraska will be receiving. It is projected Greater Nebraska will receive 5% less in funding for Program Year 2022.

Discussed the proposed funds transfer of \$250,000.00 from Dislocated Worker to Adult.

TRAINING PROVIDER PERFORMANCE

Bobbi Jo Howard reviewed Training Provider Performance located on pages 56-63 in the Board Book. It was noted that Northeast Community College was missing from the report. This will be corrected for the next report out.

PARTNER PROGRAMS

Josh Hanson reviewed Partner Program Data found on pages 64-65 of the Board Book. Jody Easter reported out on the Trade Adjustment Assistance program. Julie Henningsen reported out on the SNAP Next Step program and the collaboration with WIOA Title 1. Kim Neesen reported out on the Worker Training Grant program.

EMPLOYER SURVEY RESULTS

Josh Hanson reviewed the Employer Survey Results found on pages 113-132 of the Board Book. Two sets of data were reviewed in two separate formats. It was asked if the committee has a preference on how this data is reported out. The committee did not have a preference.

PUBLIC COMMENT:

Central Community College has submitted an Apprenticeship grant application in conjunction with Northeast Community College and Southeast Community College.

MEETING DATES

The meeting schedule was reviewed, and changes were proposed to reduce the number of joint GNWDB & CEOB meetings from three times per year to two times per year, on the second week of March and September. A GNWDB retreat would be held once per year to ensure adequate time to review policies and encourage business and office tours. It was decided that this agenda item would be brought to a vote during the Joint Meeting.

ADJOURNMENT:

Roy Lamb requested a motion to adjourn. Denise Pfeifer made the motion and Matt Gotschall seconded. A voice vote was taken and the meeting adjourned at 2:33 p.m.

System Coordination Committee

*Requires motion and vote.

Location: Beatrice AJC and Video Conference

Duration: 3:00pm-5:00pm (CDT)

Committee Chair: Greta Kickland

Committee Members: Elaine Anderson; Wayne Brozek; Emily Duncan; Mike Gage; Gary Kelly; Amy Gerloff; Stacey Weaver

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 | Bobbi Jo Howard |
| 3. Review of Minutes* | Greta Kickland |
| 4. New Business | |
| A. Enrollments | Autumn Schleicher |
| B. Active Participants by County | Autumn Schleicher |
| C. Priority of Service Performance | Autumn Schleicher |
| D. Limited English Proficiency Plan | Josh Hanson |
| E. Performance | Autumn Schleicher |
| F. State Monitoring Report | Autumn Schleicher |
| G. Internal Audits/Local Monitoring | Autumn Schleicher |
| H. Local Plan | Josh Hanson |
| I. State Plan Alignment Workgroup | Bobbi Jo Howard |
| J. Policy Review/Approval | Autumn Schleicher |
| K. Customer Survey Results | Josh Hanson |
| 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, May 25, 2022

Location: Bosselman Enterprises, Grand Island, NE

Duration: 3:00 p.m. – 5:00 p.m. (CST)

CALL TO ORDER

Stacy Weaver called the System Coordination Committee (SCC) Meeting to order at approximately 3:00 p.m. (CST) on Wednesday, May 25, 2022.

ROLL CALL

Bobbi Jo Howard called the roll for the Strategic Planning Committee and a quorum was established.

SCC Members Present (7):

Elaine Anderson
 Emily Duncan
 Bernie Hansen
 Gary Kelly
 Lisa Laws
 Becky Maggart
 Stacey Weaver

SCC Members Absent (3):

Wayne Brozek
 Mike Gage
 Greta Kickland

REVIEW OF MINUTES:

All members received and reviewed the October 20, 2021 System Coordination Committee Meeting Minutes. No corrections were made. Gary Kelly motioned to approve the minutes. Lisa Laws seconded. A voice vote was taken and the motion carried.

Members For (7): Elaine Anderson Emily Duncan Bernie Hansen Gary Kelly Lisa Laws Becky Maggart Stacey Weaver	Members Against (0):
Members Absent (3): Wayne Brozek Mike Gage Greta Kickland	Members Abstain (0):

NEW BUSINESS:

ENROLLMENTS

Autumn Schleicher provided the committee with current enrollment numbers found on p. 24 of the Board Book.

ACTIVE PARTICIPANTS BY COUNTY

Autumn Schleicher on the current active participants as of April 18, 2022 found on p. 24 of the Board Book.

PERFORMANCE

Autumn Schleicher provided the committee with current Performance data found on p. 30 and 31 for PY21 Q1 and p. 35 for PY21 Q2. Autumn also updated the committee on local area quality assurance outcomes for both quarter 1 and 2 of Program Year 2022.

PRIORITY OF SERVICE

Autumn Schleicher updated the committee on the updated State Priority of Service Policy that requires local Boards to review outreach efforts to priority populations. Current data was found on page 68 of the Board Book. It was discussed that the next report out will contain numerical data.

LIMITED ENGLISH PROFICIENCY PLAN

Josh Hanson provided information on the Limited English Proficiency Plan. It was noted that all adult education centers can CASAS test both in person and remotely. This was a topic of discussion for the Plan Committee.

INTERNAL AUDITS

Autumn Schleicher provided an updated on Internal Auditing scores for October through March. The average Quality Assurance score was 91.05% and the average Data Validation Monitoring score was 98.96%

LOCAL PLAN:

Josh Hanson provided an updated on the Local Plan which was found on page 69 of the Board Book.

STATE PLAN ALIGNMENT WORKGROUP

Jody Easter provided the committee an update on the State Plan Alignment Workgroup. The Group is focusing on a common intake process and cross training between programs. Cross training would begin in July 2022.

POLICY REVIEW

Autumn Schleicher reviewed three policies with the Board.

- Adult, Dislocated Worker, and Youth Eligibility policy: Proposed changes were to the Requires Additional Assistance section which was reviewed in October of 2021. It was asked that “adoption” be added back into the Requires Additional Assistance section of the policy.
- Supportive Service Policy: The committee made suggestions to the “Transportation Assistance” portion of the policy. The committee also recommended that the executive committee be responsible for approving additional funding request over \$2,000.01.
- Training Limits Policy: The committee recommended that the executive committee be responsible for approving additional funding requests over \$2,000.01.

CUSTOMER SURVEY RESULTS

Josh Hanson reviewed the Customer Survey Results. It was asked that Josh add percentages to the charts. The committee was asked if they approved of the additional questions added to the survey along with the format. Gary Kelly motioned to approve the changes; Lisa Laws seconded. A voice vote was called and the motion carried.

Members For (7): Elaine Anderson Lisa Laws Emily Duncan Becky Maggart Bernie Hansen Stacey Weaver Gary Kelly	Members Against (0):
Members Absent (3): Wayne Brozek Mike Gage Greta Kickland	Members Abstain (0):

EMPLOYER SURVEY RESULTS

Josh Hanson reviewed the Employer survey results that started on page 114 in the Board Book.

PUBLIC COMMENT

No public comment received.

MEETING DATES:

The meeting schedule was reviewed, and changes were proposed to reduce the number of joint GNWDB & CEOB meetings from three times per year to two times per year, on the second week of March and September. A GNWDB retreat would be held once per year to ensure adequate time to review policies and encourage business and office tours. It was decided that this agenda item would be brought to a vote during the Joint Meeting.

ADJOURNMENT:

Gary Kelly motioned to adjourn the meeting and Lisa Laws seconded. A voice vote was taken and the meeting adjourned at 5:15 pm (CT).

Agenda Item **CEOB 6A/GNWDB 6A**: Board Appointments

Background: The CEOB must establish term limitations and stagger term appointments to ensure only a portion of membership expire in a given year, in accordance with CFR 20 679.310 (g) (2).

Kim Schumacher and Matt Gotschall's current terms end February 4, 2023. It is proposed that the Chief Elected Officials Board re-appoint Kim Schumacher and Matt Gotschall to the Greater Nebraska Workforce Development Board (GNWDB) for a three-year term ending October 25, 2026.

Background: There shall be two committees (System Coordination Committee and Strategic Planning Committee) consisting of members appointed by the Chair in accordance with GNWDB bylaws.

There has been a recent change in Administrative duties, requiring a change in assignment to the System Coordination Committee from Lisa Laws to Jana Dye.

Due to a change in Manager roles, Autumn Schleicher will replace Stacy Mann on the Strategic Coordination Committee.

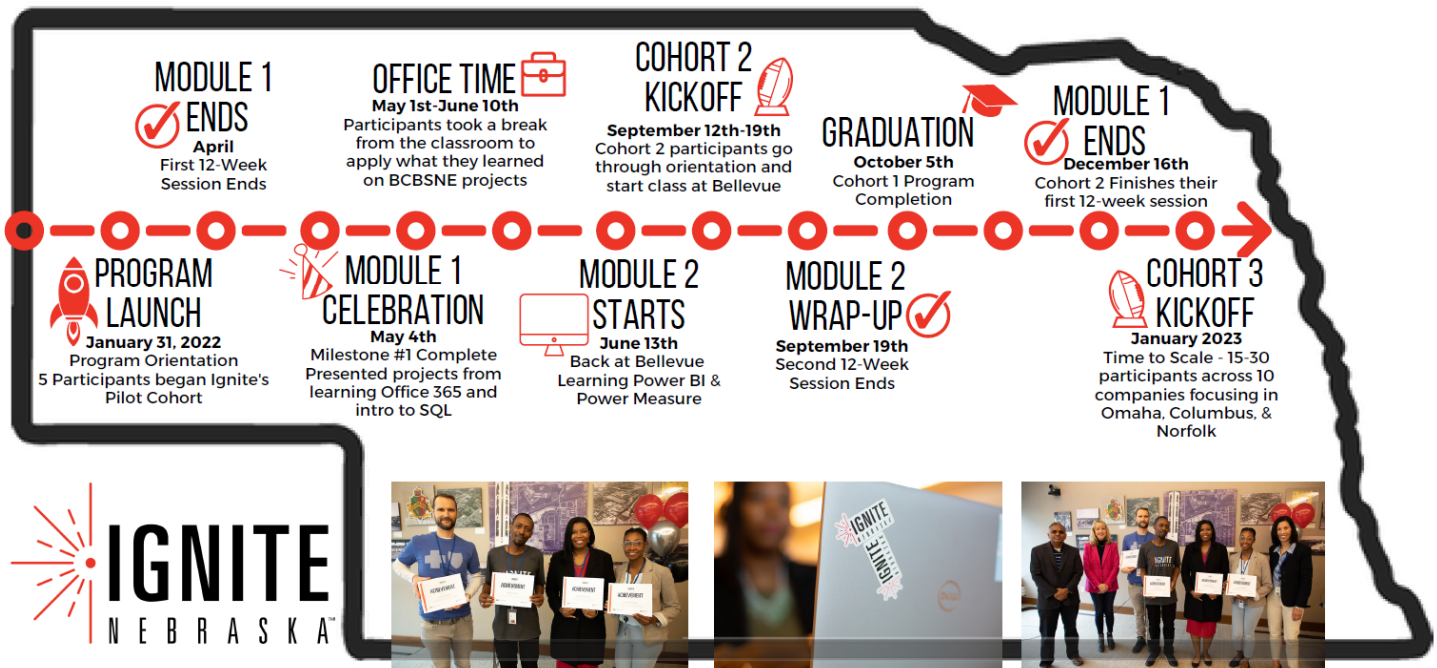
Agenda Item **CEOB 6B/GNWDB 6B**: Service Agreements

Background: The current service agreements expire June 30, 2023. The below agreements need renewed effective July 1, 2023.

- 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 6C/GNWDB 6C**: Employer Led Initiatives

ROAD ACROSS NEBRASKA






Fueling the way toward a more equitable future, one career at a time.

Ignite Nebraska is a new workforce development model providing in-demand career opportunities for individuals who are active in the workforce, yet under-resourced and unable to achieve financial stability in their current jobs. This problem disproportionately impacts people of color, who are under-represented in high-paying careers due to systemic inequalities.

Through Ignite Nebraska, community partners, employers and educational institutions collaborate to provide paid apprenticeship opportunities and access to higher learning at no cost. Participants who successfully complete the program receive a full-time job offer in a high-demand, high-skilled, high-paying (H3) career.

Ignite Nebraska began with the launch of a pilot program in Blue Cross and Blue Shield of Nebraska's (BCBSNE) Information Technology (IT) department in February of 2022. It is designed to scale to other companies, career paths and communities over time.

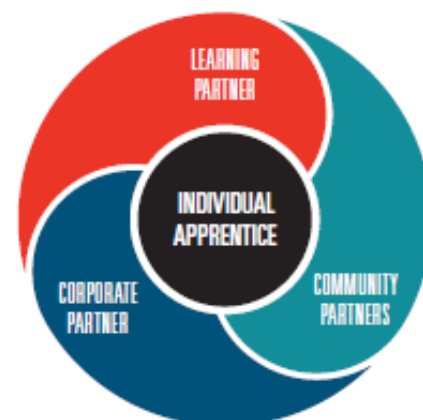


WHY Because people of color are underrepresented in H3 occupations.

- Black talent represents just 5% of the tech workforce¹ and 3% of tech leadership²
- In Omaha, 21.7% of Blacks and 13.4% of Hispanics have a bachelor's degree or higher (which is required of most entry-level IT roles)³
- 68% of business leaders feel there is a lack of diversity in their tech workforce⁴

HOW Helping employers create a more diverse talent pipeline in partnership with local organizations.

- Workforce concerns dominate the list of business growth challenges for 92% of Nebraska business leaders⁵
- Nebraska's IT field has 2,433 annual job openings; the average starting income for these roles is \$48,000 with opportunities for growth as experience is gained⁶



¹Analysis of 2019, 2021 Company Diversity Reports, Kapor Center

²Just 2.7% of Top Roles in Big Tech Held by Black Executives, The Information

³2019 American Community Survey 1-Year Estimate (Educational Attainment)

⁴Infrevo Diversity in Tech 2021 U.S. Report: diversity_in_tech_2021_us_report_by_infrevo.pdf

⁵Lincoln Chamber Legislative Update – November 2021, Slide 3

⁶Nebraska Department of Labor - Office of Labor Market Information

IGNITE NEBRASKA IN ACTION

BCBSNE's pilot program focused on recruiting people of color in North and South Omaha who were interested in IT careers. The apprentices spend approximately 10 hours per week in the classroom and 10 hours per week gaining hands-on experience at BCBSNE.

Support for success

BCBSNE and community collaborators provide resources to help the apprentices succeed, including:

- **A livable wage and equipment** through BCBSNE, so apprentices have access to the financial resources and supplies they need
- **Higher education at no cost** with Bellevue University and/or training grants covering tuition, fees and course materials
- **Support from their care team**, which includes representatives from BCBSNE, Heartland Workforce Solutions and other community agencies

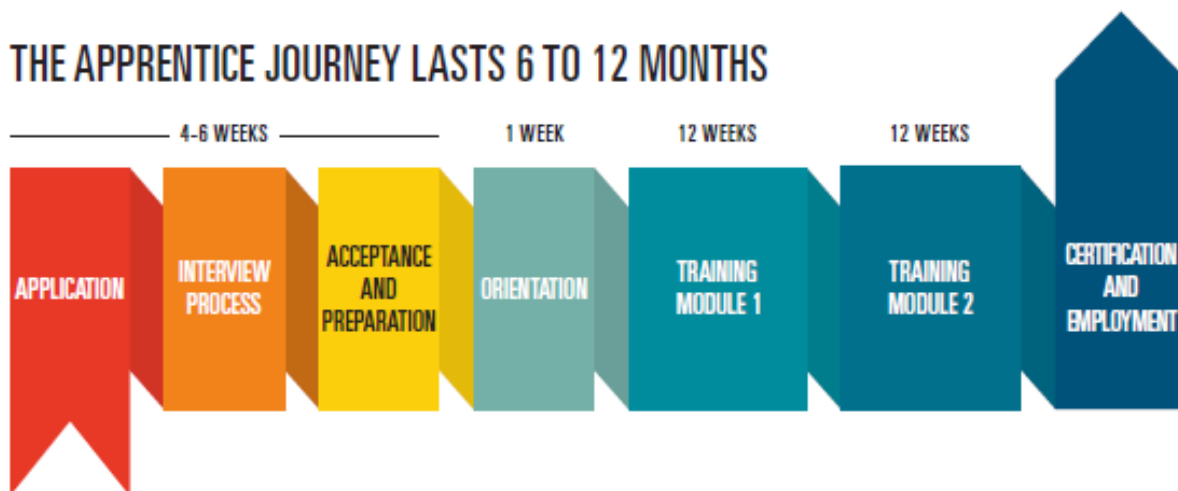
This pilot group will inform BCBSNE and Bellevue University's next IT Apprenticeship class, as well as Ignite Nebraska guidelines shared with future program partners.

Training at a glance

Through the pilot program, the apprentices at BCBSNE are developing skills in:

- Office 365 basics, such as Outlook, Teams and PowerPoint
- Advanced descriptive analytics
- Database programming (SQL)
- Critical thinking and self-guided work
- And more

THE APPRENTICE JOURNEY LASTS 6 TO 12 MONTHS



Collaborators include:

- Heartland Workforce Solutions
- National Able Network
- Department of Economic Development (DED)
- Department of Health and Human Services (DHHS)
- Department of Labor (DOL)



Sparking careers. Connecting communities. Driving growth.

THE HEART OF IGNITE NEBRASKA

➔ Mission

To light the way to life-changing careers.

➔ Vision

A more equitable world, where H3 occupations are accessible to all.

➔ Values

- **Access:** Providing innovative educational and career opportunities
- **Connection:** Aligning community talent with organizational needs
- **Inclusion:** Embracing individuals' differences and advancing workforce diversity
- **Posterity:** Facilitating inter-generational change by helping families build financial stability



WHAT'S NEXT?

- Expanded program offerings to include developing professional acumen and personal brand and financial literacy
- Expansion to other companies across the state
- Program infrastructure
 - Website and external branding
 - 501(c)(3) nonprofit status
- Cohort 2 beginning September 2022

COHORT 1 PROGRAM METRICS

80% OF APPRENTICES SUCCESSFULLY COMPLETED MODULE 1

ON AVERAGE, APPRENTICES HAVE INCREASED THEIR MONTHLY INCOME BY **136%**

75% AFRICAN AMERICAN
25% WHITE

Ignite Nebraska is a registered trademark of Blue Cross and Blue Shield of Nebraska, an independent licensee of the Blue Cross and Blue Shield Association. ©2022 60-145-1 (08-01-22)

Agenda Item **CEOB 6D/GNWDB 6D**: State Initiative: ARPA

Background: The American Rescue Plan Act of 2021 (“ARPA”) created the Coronavirus State Fiscal Recovery Fund (“CSFRF”), which provides funds to equip state governments with resources to respond to the COVID-19 pandemic and its economic effects. In relevant part, ARPA Final Rule, Page 4, 5, 116, and 184 authorizes use of the CSFRF:

- “To respond to the public health emergency or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality;”
- “To respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers,” and
- “[Eligible beneficiaries are] individuals who want and are available for work, including those who have looked for work sometime in the past 12 months or who are employed part time but who want and are available for full-time work,” and
- “Funds may be used to provide worker retention incentives, which are designed to persuade employees to remain with the employer as compared to other employment options.”

42 U.S.C. 802(c); 31 CFR §35.6.

In LB 1014e Section 15, the Nebraska Legislature allocated to the Nebraska Department of Labor (“NDOL”) 10 million dollars (“NDOL ARPA Funds”) from the CSFRF for “worker training programs administered by the Department of Labor and distributed through the recommendation of the Nebraska Worker Training Board pursuant to the guidelines established in section 48- 622.03.”

The Nebraska Worker Training Board (NWTB) is established by Neb. Rev. Stat. §48-622.03 to provide guidance for the distribution of the Nebraska Training and Support Cash (NTSC) Fund for purposes enumerated in 48-622.02. Among those enumerated purposes are:

- Support of public and private job training programs designed to train, retrain, or upgrade work skills of existing Nebraska workers of for-profit and not-for-profit businesses.
- Recruitment of workers to Nebraska.
- Training new employees of expanding Nebraska businesses.
- Payment of unemployment insurance benefits if solvency of the state's account in the Unemployment Trust Fund (UTF) and of the State Unemployment Insurance Trust Fund so require.

Neb. Rev. Stat. §48-622.02.

Agenda Item **CEOB 6E/GNWDB 6E**: Regional Updates

Statewide

Annual Training Week

Panhandle – Scottsbluff/Sidney

Counties served: Banner, Box Butte, Dawes, Morrill, Scotts Bluff, Sioux, Sheridan

Staff:

Pat Comfort | Regional Manager

Scottsbluff Office

Lori Marquez | Wagner-Peyser (Business Services, Migrant Seasonal Farm Worker Outreach)

Donna Kuskie | Title 1 (Adult, DLW), TAA

Deb Sinks | Wagner-Peyser (Job Seeker, H2A, Adult Education Presenter)

Larry Leathermon | JVSG (DVOP, LVER)

Sarah Trook | Wagner-Peyser (Job Seeker, Business Services, Reentry)

Kim Lyons | Title 1 (In School Youth, Out of School Youth)

Gretchen Foster | Wagner-Peyser (NEres, Job Seeker)

Monica Zamarripa | UI Claims Specialist

Sidney Office

Melissa McFarlin | Wagner-Peyser (Job Seeker, Business Services)

WIOA Title 1

Adult/Dislocated Worker— With the start of a new school year, we have been very busy with new enrollments for the fall semester. Successful recruitment efforts at power line and nursing orientations resulted in several new participants in the Adult program. Some of these will also be co-enrolled as In School Youth.

Youth— Youth Services are starting to gain some traction. Recruitment efforts have focused primarily on Connecting Youth Initiative partners, Youth probation, and local public schools.

Wagner-Peyser

Re-entry Efforts = Success

Participant 1 – This individual arrived as a reentry applicant referred to us via the Parole office. They then entered a WNCC class and obtained a class A CDL license and graduated in the top 90%. We assisted the individual in writing a resume that fits his needs and educating him on the fidelity bond. The participant currently has a temporary restaurant job and already has several interviews for trucking jobs. The participant is well informed on fidelity bond and has been readily advertising it in interviews to potential employers.

Participant – This Individual arrived at our office as a job seeker struggling to land an interview concerned their reentry background was getting in their way. We assisted them in clearing their resume of errors and helping them advocate for skills they hadn't thought to add. We coached them through mock interviews and presentations. They landed an interview with Western Sugar and Friday July 29th they got the job they wanted in production/warehouse work. They expressed excitement as this is a field they feels comfortable in, with good hours and good pay. They even came into the office in person to collect a survey and a series of high fives from those of us who worked with them.

Participant – This individual presented to our office after several interviews all resulting in a decline for hire. This office assisted them in modifying their resume skills to better suit the types of jobs they were interested in. We then walked them through interview techniques and presentation. With their NEworks account active, they were able to land a job at a local tire company and was even offered health insurance benefits and what they called "decent pay". They came in and personally updated us on their success along the way.

Adult Education

In August, we resumed our Career Readiness presentation for the Adult Education program at WNCC. We will be presenting monthly on NDOL services, resumes, applications, interviews, and other facets of job search. We will also be providing information and guidance in using NEworks to maximize their job search efforts. After several years without service, Adult Education services are once again offered at the Career Center in Scottsbluff. Instructor Greg Costa is here Monday through Thursday. The goal is to refer job seeking students to the NDOL site to provide seamless services to meet all their needs at one place.

Job Fairs/Employer Services

With the lifting of Covid restrictions, BSR staff have redoubled their efforts to outreach to our business community. Since May of this year, we have hosted 3 job fairs in Scottsbluff, partnering with the Chamber, VR, the City of Scottsbluff and WNCC. The drive-through job fair in June was a collaboration with those partners and CAPWN Migrant & Seasonal Head Start and Title 1C Migrant Education. Partners were very instrumental in promoting the event to Migrant & Seasonal Farm Workers. Additional events include a drive through job fair in Box Butte County on August 3rd, September in Chadron, October targeting Veterans and Disability Awareness Month and October in Sidney.

Lori Marquez was presented with an award by CAPWN Head Start for her leadership, participation, and support of the Head Start Program.

We are adding our Combined JVSG position to the BSR team along with several newer staff members through training provided by our veteran BSR. Staff from another office has joined in this training virtually.



JVSG

With the switch to a combined DVOP/LEVR position, our Veterans Representative (Larry) is learning the ins and outs of employer services. He has helped with outreach and planning for several job fairs. He is learning his way around NEworks from the viewpoint of employer services so that he will be able to assist our community businesses to register, post jobs and access service as self-service users. He also continues to serve his veteran job seeker customers with their job searches, advancement plans and referrals to supportive services to help meet their needs.

Mid-Plains – North Platte/Lexington

Counties Served: Arthur, Chase, Charry, Dawson, Dundy, Frontier, Furnas, Gosper, Grant, Hayes, Hitchcock, Hooker, Keith, Lincoln, Logan, McPherson, Perkins, Red Willow, Thomas

Staff:

Autumn Schleicher | Regional Manager

North Platte Office

Kathy Eastwood | Wagner-Peyser Job Seeker

Dan Krueger | Title 1 (Adult, DLW, In-School Youth, Out-of-School Youth), Reentry

Regina Ielacqua | Wagner-Peyser Job Seeker , NEres

Thomas Gann | JVSG (DVOP, LVER)

Brooks Turnbow | Business Services, FLC, Wagner-Peyser Job Seeker

Tony Holys | UI Claims Specialist

Lexington Office

Jeannie Holbrook | Business Services

Elida Diaz-Flores | Wagner-Peyser Job Seeker , NEres (started 8/8/2022)

Amanda Christensen | Wagner-Peyser Job Seeker

Meeting Date 9/15/2022

Outreach is ongoing throughout the region to existing employers and community organizations to include the chambers of commerce. Additionally, staff have assisted with offsite and in office job fairs in the North Platte, Lexington, and McCook areas. Title I outreach and enrollments have picked up. Dan Krueger travels to the Lexington office at least once a week to help serve that area. He works with the other workforce staff as well as the Chamber and Central Community College to promote Title I services.

Equus workforce solutions has now moved into our North Platte office. This collaboration allows Equus to serve their clients as well as to partner with DHHS Snap Next Step and our workforce staff. They are in the office every other Tuesday. This could increase based upon need.

Workshops have been established and are ongoing for clients from The Lincoln Connection Homeless Shelter. This is in partnership with SNAP Next Step. The shelter provides transportation, and the workforce and SNAP Next Step staff assist the participants with NEworks registration, job search, resume assistance and referrals to other community providers and training. The participants can also apply for SNAP benefits and Medicaid at this time. Group size varies from two to eight depending on the week.

Tom Gann (DVOP), our local veteran representative, has been collaborating with Red Willow County Corrections. Dan Krueger, local Title 1 workforce coordinator has also been working with Red Willow County Corrections. Both have completed their background checks and will start workshops focused on those to be released in the very near future.

The Lexington office added an additional staff member. Interviews were held in June and Elida Diaz-Flores started August 8th. Her role will be as a bi-lingual (Spanish) workforce coordinator assisting job seekers and conducting NERes appointments.

Central – Grand Island/Hastings/Kearney

Counties served: Buffalo, Adams, Clay, Franklin, Harlan, Kearney, Nuckolls, Phelps, Webster, Blaine, Custer, Garfield, Greeley, Hall, Hamilton, Howard, Loup, Merrick, Nance, Sherman, Valley, Wheeler.

Staff:

Randy Kissinger | Regional Manager

Grand Island Office

Ayame Miller | Wagner-Peyser Job Seeker

Eddie Bruyere | UI Claims Specialist

Rhonda Jenkins | Wagner-Peyser Job Seeker/Reemployment Services

Josie Young | Title 1 (In-School & Out-of-School Youth)

Vicki Pflasterer | Wagner-Peyser Employer/Job Seeker

Liane Philmalee | Wagner-Peyser Job Seeker/Reemployment Services

Sherri Thienel | Title 1 (Adult, DLW), TAA

Carrie Keene | Wagner-Peyser Employer Services

Tony Chaulk | Veterans Outreach and Placement

Dena Hawkes | Foreign Labor Certification, MSFW Outreach

Hastings Office

Jennifer Andersen | Wagner-Peyser Job Seeker/Reemployment Services

Michelle Loeffelholz | Title 1 (Adult, DLW), TAA

Fritz Daguere | Veteran Employment Representative

Lisa Hubl | Wagner-Peyser Employer Representative

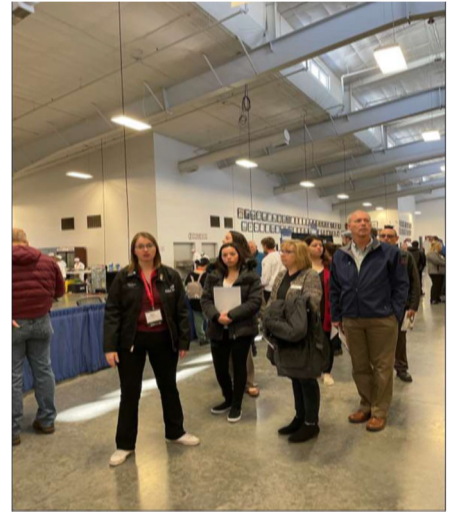
Janet Brooke | Wagner-Peyser Reemployment Services/Employer Representative

Kearney Office

Deb Wilken | Wagner-Peyser

The Grand Island Office held walk-in Wednesday Job Fairs during the last quarter every Wednesday in each of the offices. Targeted industries from Manufacturing, Medical, Processing, and the service industry. These coincide with particular recruitments, hiring events, and needs of the communities involved. Employer's that participated in the Office Walk in Wednesday: Eakes Office Solutions, Mayhew Signs, Triad, Right at Home, Chief Buildings, DHL, State Fair, Corteva, Vyve Technology.

The Kearney Office hosted a hiring fair and the following employers participated in a one day event in the office. Walmart, Kohl's, Cabela's, HyVee, Buckle, Royal, Parker Hannifin/Baldwin Filters, Eaton, West Pharmaceuticals, BD (Becton Dickenson), Embecta, Army National Guard, Brookestone Gardens, CHI Health, Mosaid, Spracklen Built, Commonwealth Electric Company, Midlands Contracting, Chief Agri, LandMark Implement, Younes Hospitality, Jimmy Johns, Allo Fiber.



Grand Island Hosted Skills USA at Fonner Park. Staff were involved in multiple activities within this regarding interviewing, resume reviews, and competition. Thirty-two students were interviewed in this process. Staff also participated in the "invitation only" tour prior to the event starting. Over 2500 students from around the state of Nebraska are competing in over 75 industry competitions that are going on at various locations throughout Grand Island with the majority of the competitions out at Fonner Park, Heartland Event Center, Sheep Barn, Pinnacle Bank Expo Center and Five Points Bank Arena. Students are competing to attend the National SkillsUSA competition which will be held in Louisville, KY this year. There is also a Worlds SkillsUSA competition.

EmployGI is a monthly meeting held in person in the Grand Island Career Center involving community partners related to employment and training. Each month an employer or community partner is invited to speak. In June the group toured Corteva with is a world class "Pioneer" seed facility to learn about their recruitment and employment opportunities.

Staff are involved in regular monthly meetings related to Chambers, Economic Development Councils, United ways, and multiple School projects related to work experience, on the job trainings, apprenticeships, work based learning opportunities, and other programs assisting our communities, employers, job seekers, and partners.

Southeast—Beatrice/Nebraska City/York

Counties served: Cass, Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, York

Staff:

Karen Stohs | Regional Manager

Beatrice Office

Hannah Bradney | Adult/Dislocated Worker, Trade

Sandra Grigg | JVSG (DVOP, LVER)

Lisa Sand | NERes

Jaci Brockmeyer | Youth

Brian Koch | Wagner-Peyser Employer Services

Marcia McCabe | UI Claims Specialist

Nebraska City Office

Corrie Crook | Wagner-Peyser

The summer months have kept the Region 4 staff busy with both employer and job seeker outreach. Educating employers on programs available through DOL and working more directly with hard to place job seekers on job finding skills are priority. With the low unemployment rates employers are becoming frustrated in the lack of and the quality of applicants. As our Business Services staff discuss recruitment strategies DOL programs come into play. Whether it be apprenticeships, On-the-job training programs, WOTC, Fidelity Bonding, or any of the other programs, employers are looking at the long-term solutions available.

The Beatrice Career Center held the first official EMPLOY Beatrice meeting. The meeting was held on July 20th from 2pm-3pm at the NDOL Beatrice Career Center. Twenty-two individuals RSVP'd for attendance and

19 individuals attended. Jodie Meyer from LMI gave a 35-minute presentation on Gage County average wage data for all major occupational classifications. Following the presentation an open forum discussion was held to gauge interest in EMPLOY Beatrice and to gain feedback for presentations or services needed moving forward. It was determined that this is something area employers want to participate in on a quarterly basis. Some ideas for the next meeting include Fidelity Bonding and Apprenticeships. Area employers did inquire about the availability of housing for formerly incarcerated. There seemed to be some interest in employers providing 2nd chance opportunities. Current barriers for employers are that they are unsure of what area housing is offered for formerly incarcerated individuals. Employers also stated that they have an interest in learning about apprenticeships moving forward. We did discuss trying to work with Beatrice High School to encourage graduates to enter directly into the workforce to possibly enter a registered apprenticeship. The next meeting is tentatively scheduled for October 19, 2022. Brian and Sandy worked hard to make this first meeting a success!



Corrie in our Nebraska City office attended an Employer Roundtable Discussion held by Peru State College at Arbor Bank on Thursday, July 14th. The focus of the meeting was to promote internships for Peru Career Scholar students as well as introduce the group to the Handshake website, the college's version of a job page. The college also wanted to know what challenges employers and community members faced when hiring and how covid affected businesses. Key points included: This generation of graduates are not looking for 8 to 5. They value flexibility and move on if they don't feel needs are met financially or the job is not fulfilling. Discussed how the younger generation is different from our current workforce. How can we manage this mindset? What are graduates lacking when they come out of college and into the workforce? What can Peru do to better prepare graduates? This group will continue discussions and collaborations.

Hannah Bradney joined the Beatrice staff as our new Adult/Dislocated Worker/Trade Case Manager on July 25th. She has been working hard to learn program responsibilities and procedures. She is already working with the current caseload and is taking on new referrals.

Lisa Sand continues to present the Workforce Academy curriculum to participants at the Nebraska Correctional Center for Women. During the months of June, July, and August the 40 women discussed how to use NEworks to job search, prepare a resume, look at labor market information and utilize other Department of Labor services during the presentation.

As fall nears, we are hoping to be fully staffed and get back to serving our counties at our fullest potential.

Northeast – Columbus/Fremont/Albion

Counties served: Boone, Burt, Butler, Colfax, Dodge, Platte, Polk

Staff:

Bernie Hansen | Regional Manager

Susie Jirka | Business Services Representative Reemployment Coordinator

Rebecca Perkins, WIOA Adult/DLW Reemployment Coordinator

Ian Slama | WIOA Youth Reemployment Coordinator

Teresa Liermann | NERes/Wager Peyser Job Seeker Reemployment Coordinator

Paul Curry | DVOP, Veteran Reemployment Coordinator

During the summer 2022, WIOA staff were busy cultivating relationships with community partners, community colleges, high schools, businesses and government agencies. In June, outreach was conducted to the Platte County Corrections Director regarding reentry. The lieutenant welcomed the collaboration with



NDOL staff and local businesses to speak with inmates who are close to release either via zoom or in-person about employment/training opportunities, specifically promoting second chance employers.

In July, they attended a Burgers and Brochures event in Columbus at Frankfurt Square downtown. This first-time event, sponsored by District 5 Probation, was a great opportunity to network and share resources with community members and partner colleagues. Approximately 20 booths quickly filled providing program information to over 100 individuals in attendance.

In late July, a “Back to School Bash” was sponsored by Centro Hispano in Columbus which was a huge success supplying needed back to school necessities to over 500 children and their families. Freebies included: Bookbags and school supplies, dental and personal hygiene bags along with haircut coupons. WIOA and veteran staff joined DHHS –SNAP Next Step staff at the event promoting veteran services and providing families with information about co-enrollments to help empower individuals seeking better employment and lives.



Northeast – Norfolk

Counties served: Antelope, Boyd, Brown, Cedar, Cuming, Dakota, Dixon, Holt, Keya Paha, Knox, Madison, Pierce, Polk, Rock, Stanton, Thurston, Wayne

Becky Maggart | Manager
 Jami Canham, | WIOA Adult & DLW and Trade
 Michele Drahota | NERES & Re-Employment Services Job Seeker staff
 Leah Anderson | DVOP
 Cynthia Jerez | Re-Employment Coordinator – Seeker
 Jordan Sutton | Re-Employment Coordinator BSR
 Emily Albrecht | UI Claims Specialist
 LVER | vacant

Fidelity Bonds – Jami met with the new HR person of one of our strongest Second Chance employers to discuss bonds.

Library outreach – We continue to visit all of the libraries in our 16 counties leaving brochures on navigating NEworks, filing for UI, MSFW, & WIOA.

Michele facilitated an NEworks learning session to a group of women at the Pender Library one evening in July. She received very positive feedback, and we plan on doing another session this fall. We’re also planning on facilitating one in O’Neill.

Office LVER provided veteran priority of service training to all staff in Region 5.

Jordan has been attending monthly EmployNorfolk meetings.

Jami participated in “Bring Your A Game” curriculum training.

Jami works very hard to maintain a strong partnership with Paola / SNAP Next Step & they have been busy since our last meeting, enrolling 8 new participants for job search and training. Jami & Paola also partnered together with Salvation Army’s Backpack Program to provide information on SNAP, WIOA and general DOL services.

Jami received two referrals from Maria at Proteus. They currently have two co-enrollments so this will bring them to four.

New Business

Agenda Item **CEOB 6F/GNWDB 6F**: Labor Market Information

Background: To assist the Board with making data-driven decisions, the following labor market information is provided. This data may help determine future industry needs, potential workforce disruptions, and initiatives 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.

March Openings & Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Finance, Insurance, Real Estate, & Rental/Leasing	Summit Real Estate (Opening)	Grand Island
Food Services	Plattsmouth Nutrition (Opening)	Plattsmouth
Other Services	JK Med Spa (Expansion)	Norfolk
Wholesale & Retail Trade	Arbor Day Farm’s Apple House Market (Reopening) Boutique 29eleven (Opening) Dollar Tree (Opening) T-Mobile (Opening) Valley Food Cooperative (Opening)	Nebraska City Grand Island Grand Island Humboldt Lynch

April Openings & Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Food Services	HWY 14 Brewing Company (Opening)	Columbus
	Sweet Harvest Popcorn Shoppe (Opening)	Columbus
	Flippin Mini Pancakes (Opening)	Grand Island
	Limon Con Chile (Opening)	Grand Island
	Wing Stop (Opening)	Grand Island
	Daq Shack (Opening)	Lincoln
	Franco’s Fresh Mexican (Opening) Lincoln’s Pub (Opening)	Lincoln Lincoln
Taproom at Divot’s Brewery (Opening)	Norfolk	
Health Care & Social Assistance	Sweet Dreams Sleep Services (Opening) Western CPAP Supply (Opening) Western Sleep Medicine (Opening)	Gering Gering Gering
	Broadwell of Kearney (Opening)	Kearney
Information	Cricket Wireless	Columbus
	Cricket Wireless	Grand Island
Other Services	Royal Med Spa (Opening)	Nebraska City
Wholesale & Retail Trade	Bosselman Pump & Pantry Small Town Famous	Grand Island Grand Island
	Habitat ReStore	Lincoln
	Valley Food Cooperative	Lynch
	Dollar General	Norfolk

Meeting Date 9/15/2022

May Openings & Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Administration, Support, & Management	Envision Landscaping (Opening)	Beatrice
Arts, Entertainment, & Recreation	Kearney Whitewater Project (Opening)	Kearney
Construction, Mining, & Utilities	Sampson Construction (Expansion)	Lincoln
Finance, Insurance, Real Estate, & Rental/Leasing	EXIT Realty Professionals (Opening)	Lincoln
	Lincoln Federal Savings Bank (Expansion)	Lincoln
	The Neighborhood Sanctuary (Opening)	Columbus
Food Services	Coffee & Company (Opening)	Grand Island
	Los Mezcales (Opening)	Fremont
	Pizza Ranch (Expansion)	Norfolk
	Railside Highway Diner (Opening)	Gibbon
	Runza (Opening)	Alliance
Health Care & Social Assistance	Children's Rehab Center (Kearney) (Opening)	Kearney
	Food Bank of Lincoln (Expansion)	Lincoln
	Optical Gallery (Opening)	Grand Island
Information	AT&T (Opening)	Columbus
Other Services	Expert RV Service Center (Opening)	Grand Island
	Royal Med Spa (Opening)	Nebraska City
Wholesale & Retail Trade	Captivating Windows (Opening)	Norfolk
	Goliath Nutrition (Opening)	Lincoln
	Habitat ReStore (Expansion)	Lincoln
	Grand Slammers (Opening)	Gering
	The Crispy Biscuit Pet Deli (Opening)	Scottsbluff

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.

June Openings & Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Construction	Big H Home Services, LLC (Opening)	Columbus
Finance, Insurance, Real Estate, & Rental/Leasing	Hoppe Development Antelope Tower (Opening) Q Sisters Bounce, LLC (Opening)	Lincoln Columbus
Food Services	Hatchett Jaxx (Opening) Pedal Pub Therapy (Opening) Pita and Naan (Opening)	Plattsmouth Norfolk Lincoln
Health Care & Social Assistance	CHI Health St. Elizabeth (Cardiac Rehab) (Opening) Heartland Center for Reproductive Medicine (Opening)	Lincoln Lincoln
Information	Vyve Business Solutions (Opening)	Columbus
Manufacturing	Prime Metal Products (Expansion)	Gering
Other Services	Firestone Complete Auto Care (Opening) Tommy's Car Wash (Opening)	Lincoln Columbus
Wholesale & Retail Trade	Bend the Trend (Opening)	Norfolk

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.

Breaking Down Nebraska STEM Occupations

Jodie Meyer, Research Analyst

What is a STEM occupation?

STEM stands for science, technology, engineering, and math. Components of each of these disciplines can be found in some form in every occupation, but STEM occupations require a higher level of knowledge in one or more of these fields.

O*NET classifies STEM occupations into seven job families: architecture and engineering; computer and mathematical; health practitioners and technical; life, physical, and social science; managerial; postsecondary teaching; and sales. This analysis combines these classifications with the Nebraska Department of Labor's 2018-2028 long-term occupational employment projections. (1)

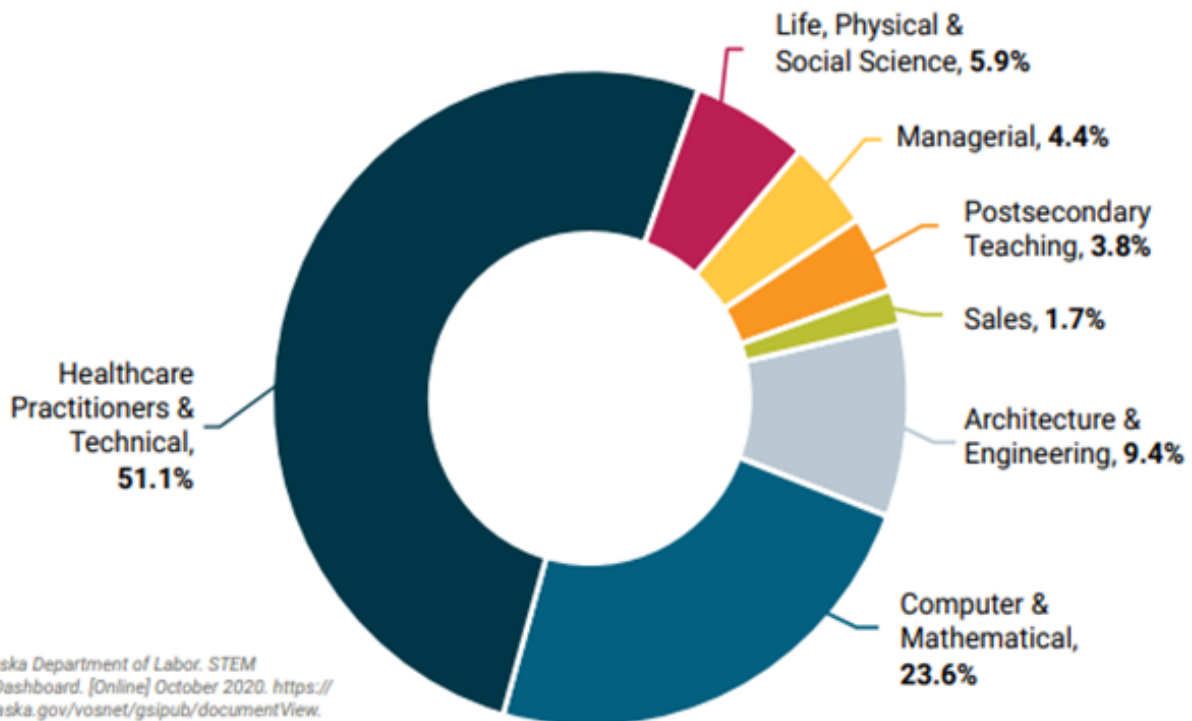
In 2018, 22.8% of occupations in Nebraska were STEM (177 of the 778 total occupations). STEM occupations employed 140,178 workers in 2018, 12.4% of the state's total. Overall, STEM occupations in Nebraska are projected to grow by 10.8%, faster than the 4.8% employment growth projected for non-STEM occupations. Almost a quarter (24.3%) of total openings due to growth are projected to be in STEM occupations. (1)

Meeting Date 9/15/2022

STEM by Job Family

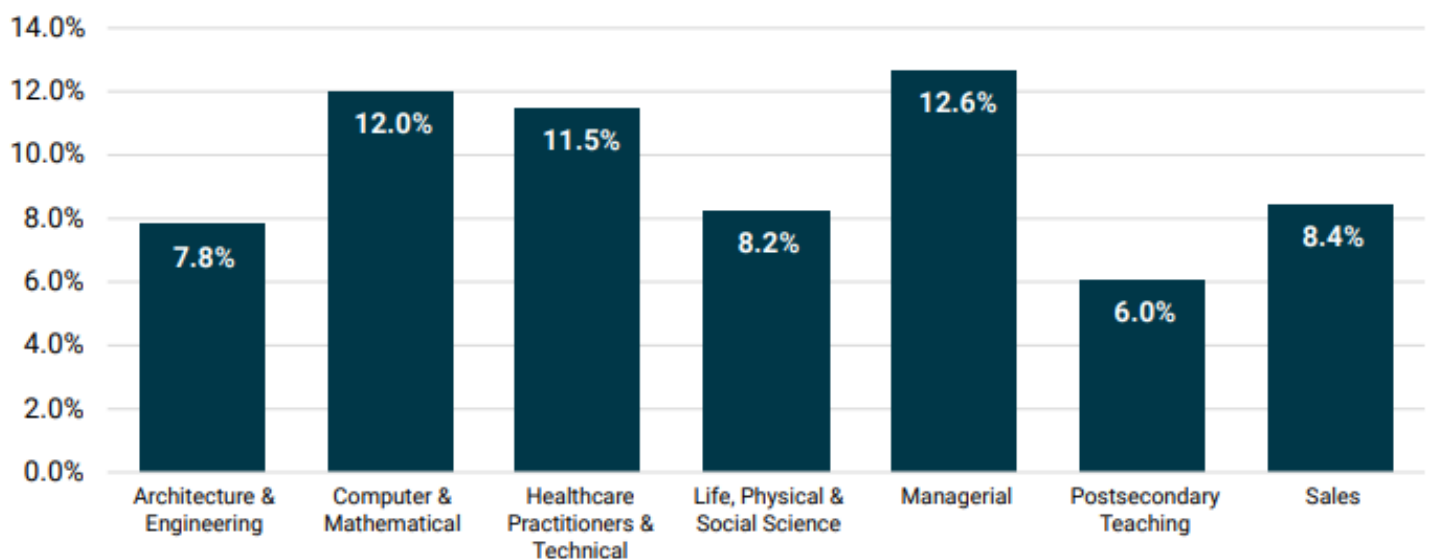
The largest STEM job family is healthcare practitioners and technical, which employed just over half (51.1%; 71,681) of STEM workers statewide in 2018. The largest occupations in this category were nurses, specifically registered nurses (26,536) and licensed practical and vocational nurses (5,879). (1)

Percentage of Total 2018 Employment by STEM Job Family



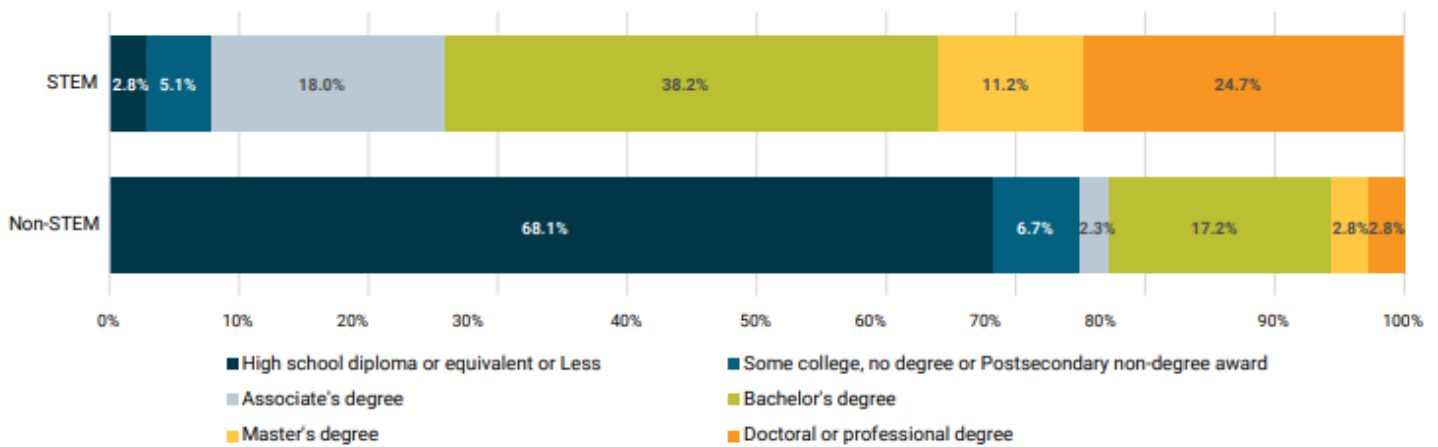
Source: Nebraska Department of Labor. STEM Occupations Dashboard. [Online] October 2020. <https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=zguBU76uluJRZMdSPSc4UQ==>

Projected Employment Growth by STEM Job Family, 2018 - 2028



Source: Nebraska Department of Labor. STEM Occupations Dashboard. [Online] October 2020. <https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=zguBU76uluJRZMdSPSc4UQ==>

STEM and Non-STEM Occupations by Education Level Required, 2018



Source: Nebraska Department of Labor. STEM Occupations Dashboard. [Online] October 2020. <https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=zguBU76uluJRZMdSPSc4UQ==>

Most Openings: Occupations Typically Requiring a Bachelor's Degree	Avg Annual Openings	Percent Change
Registered Nurses	1,790	11.1%
Software Developers, Applications	502	24.3%
Computer Systems Analysts	330	8.5%
Medical and Health Services Managers	327	15.0%
Network and Computer Systems Administrators	268	7.4%

Fastest-Growing: Occupations Typically Requiring a Bachelor's Degree	Growth Openings	Percent Change
Information Security Analysts	210	31.0%
Operations Research Analysts	295	26.3%
Software Developers, Applications	1,180	24.3%
Therapists, All Other	24	20.7%
Chemical Engineers	22	17.5%

High Wage Occupations: Top 5 Highest-Paying by Average Annual Wage

Occupations	Avg Hourly Wage	Avg Annual Wage
Orthodontists	\$145.67	\$302,991
Surgeons	\$141.28	\$293,857
Anesthesiologists	\$140.59	\$292,436
Oral and Maxillofacial Surgeons	\$138.94	\$289,001
Psychiatrists	\$127.55	\$265,293

Women's Labor Availability Study Results

Rachel Eckloff, Research Analyst

During the fall and winter of 2020, NDOL conducted the Coronavirus Pandemic Labor Availability Survey, which asked individuals statewide to answer questions about their employment status and occupation, the benefits they received from their employers, the impact of COVID-19 on their work, and what factors might encourage them to change jobs or prevent them from doing so. Demographic information was also collected, making it possible to evaluate and compare the responses of men and women on these topics.

A total of 1,488 individuals from households in 81 Nebraska counties completed and returned surveys. Responses were weighted for accurate demographic representation. The data was then used to create the **2021 Nebraska Benefits Report** and the **Statewide COVID Impacts and Teleworking Report**. Additional information about study methodology is available in either of the **full reports**.

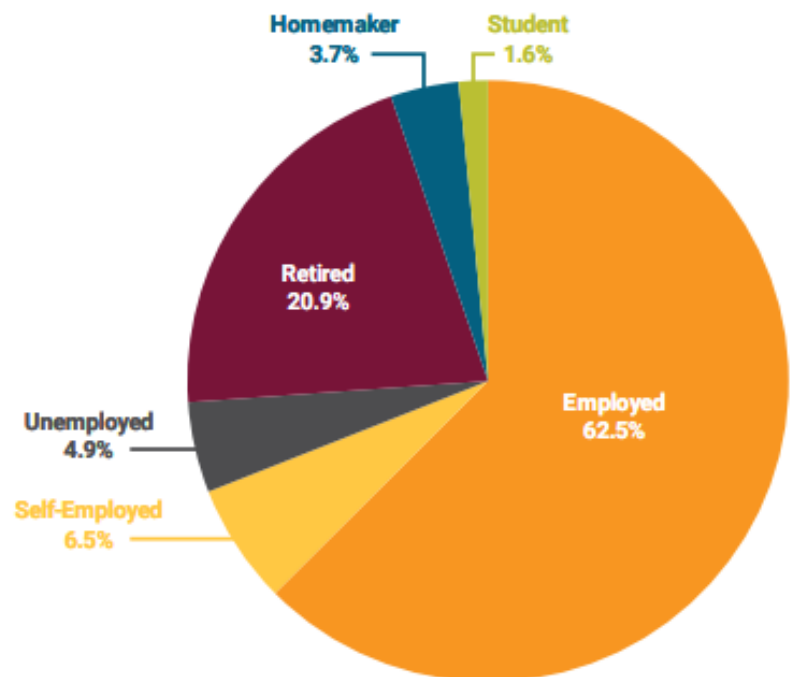
Previous reports largely break the data down by factors such as industry, urban or non-urban location, and whether or not the respondent was employed at the time of response. Considering similarities and differences in respondents' answers by gender provides a new angle with which to evaluate the survey data.

Employment Status

Women represented 49.6% of survey responses, while men accounted for 49.3% and 1.1% declined to specify.* Among women who indicated their employment status, 69.0% were employed (including self-employed), 4.9% were unemployed**, and 26.1% were out of the labor force due to being retired, a homemaker, or a fulltime student.***

About 12.1% of women said they held more than one job (including any self-employment), as compared to 17.9% of men. Women were more likely than men to cite underemployment (e.g., not enough hours available, working multiple part-time jobs, etc.) as a reason they had multiple jobs (17.6% of women with 2+ jobs; 14.1% of men), but substantially less likely to report working multiple jobs for personal fulfillment (59.3% of women with 2+ jobs; 78.5% of men). Unsurprisingly, the most common reason that both men and women said they worked more than one job was additional income (94.9% of women with 2+ jobs; 92.2% of men).

Employment Status of Female Survey Respondents



* For all data points other than gender identification, which was preserved here for clarity, surveys that declined to answer a certain question were excluded from analysis of that question.

** Labor market data typically defines a person as 'unemployed' when they do not have a job but are actively looking for one. The term 'unemployment' thus usually excludes individuals who are out of the labor force for reasons like illness, retirement, or homemaking and not actively seeking work. However, survey data is based on self-reporting and some respondents may interpret 'unemployed' as referring to any person without a job, regardless of whether or not they are seeking one. For the purposes of this analysis, 'unemployed' should therefore be understood to mean not working and not being retired, a homemaker, or a student, rather than the technical definition that is usually implied within NDOL publications.

*** Percentages may not sum to 100% due to rounding.

Fast Facts

12.1%

Share of women surveyed by NDOL in 2021 who said they held more than one job.

42.3

Average number of hours worked per week for women surveyed by NDOL in 2021.

90.8%

Percentage of surveyed women who said a company's values are an 'important' or 'very important' consideration when choosing whether to accept a new job.

Fast Facts

50.1%

Women's share of Nebraska's total population in 2020. Women made up 50.6% of the state's population ages 18 and over, and 55.1% of those 65 and older. (3)

67.8%

Percentage of Nebraska women ages 25 and older who had attended at least some college as of 2020. About 10.5% of Nebraska women ages 25 and up had an associate degree, 34.0% held a bachelor's degree or higher, and 11.5% held a graduate or professional degree. (3)

47.4%

Women's share of Nebraska's total population of employed civilians, ages 16 and older, in 2020. (3)

When asked about the industry of their most recent job, responses from women who were not employed at the time of the survey closely tracked patterns seen among employed women, with education (22.1%) and health care and social assistance (20.9%) being the most common. Construction (0.4%) and real estate and rental/leasing (0.4%) were the least common.

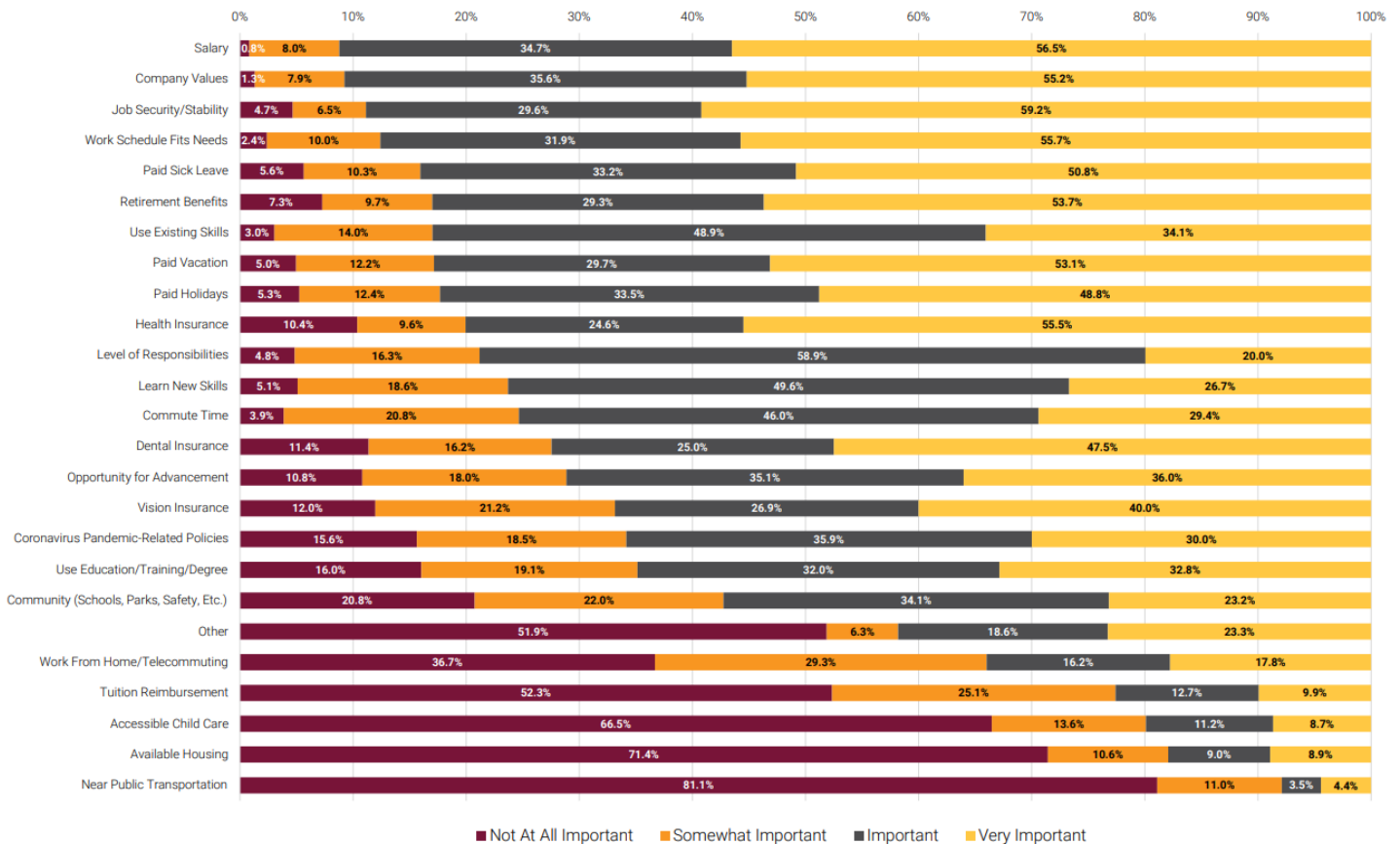
Women who were not employed at the time of the survey were more likely than men to report that their last job ended due to factors related to COVID-19 (9.8% of women and 8.0% of men). Among women who indicated that their previous job ended for pandemic-related reasons, the largest share said they had worked in education (29.2% of women whose employment ended due to COVID-19). Accommodation and food services was the top industry of last employment for men who reported that their last job ended due to the pandemic (22.0% of men who lost jobs due to COVID-19).

Job Change Considerations

Survey respondents were also asked whether they were likely to change jobs within the next year if a suitable opportunity was available, and what factors would be important to them when considering a potential job change. Among employed women, 35.6% answered 'yes' or 'maybe' to this question. Employed men were slightly less likely to say they would or might seek new employment within the next year, at 31.1%. About 13.0% of employed women indicated that they were actively seeking a new job at the time of the survey, compared to 8.7% of employed men.

Most women who were actively searching for a new job at the time of the survey said they were seeking new employment within their county of residence (78.3%), with 58.9% looking for work in other Nebraska counties, and 32.0% searching in other states. Men who were actively seeking new jobs were less likely to be looking to relocate within Nebraska, with 48.6% looking for work in a different county, but more likely than women to be searching for work out of state (36.5%).

Important Factors for Women When Considering a Job Change

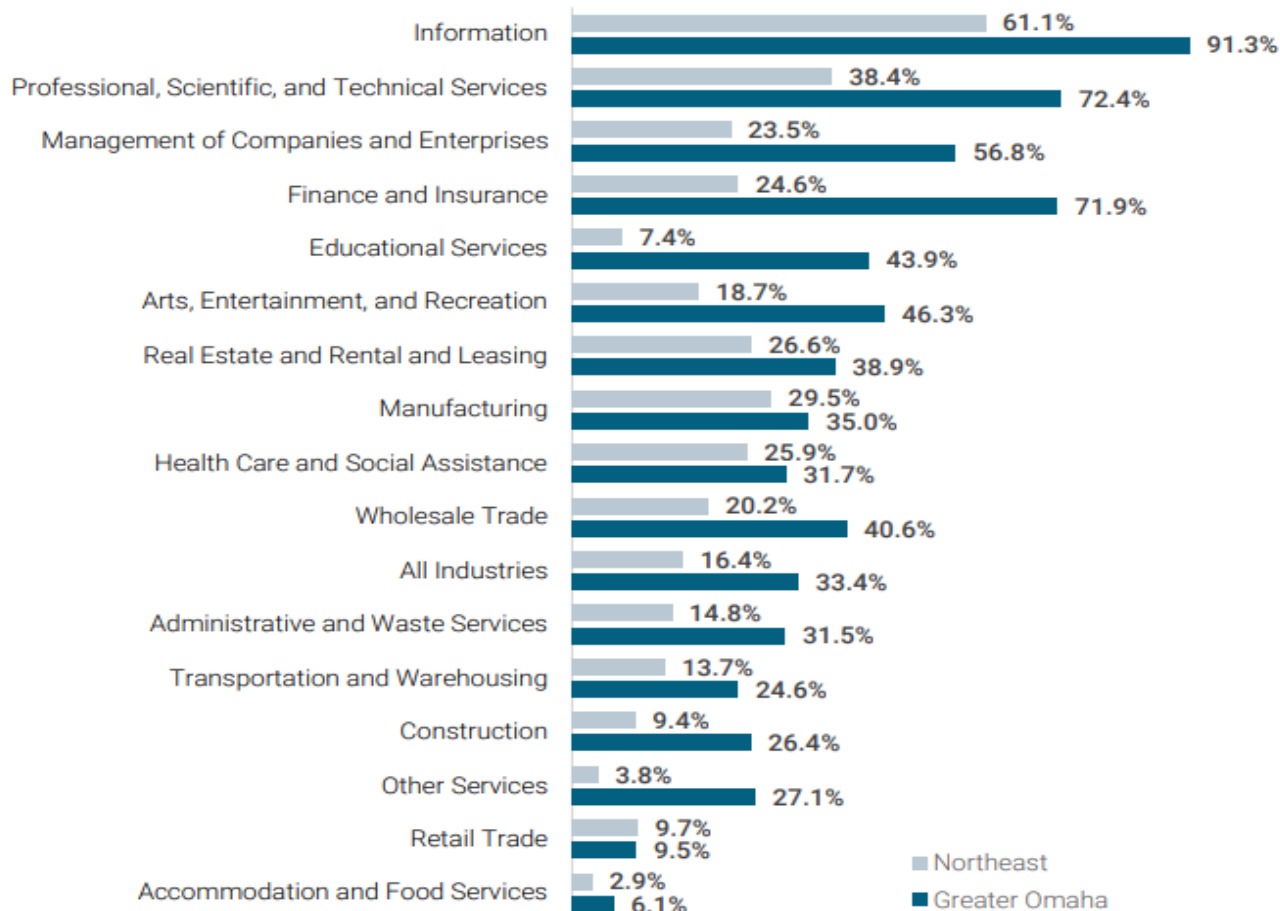


Meeting Date 9/15/2022

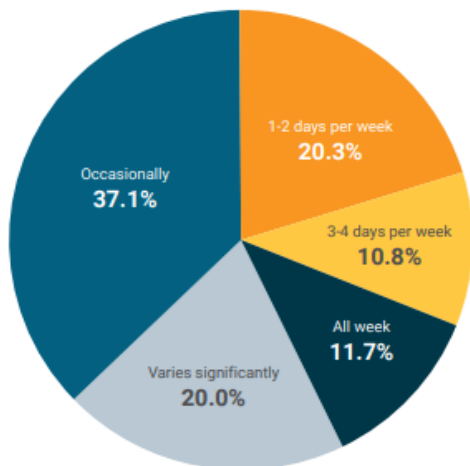
Labor Availability Study Results on Telework

Scott Ferguson, Research Analyst

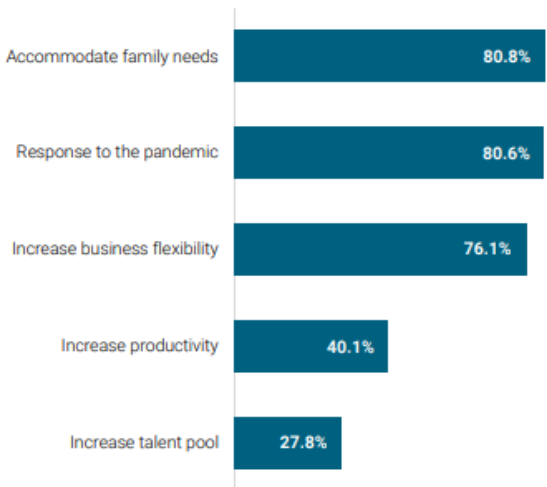
Percentage of Establishments with at Least One Teleworking Employee, by Industry



Typical Teleworking Work-Week, Percentage of Businesses



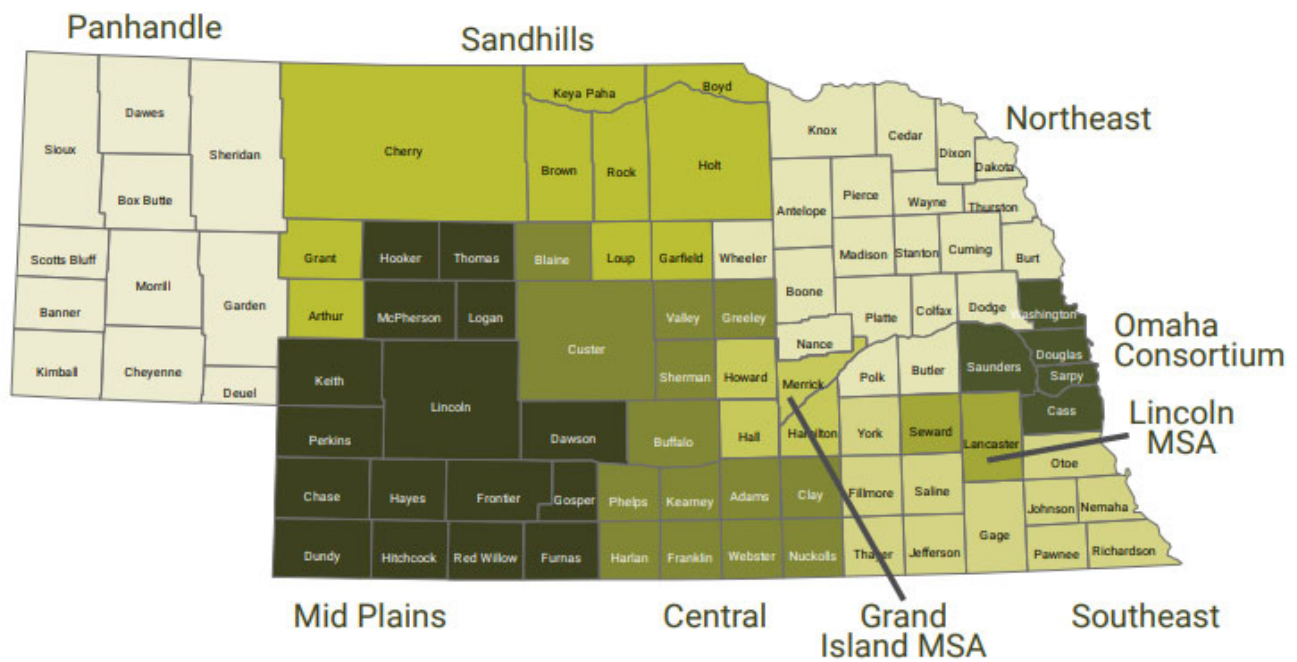
Reasons Businesses Utilize Telework



Employment in Nebraska's Rural Economic Regions

Kevin Obrist, Research Analyst

While 64.8% of Nebraska's population resides in the economic regions associated with the Omaha, Lincoln, and Grand Island metropolitan statistical areas (MSAs), Nebraska's Quarterly Census of Employment and Wages provides plenty of data covering the rural economic regions of the state and how they compare to each other and the metropolitan areas. (1) Nebraska has six rural economic regions: Northeast, Southeast, Central, Mid Plains, Sandhills, and Panhandle. Data comes from the third quarter (July-September) of 2021.



Average All-Industries Weekly Wages by Economic Region, Q3 2021

Rank	Region	Average Weekly Wage
1	Northeast	\$899
2	Southeast	\$860
3	Mid-Plains	\$842
4	Central	\$839
5	Panhandle	\$801
6	Sandhills	\$720

Total Number of Establishments (All Industries) by Economic Region, Q3 2021

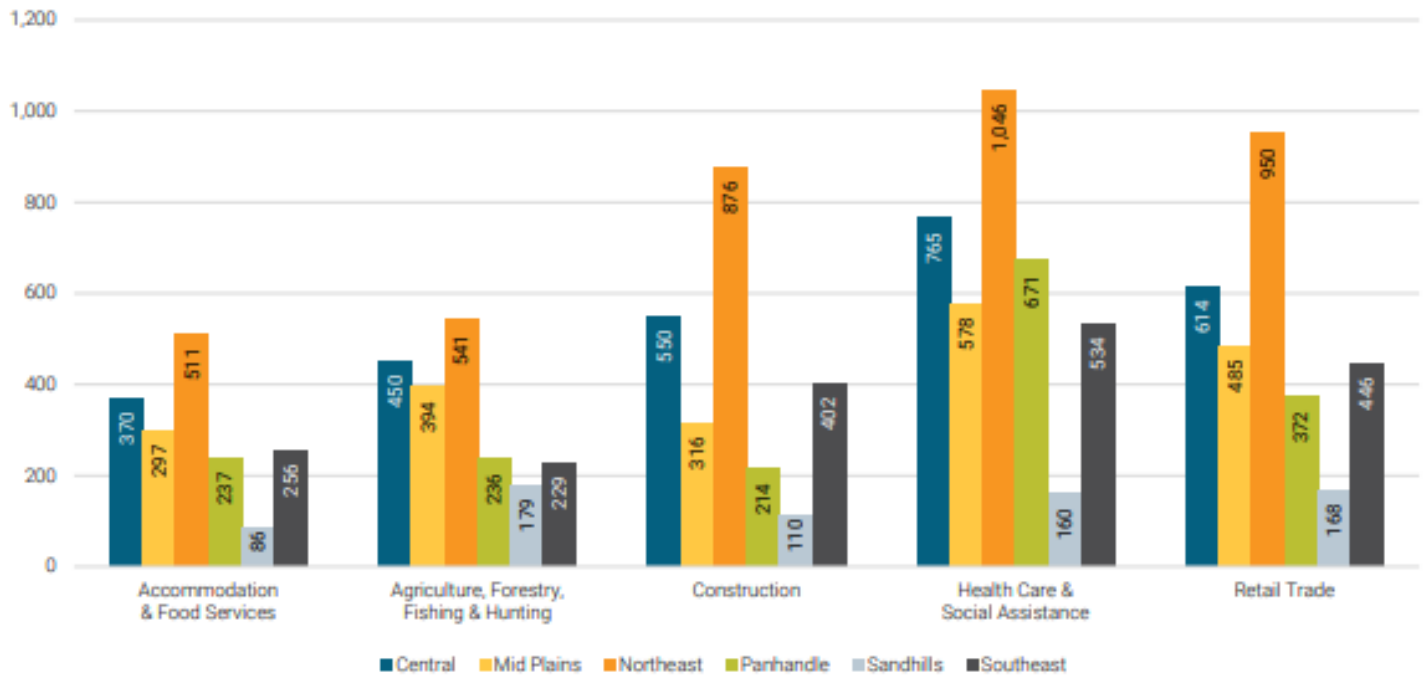
Rank	Region	Establishments
1	Northeast	8,229
2	Central	5,594
3	Mid-Plains	4,094
4	Southeast	4,014
5	Panhandle	3,340
6	Sandhills	1,447

The Final Word

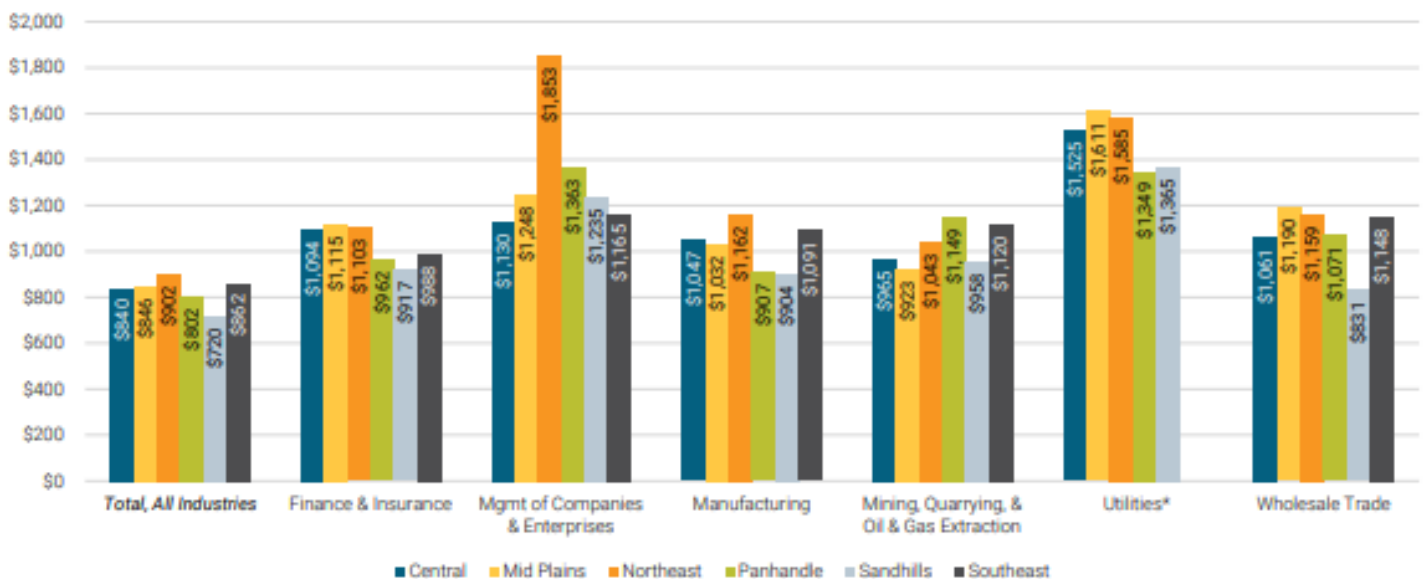
Looking at the overall top average weekly wage by sector, management of companies and enterprises ranked first or second in all six rural regions. Utilities had the highest average weekly wage in three regions: Central, Mid Plains, and Sandhills.

In terms of number of establishments, health care and social assistance ranked first in all rural regions except for the Sandhills, where it ranked third, and retail trade ranked second in all six rural regions. Construction ranked third in the Central, Northeast and Southeast Regions. Agriculture, forestry, fishing, and hunting ranked first in the Sandhills and third in the Mid-Plains Regions.

Industry Sectors with Most Establishments by Economic Region



Industry Sectors with Highest Average Weekly Wage by Economic Region



*Data not available for the Southeast Region due to disclosure suppression.

Sources:

1. U.S. Census Bureau. Decennial Census. 2020 Census Redistricting Data (Public Law 94-171). [Online] 2020. <https://data.census.gov/cedsci/table?t=Populations%20and%20People&q=0400000US31%240500000&tid=DECENIALPL2020.P1>.

Economic Indicators

Kermit Spade, Research Analyst

Avg. Weekly Earnings

All Private Employees
Not Seasonally Adjusted



Average weekly earnings represents the mean pay received by workers for services performed over the course of one week.⁴

NE- U.S. Bureau of Labor Statistics. *State and Area Employment, Hours, & Earnings. Average Weekly Earnings of All Employees, In Dollars. Nebraska (Statewide): Total Private, Not Seasonally Adjusted.* Series ID SMU31000000500000011. <https://data.bls.gov/PDQWeb/sm>.
U.S.- U.S. Bureau of Labor Statistics. *Employment, Hours, & Earnings from the Current Employment Statistics Survey (National). Average Weekly Earnings of All Employees: Total Private, Not Seasonally Adjusted.* Series ID CES0500000011. <https://data.bls.gov/PDQWeb/ce>.

Avg. Hourly Earnings

All Private Employees
Not Seasonally Adjusted

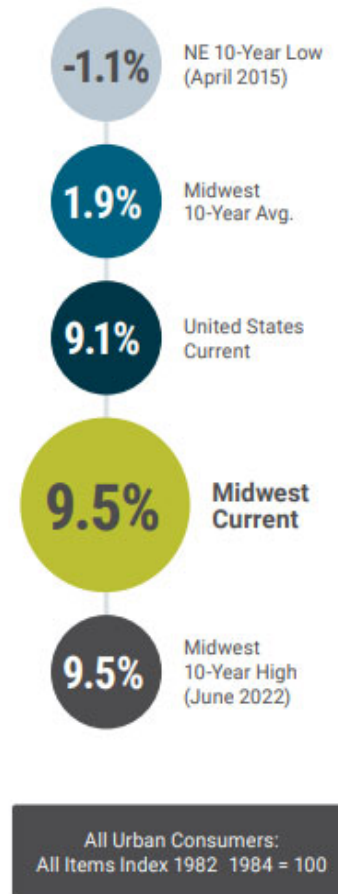


Average hourly earnings represents the mean pay received by workers for services performed during one hour of work.⁵

NE- U.S. Bureau of Labor Statistics. *State and Area Employment, Hours, & Earnings. Average Hourly Earnings of All Employees, In Dollars. Nebraska (Statewide): Total Private, Not Seasonally Adjusted.* Series ID SMU31000000500000003. <https://data.bls.gov/PDQWeb/sm>.
U.S.- U.S. Bureau of Labor Statistics. *Employment, Hours, & Earnings from the Current Employment Statistics Survey (National). Average Hourly Earnings of All Employees: Total Private, Not Seasonally Adjusted.* Series ID CEU0500000003. <https://data.bls.gov/PDQWeb/ce>

Consumer Price Index

12-Month % Change
Not Seasonally Adjusted



The consumer price index (CPI) is a measure of the average change over time in the prices paid by consumers for goods and services. It is used to determine the real purchasing power of consumers' dollars, and as a measure of inflation.⁵

NE- U.S. Bureau of Labor Statistics. *Consumer Price Index for All Urban Consumers: All Items in Midwest (CUUR0200SA0).* Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/CUUR0200SA0#0>.
U.S.- U.S. Bureau of Labor Statistics. *Consumer Price Index for All Urban Consumers: All Items (CPIAUCNS).* Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/CPIAUCNS>.

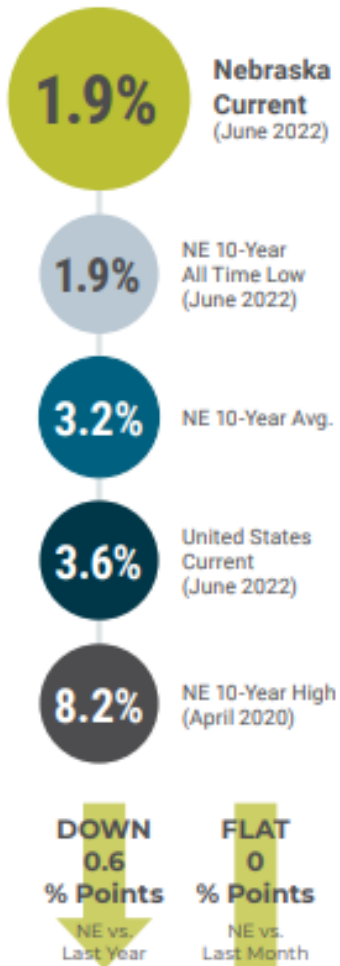
Data Sources: [Retrieved: July 2022.]

Economic Indicators

Kermit Spade, Research Analyst

Unemployment Rate

Seasonally Adjusted



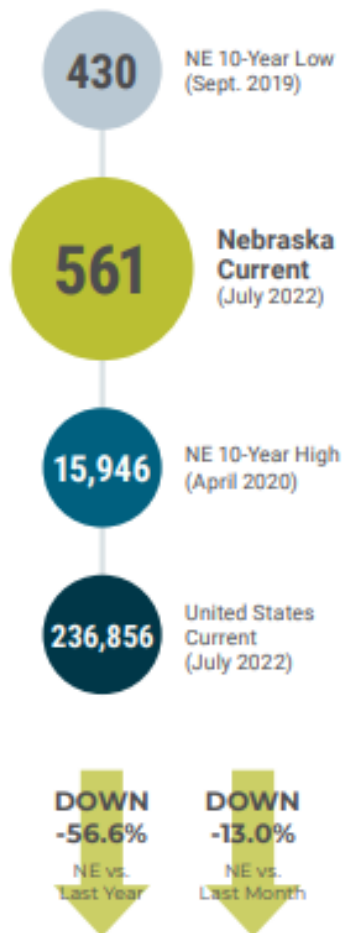
The unemployment rate represents the number of unemployed persons as a share of the labor force. Unemployed persons are those ages 16 years and older who had no work during the reference period, but who were available for and actively seeking work.

(For more on defining 'labor force,' see Labor Force Participation Rate.)²

NE- Nebraska Department of Labor. Local Area Unemployment Statistics (LAUS). Unemployment Rate (%). NEworks. <https://neworks.nebraska.gov>.
 U.S.- U.S. Bureau of Labor Statistics. Labor Force Statistics from the Current Population Survey. (Seas) Unemployment Rate. Series ID LNS14000000. <https://data.bls.gov/PDQWeb/ce>

Initial Unemployment Claims

Monthly Avg. Number of Claims per Week

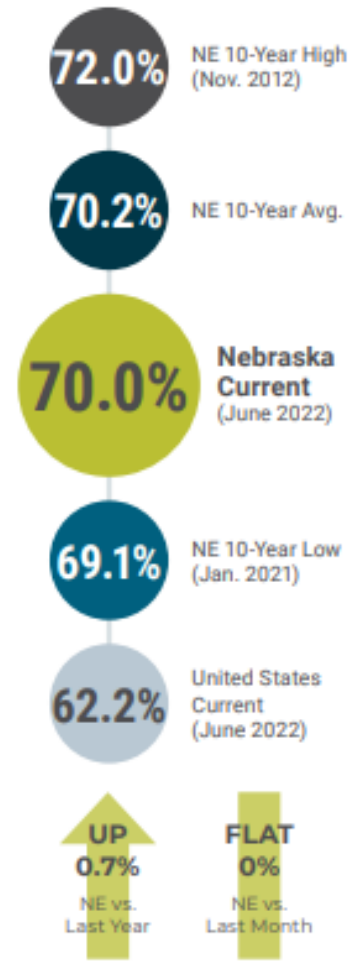


An initial claim is a request for determination of UI program eligibility filed by an unemployed individual following a separation from an employer. It can serve as an indicator of emerging labor market conditions in the area.¹

NE- U.S. Employment & Training Administration. Initial Claims in Nebraska (NEICLAIMS). Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/NEICLAIMS>.
 U.S.- U.S. Employment & Training Administration. Initial Claims (ICNSA). Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/ICNSA>.

Labor Force Participation Rate

Seasonally Adjusted



The labor force participation rate measures the labor force (people working or looking for work) as a percentage of the total civilian, noninstitutionalized population, age 16 and over.³

NE- U.S. Bureau of Labor Statistics. Labor Force Participation Rate for Nebraska (LBSSA31). Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/LBSSA31>.
 U.S.- U.S. Bureau of Labor Statistics. Civilian Labor Force Participation Rate (CIVPART). Retrieved from Federal Reserve Bank of St. Louis. <https://fred.stlouisfed.org/series/CIVPART>.

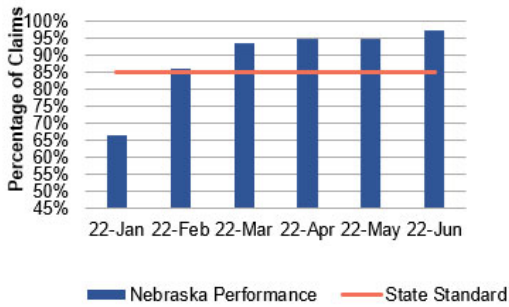


Department of Labor – Monthly Report

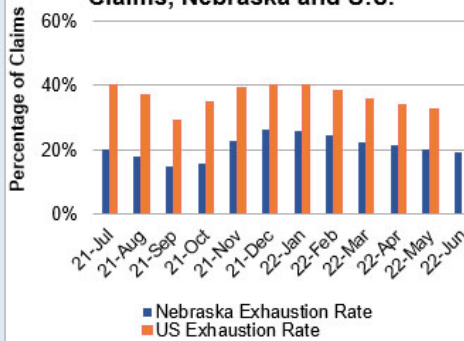
June 2022



Unemployment Insurance Eligibility Determination (21 Days)



Exhaustion Rate of Unemployment Insurance Claims, Nebraska and U.S.



Labor Force Participation Rates (Age 16 & older)

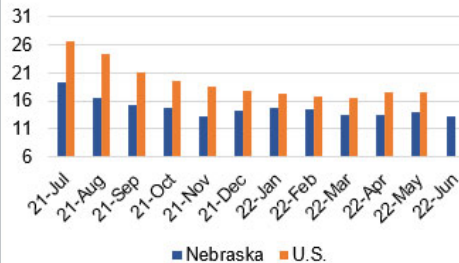
	Nebraska	Nat'l Avg.	Nebraska Ranking
21-Jun	69.5%	61.6%	1st
21-Jul	69.5%	61.7%	1st
21-Aug	69.6%	61.7%	1st
21-Sep	69.7%	61.7%	1st
21-Oct	69.7%	61.7%	1st
21-Nov	69.7%	61.9%	1st
21-Dec	69.7%	61.9%	1st
22-Jan	69.7%	62.2%	1st
22-Feb	69.8%	62.3%	1st
22-Mar	69.8%	62.4%	1st
22-Apr	69.9%	62.2%	1st
22-May	70.0%	62.3%	1st

Source: Bureau of Labor Statistics, Local Area Unemployment Statistics, Data Seasonally Adjusted.

Online Filing of Initial Claims



Average Duration of Unemployment Insurance Claims (weeks), Nebraska and U.S.



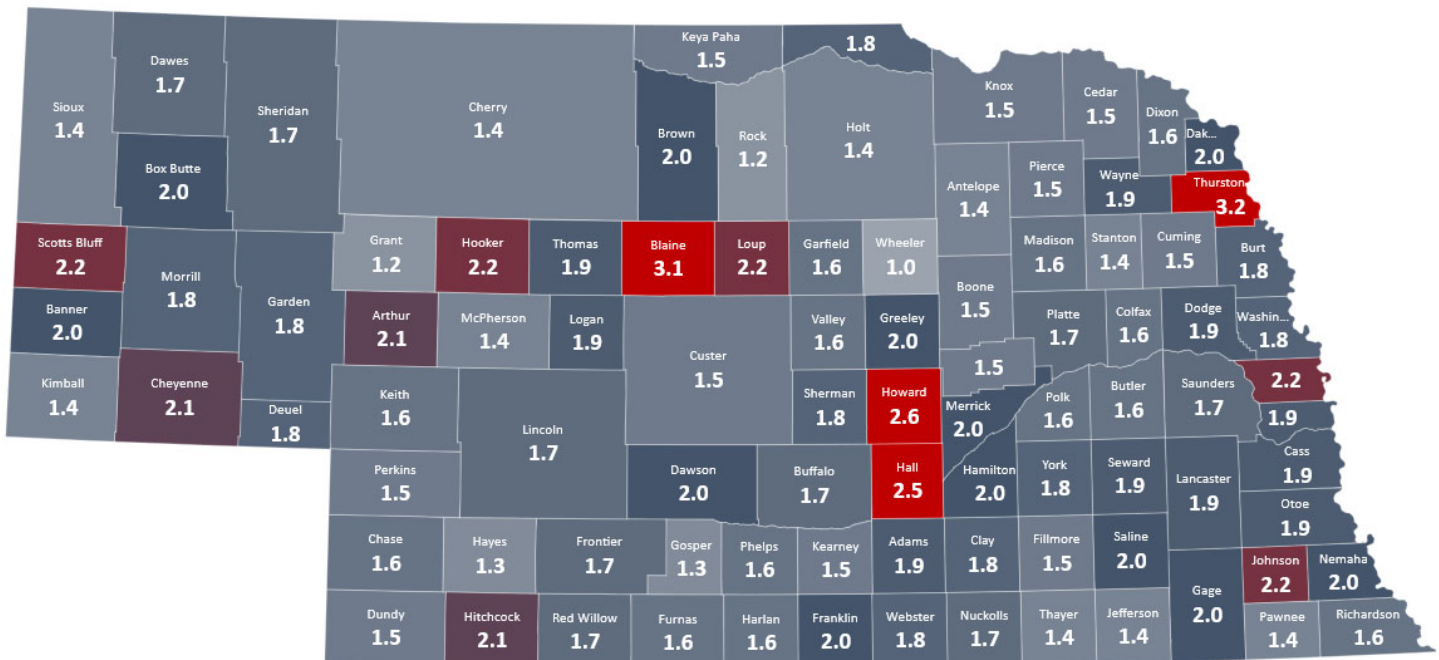
Labor Force Participation Five-Year Average, 2015 - 2019 (Age 16 - 64)

Nebraska	81.30%
United States	74.45%

Source: US Census Bureau, American Community Survey Five Year Estimate

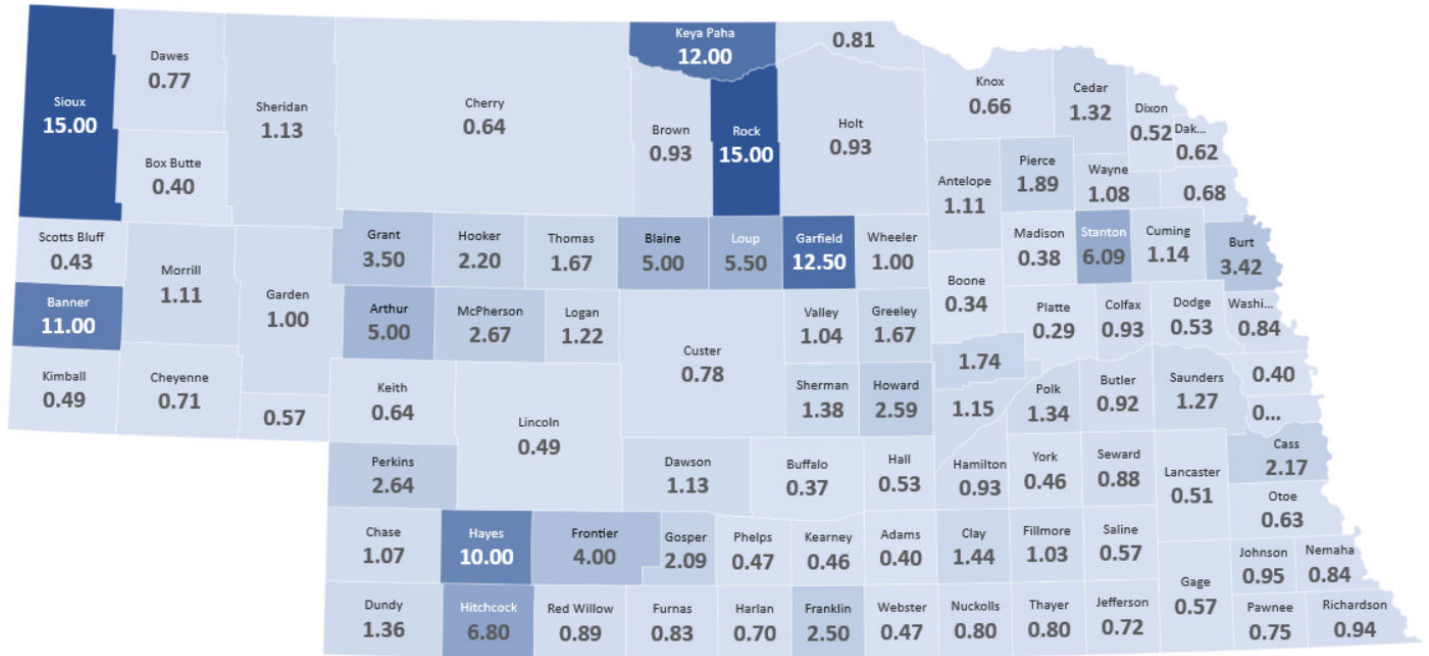
Unemployment Rates by County (Not Seasonally Adjusted)

May 2022



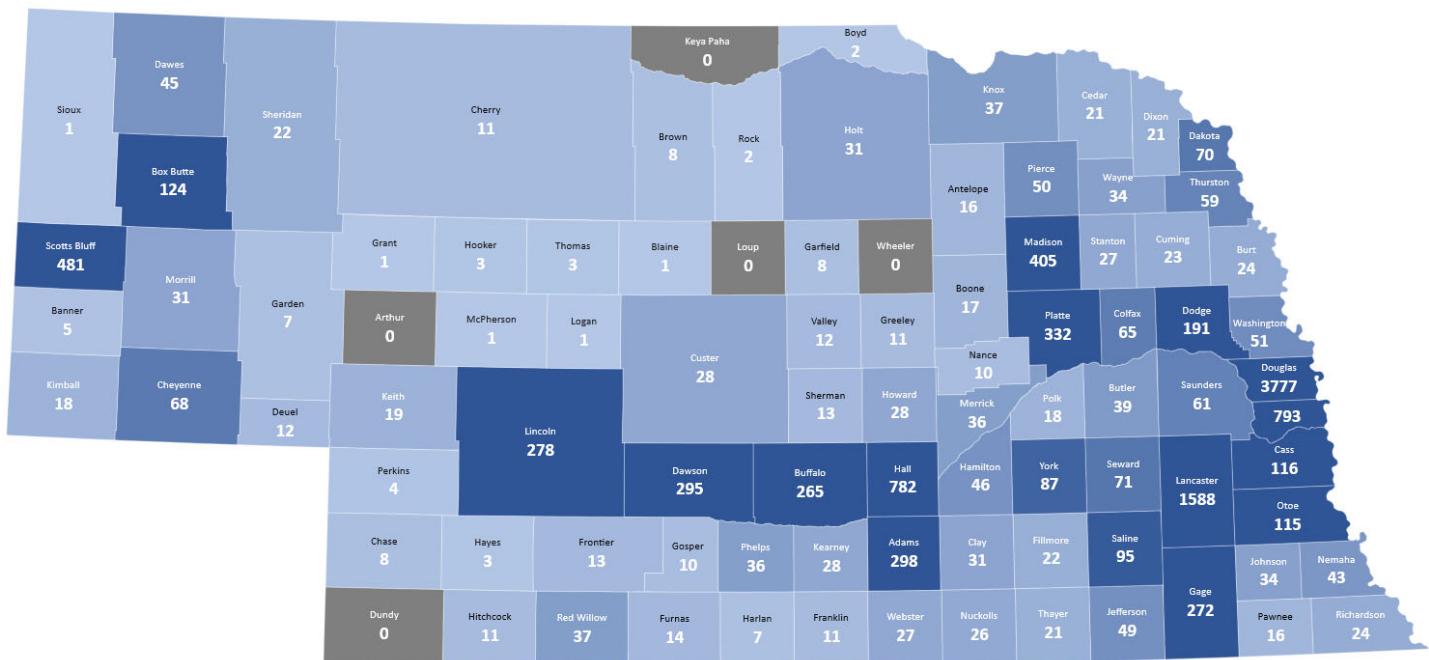
Number Unemployed per Job Posting

August 2022



Job Seekers Served

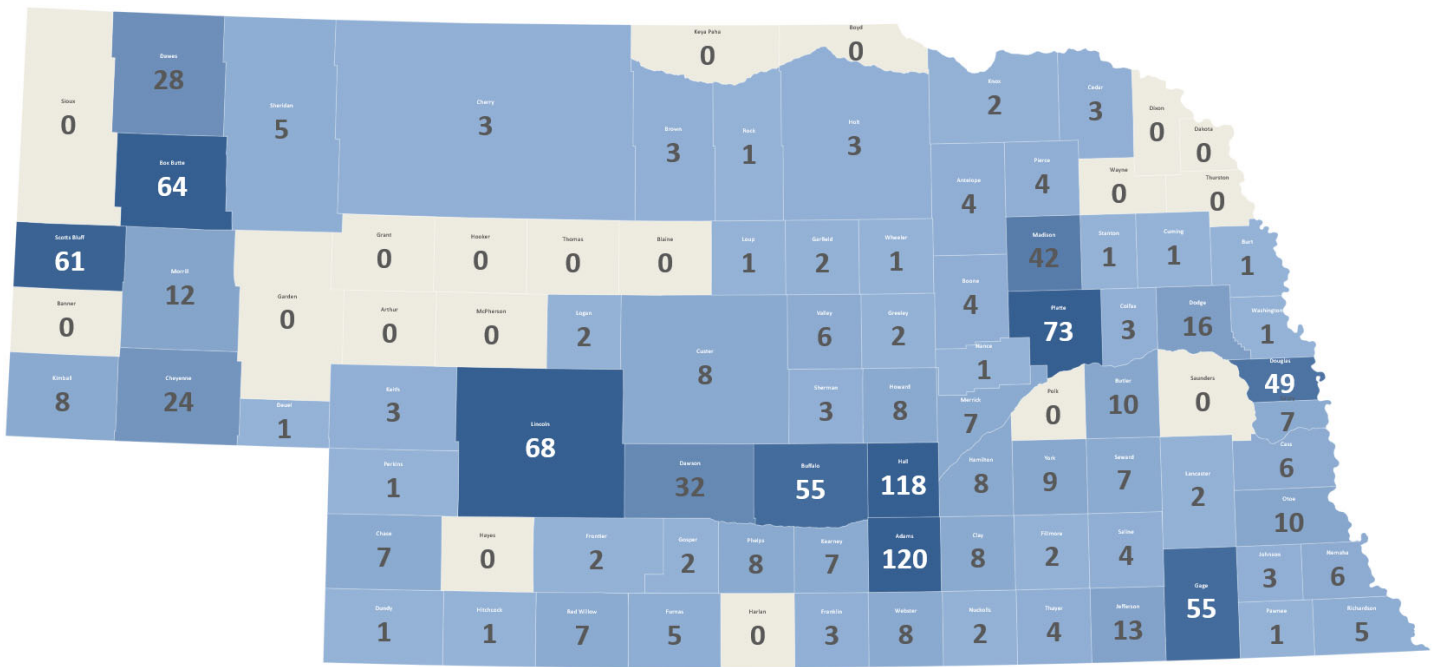
1/1/2022-6/30/2022



Meeting Date 9/15/2022

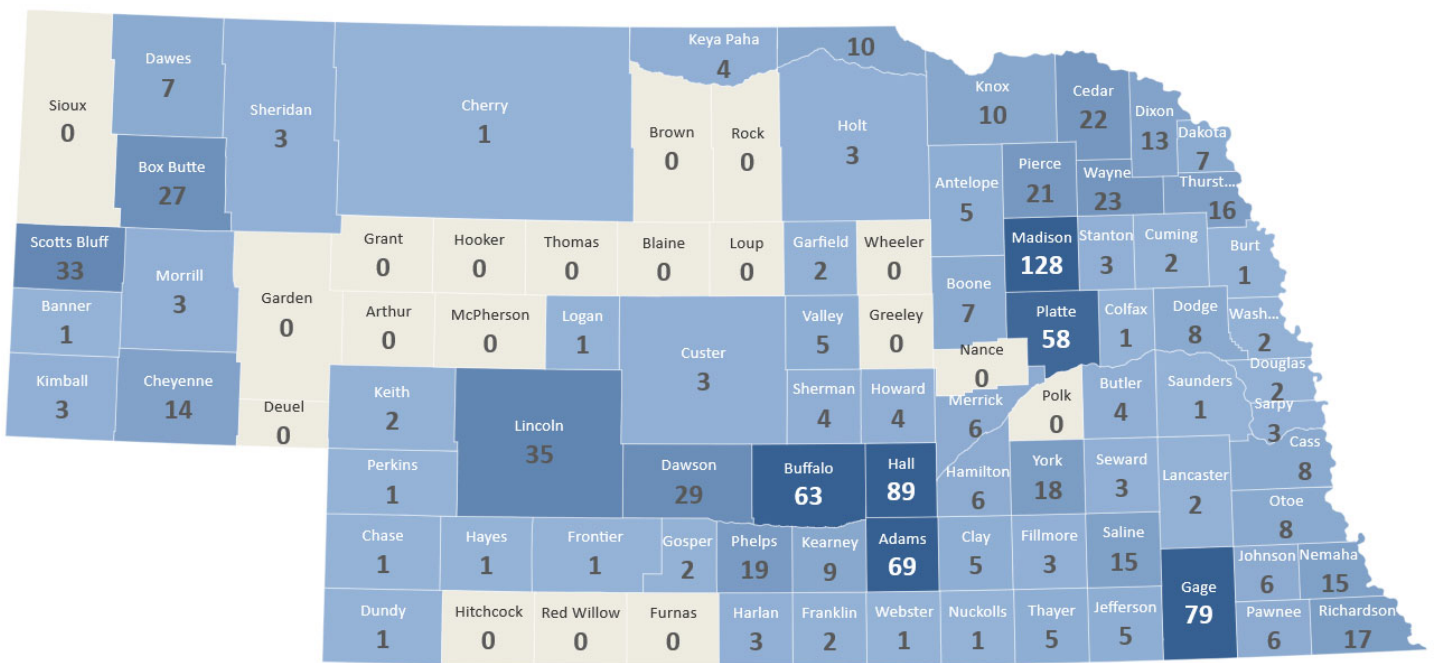
Employers Served

1/1/2021-12/31/2021



Employers Served

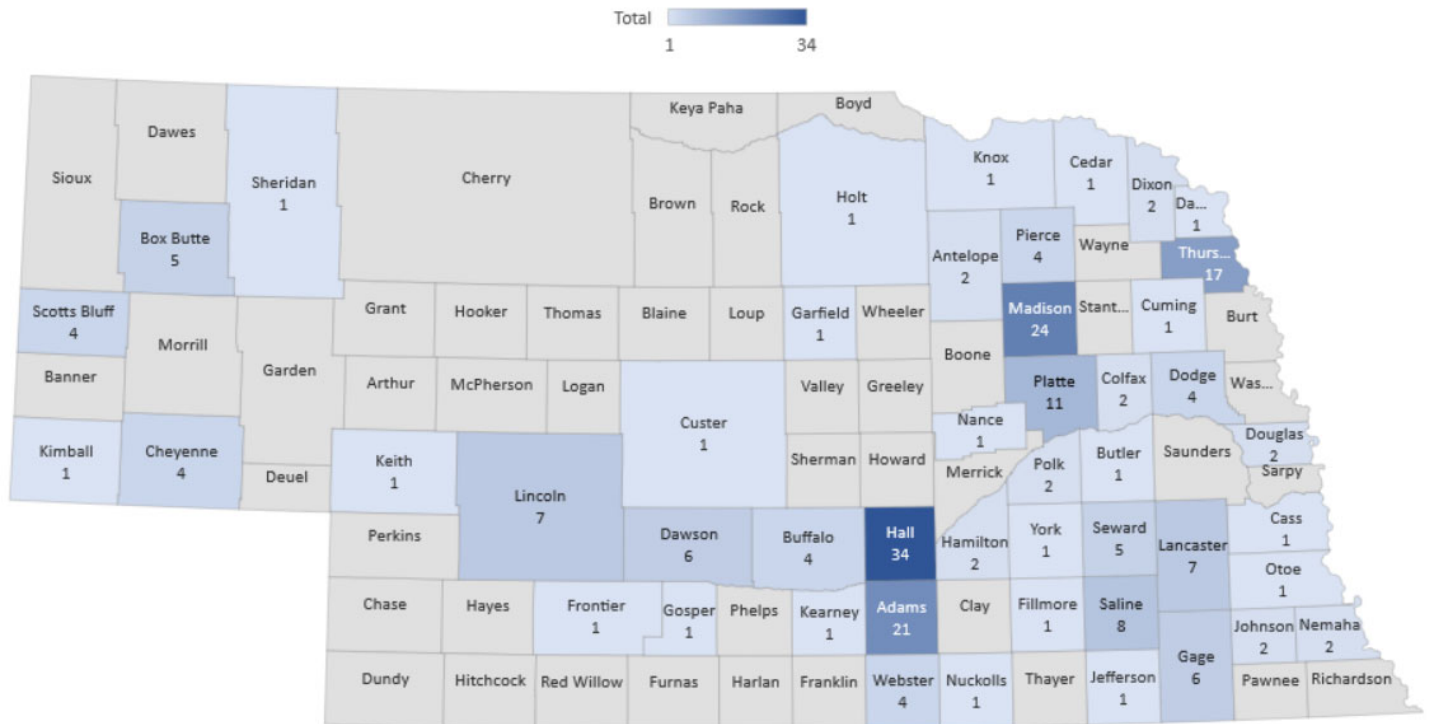
1/1/2022-6/30/2022



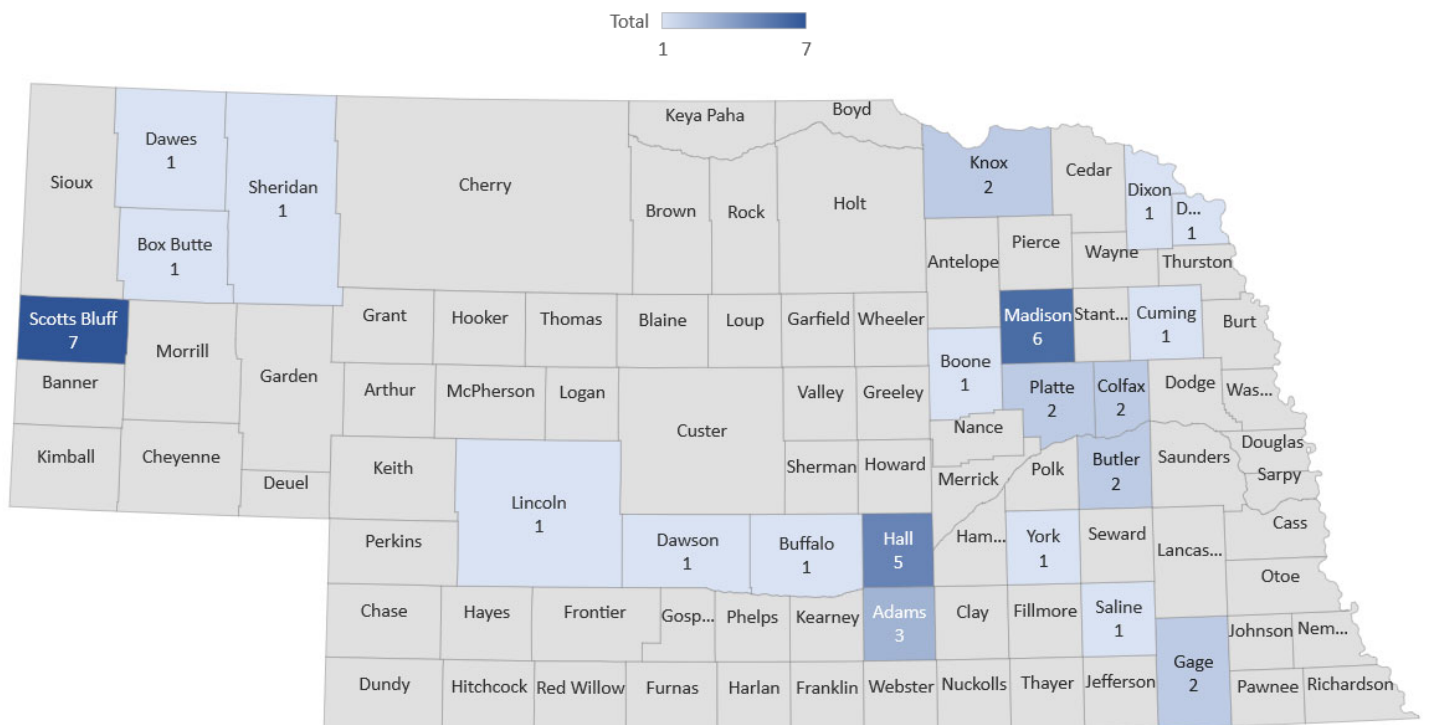
Meeting Date 9/15/2022

Agenda Item **GNWDB 6G/System 4a**: New Enrollments by County

New Enrollments by County
7/1/2021-6/30/2022
Total: 212



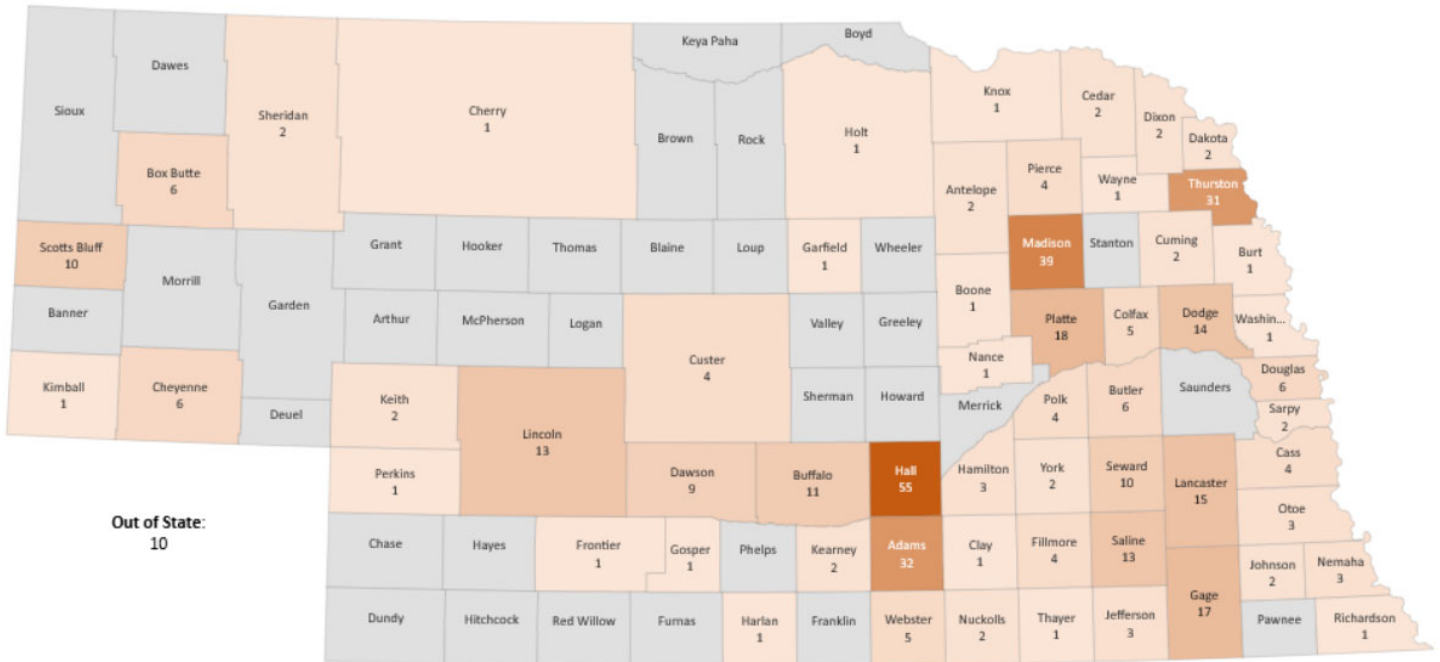
New Enrollments by County
7/1/2022-9/5/2022
Total: 43



Meeting Date 9/15/2022

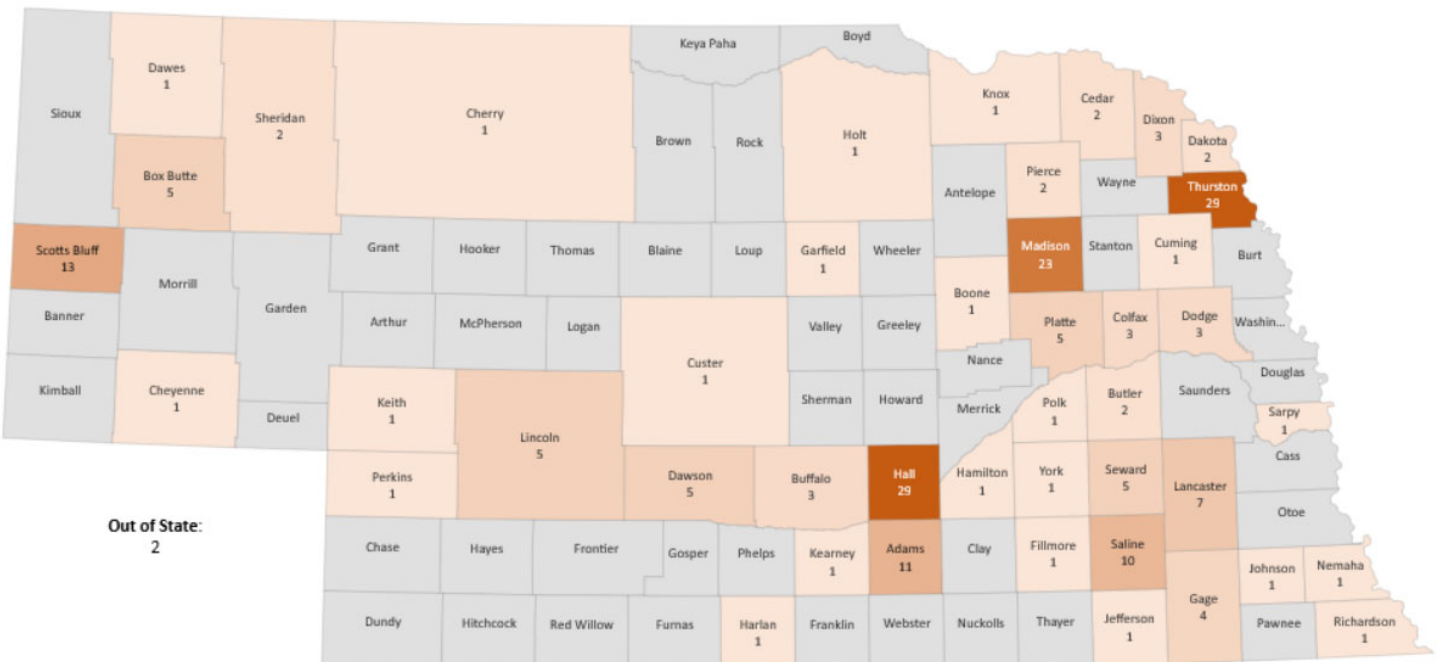
Agenda Item GNWDB 6H/System 4b: Active Participants by County

Active Participants by County
As Of 7/1/2021-6/30/2022
Total: 404



Out of State:
10

Active Participants by County
As Of 8/27/2022
Total: 195



Out of State:
2

Agenda Item GNWDB 6I/ System 4c: Priority of Service

Background: The State has issued a Priority of Service policy outlining board requirements to ensure Title IB program staff perform outreach to the potential adult, dislocated worker, and youth program participants. Priority of service is also monitored to emphasize access to individualized career and training services for higher need populations. Priority of service must be assessed at the time of eligibility determination, and participants must be informed if they are to receive priority.

Priority of Service Enrollments:

Priority Level	Total Eligibility Priority	Enrolled Priority	Difference	% Eligible	% Enrolled	Received Ind. Career Svc or Training	% Ind. Career Svc or Training	Priority of Service Rate
2 - Non-Covered Persons who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	26	26	0	86.67%	86.67%	25	86.21%	96.15%
5 - Non-Covered Persons Outside the WIOA-Priority Groups	4	4	0	13.33%	13.33%	4	13.79%	100.00%
Totals	30	30	0	100.00%	100.00%	29	100.00%	96.67%

Outreach:

Staff has done a great job with outreach over the past few months. Many staff members partnered with SNAP Next Step and attended Back to School events. Regular outreach is ongoing to all populations. Staff is meeting with partner agencies to discuss how to better collaborations going forward.

Numerical data will be presented at the next meeting following the official rollout of the Outreach Tracker.

Agenda Item GNWDB 6J/System 4d: Limited English Proficiency Plan

Language or Language Group	Number of Individuals 5 Years and Older Who Speak English Less than "Very Well"	Percent of Limited English Speakers Who Speak English Less than "Very Well"
Spanish	28,292	84.7%
Other Asian and Pacific Island	1,013	3.0%
Vietnamese	425	1.3%
Chinese (incl. Mandarin, Cantonese)	418	1.3%
Other Indo-European	388	1.1%
Arabic	334	1.0%
German or <u>other</u> West Germanic	256	0.8%
Korean	200	0.6%
French, Haitian, or Cajun	183	0.5%
Russian, Polish, or <u>other</u> Slavic	170	0.5%
Tagalog (incl. Filipino)	164	0.5%
All Other Languages	1,541	4.6%

Background: Per Executive Order 13166, Each federal agency shall prepare a plan to improve access to its federally conducted programs and activities by eligible LEP persons. Each plan shall be consistent with the standards set forth in the LEP Guidance, and shall include the steps the agency will take to ensure that eligible LEP persons can meaningfully access the agency's programs and activities.

Agenda Item **GNWDB 6K**: Performance/**System 4e**

PY 2021 Quarter 3

Statewide

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	73.3	94.0%	73.3%	94.5%
2. Employment Rate (Q4)	78.5%	72.4%	92.2%	71.9%	91.6%
3. Median Earnings	\$6300.00	\$7364.00	116.9%	\$7456.00	118.3%
4. Credential Rate	61.0%	53.9%	88.4%	61.0%	100.0%
5. Measurable Skill Gains	41.0%	29.6%	72.2%	62.5%	152.4%
Aggregate Score			92.7%		111.4%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	86.4%	91.4%	105.8%	82.2%	95.1%
2. Employment Rate (Q4)	85.9%	76.9%	89.5%	87.0%	101.3%
3. Median Earnings	\$8250.00	\$9945.00	120.5%	\$8810.00	106.8%
4. Credential Rate	60.0%	63.6%	106.0%	62.3%	103.8%
5. Measurable Skill Gains	45.0%	14.0%	31.1%	73.0%	162.2%
Aggregate Score			90.6%		113.9%

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)	78.0%	93.5%	119.9%	83.0%	106.4%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	78.8%	102.3%	76.6%	99.5%
3. Median Earnings	\$3545.00	\$3066.00	86.5%	\$3768.00	106.3%
4. Credential Rate	54.8%	46.7%	85.2%	59.6%	108.8%
5. Measurable Skill Gains	41.8%	11.2%	26.8%	68.7%	164.4%
Aggregate Score			84.1%		117.1%

Source: ETA Form 9173

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)	83.0%	89.7%	108.1%	87.3%	105.2%
2. Employment Rate (Q4)	79.0%	90.9%	115.1%	78.3%	99.1%
3. Median Earnings	\$6300.00	\$6920.00	109.8%	\$7569.00	120.1%
4. Credential Rate	63.0%	50.0%	79.4%	64.7%	102.7%
5. Measurable Skill Gains	62.0%	20.5%	33.1%	63.0%	101.6%
Aggregate Score			89.1%		105.7%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	89.0%	96.7%	108.7%	90.6%	101.8%
2. Employment Rate (Q4)	86.0%	82.6%	96.0%	91.1%	105.9%
3. Median Earnings	\$8250.00	\$9496.00	115.1%	\$8730.00	105.8%
4. Credential Rate	61.0%	66.7%	109.3%	65.8%	107.9%
5. Measurable Skill Gains	68.0%	19.4%	28.5%	75.0%	110.3%
Aggregate Score			91.5%		106.3%

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)	83.0%	90.9%	109.5%	90.9%	109.5%
2. Employment, Education or Training Placement Rate (Q4)	81.0%	100.0%	123.5%	32.2%	113.8%
3. Median Earnings	\$5290.00	\$7010.00	132.5%	\$7074.00	133.7%
4. Credential Rate	55.8%	75.0%	134.4%	73.5%	131.7%
5. Measurable Skill Gains	56.0%	9.1%	16.3%	74.6%	133.2%
Aggregate Score			103.2%		124.4%

Source: ETA Form 9173

Greater Omaha

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.5%	68.1%	86.8%	68.1%	86.8%
2. Employment Rate (Q4)	79.5%	67.6%	85.0%	67.5%	84.9%
3. Median Earnings	\$6400.00	\$8266.00	129.2%	\$7589.00	118.6%
4. Credential Rate	62.0%	58.1%	93.7%	63.6%	102.6%
5. Measurable Skill Gains	42.0%	41.5%	98.8%	61.5%	146.4%
Aggregate Score			98.7%		107.8%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.4%	33.3%	38.1%	61.5%	70.4%
2. Employment Rate (Q4)	86.0%	66.7%	77.6%	77.8%	90.5%
3. Median Earnings	\$8400.00	\$17107.00	203.7%	\$9809.00	116.8%
4. Credential Rate	70.0%	62.5%	89.3%	53.8%	76.9%
5. Measurable Skill Gains	46.0%	16.7%	36.3%	72.7%	158.0%
Aggregate Score			89.0%		102.5%

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)	79.0%	95.5%	120.9%	84.7%	107.2%
2. Employment, Education or Training Placement Rate (Q4)	78.0%	71.4%	91.5%	69.5%	89.1%
3. Median Earnings	\$3550.00	\$2361.00	66.5%	\$3018.00	85.0%
4. Credential Rate	55.8%	33.3%	59.7%	57.5%	103.0%
5. Measurable Skill Gains	42.8%	14.0%	32.7%	73.0%	170.6%
Aggregate Score			74.3%		111.0%

Source: ETA Form 9173

Greater Lincoln

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	79.0%	55.0%	69.6%	67.1%	84.9%
2. Employment Rate (Q4)	79.0%	70.0%	88.6%	75.0%	94.9%
3. Median Earnings	\$7749.00	\$6400.00	82.6%	\$6714.00	86.6%
4. Credential Rate	77.0%	22.2%	28.8%	36.7%	47.7%
5. Measurable Skill Gains	42.0%	17.6%	41.9%	65.3%	155.5%
Aggregate Score			62.3%		93.9%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	89.0%	100.0%	112.4%	75.0%	84.3%
2. Employment Rate (Q4)	92.0%	83.3%	90.5%	80.0%	87.0%
3. Median Earnings	\$8590.00	\$10102.00	117.6%	\$8546.00	99.5%
4. Credential Rate	66.0%	75.0%	113.6%	64.7%	98.0%
5. Measurable Skill Gains	55.0%	N/A	N/A	61.9%	112.5%
Aggregate Score			108.5		96.3%

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)	79.0%	85.7%	108.5%	70.3%	89.0%
2. Employment, Education or Training Placement Rate (Q4)	78.0%	83.3%	106.8%	70.6%	90.5%
3. Median Earnings	\$3550.00	\$5397.00	152.0%	3737.00	105.3%
4. Credential Rate	55.0%	40.0%	72.7%	44.0%	90.0%
5. Measurable Skill Gains	50.0%	N/A	N/A	47.5%	95.0%
Aggregate Score			110.0%		92.0%

Source: ETA Form 9173

PY 2021 Quarter 4

Statewide

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	81.3%	104.2%	74.6%	95.6%
2. Employment Rate (Q4)	78.5%	80.4%	102.4%	75.0%	95.5%
3. Median Earnings	\$6300.00	\$8077.00	128.2%	\$7527.00	119.5%
4. Credential Rate	61.0%	72.7%	119.2%	63.2%	103.6%
5. Measurable Skill Gains	41.0%	36.3%	88.5%	60.0%	146.3%
Aggregate Score			108.5%		112.1%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	86.4%	89.2%	103.2%	82.2%	95.1%
2. Employment Rate (Q4)	85.9%	85.4%	99.4%	84.8%	98.7%
3. Median Earnings	\$8250.00	\$12096.00	146.6%	\$9496.00	115.1%
4. Credential Rate	60.0%	72.7%	121.2%	66.2%	110.3%
5. Measurable Skill Gains	45.0%	25.0%	55.6%	57.5%	127.8%
Aggregate Score			105.2%		109.4%

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)	78.0%	84.5%	108.3%	84.0%	107.7%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	84.8%	110.1%	77.4%	100.5%
3. Median Earnings	\$3545.00	\$6056.00	170.8%	\$4259.00	120.0%
4. Credential Rate	54.8%	40.0%	73.0%	55.4%	101.1%
5. Measurable Skill Gains	41.8%	11.7%	28.0%	53.4%	127.8%
Aggregate Score			98.1%		111.4%

Source: ETA Form 9173

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)	83.0%	90.3%	108.8%	88.1%	106.1%
2. Employment Rate (Q4)	79.0%	90.3%	114.3%	81.7%	103.4%
3. Median Earnings	\$6300.00	\$8613.00	136.7%	\$8229.00	130.6%
4. Credential Rate	63.0%	82.4%	130.8%	66.7%	105.9%
5. Measurable Skill Gains	62.0%	44.3%	71.5%	62.8%	101.3%
Aggregate Score			112.4%		109.5%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	89.0%	92.9%	104.4%	89.9%	101.0%
2. Employment Rate (Q4)	86.0%	89.3%	103.8%	88.9%	103.4%
3. Median Earnings	\$8250.00	\$13436.00	162.9%	\$9632.00	116.8%
4. Credential Rate	61.0%	87.5%	143.4%	76.2%	124.9%
5. Measurable Skill Gains	68.0%	32.1%	47.2%	61.2%	90.0%
Aggregate Score			112.3%		107.2%

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)	83.0%	100.0%	120.5%	91.2%	109.9%
2. Employment, Education or Training Placement Rate (Q4)	81.0%	100.0%	123.5%	91.4%	112.8%
3. Median Earnings	\$5290	\$5478.00	103.6%	\$6235.00	117.9%
4. Credential Rate	55.8%	N/A	N/A	65.5%	117.4%
5. Measurable Skill Gains	56.0%	18.0%	32.1%	52.9%	94.5%
Aggregate Score			94.9%		110.5

Source: ETA Form 9173

Greater Omaha

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.5%	76.8%	97.8%	69.4%	88.4%
2. Employment Rate (Q4)	79.5%	73.7%	92.7%	70.0%	88.1%
3. Median Earnings	\$6400.00	\$8355.00	130.5%	\$7558.00	118.1%
4. Credential Rate	62.0%	71.8%	115.8%	64.7%	104.4%
5. Measurable Skill Gains	42.0%	32.3%	76.9%	58.3%	138.8%
Aggregate Score			102.8%		107.5%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.4%	75.0%	85.8%	56.0%	64.1%
2. Employment Rate (Q4)	86.0%	66.7%	77.6%	73.9%	85.9%
3. Median Earnings	\$8400.00	\$5784.00	68.9%	\$8559.00	101.9%
4. Credential Rate	70.0%	50.0%	71.4%	50.0%	71.4%
5. Measurable Skill Gains	46.0%	N/A	N/A	57.1%	124.1%
Aggregate Score			75.9%		89.5%

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)	79.0%	84.2%	106.6%	86.2%	109.1%
2. Employment, Education or Training Placement Rate (Q4)	78.0%	88.9%	114.0%	73.6%	94.4%
3. Median Earnings	\$3550.00	\$6056.00	170.6%	\$3695.00	104.1%
4. Credential Rate	55.8%	66.7%	119.5%	54.1%	97.0%
5. Measurable Skill Gains	42.8%	4.8%	11.2%	61.9%	144.6%
Aggregate Score			104.4%		109.8%

Source: ETA Form 9173

Greater Lincoln

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	79.0%	81.5%	103.2%	69.7%	88.2%
2. Employment Rate (Q4)	79.0%	86.4%	109.4%	81.5%	103.2%
3. Median Earnings	\$7749.00	\$5793.00	74.8%	\$6607.00	85.3%
4. Credential Rate	77.0%	66.7%	86.6%	46.4%	60.3%
5. Measurable Skill Gains	42.0%	25.0%	59.5%	60.0%	142.9%
Aggregate Score			86.7%		96.0%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	89.0%	83.3%	93.6%	78.6%	88.3%
2. Employment Rate (Q4)	92.0%	90.0%	97.8%	83.3%	90.5%
3. Median Earnings	\$8590.00	\$12171.00	141.7%	\$8817.00	102.6%
4. Credential Rate	66.0%	40.0%	60.6%	53.3%	80.8%
5. Measurable Skill Gains	55.0%	40.0%	72.7%	56.3%	102.4%
Aggregate Score			93.3%		92.9%

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)	79.0%	75.0%	94.9%	72.9%	92.3%
2. Employment, Education or Training Placement Rate (Q4)	78.0%	73.3%	94.0%	73.7%	94.5%
3. Median Earnings	\$3550.00	\$6345.00	178.7%	\$4510.00	127.0%
4. Credential Rate	55.0%	36.4%	66.2%	46.2%	84.0%
5. Measurable Skill Gains	50.0%	11.8%	23.6%	31.6%	63.2%
Aggregate Score			91.5%		92.2%

Source: ETA Form 9173

Agenda Item GNWDB 6L/System 4f: State Monitoring Report



Pete Ricketts, Governor



August 11, 2022

Lisa Wilson
Chair, Greater Nebraska Workforce Development Board
550 South 16th Street
Lincoln, NE 68508

RE: Monitoring report for comprehensive monitoring of the Greater Nebraska Workforce Development Area

Dear Chair Wilson,

During the period of February 25, 2022 through June 23, 2022, the Nebraska Department of Labor State Monitoring Unit (SMU) conducted annual comprehensive monitoring of the Greater Nebraska Workforce Development Area for the following programs:

- CFDA #17.259 WIOA Adult Formula Grant
- CFDA #17.258 WIOA Dislocated Worker Formula Grant
- CFDA #17.278 WIOA Youth Formula Grant

The monitoring report resulting from this review is provided as Attachment 1. Please respond to the findings and requested corrective actions identified in the report within 30 days from the date of this letter. Greater Nebraska's responses must be submitted to the SMU by email to ndol.state_monitor@nebraska.gov, copying me at derek.ahrens@nebraska.gov, and the SMU Director at bradley.pierce@nebraska.gov.

We hope that the review and the monitoring report are helpful to you and your team. We thank you for your assistance during the review, as well as that of your staff.

Respectfully,

Derek Ahrens

Derek Ahrens
State Monitoring Unit Supervisor

cc: John Albin, Commissioner of Labor/State WIOA Liaison, Nebraska Department of Labor
Katie Thurber, General Counsel, Nebraska Department of Labor
Bradley Pierce, Director, Reemployment Services, Nebraska Department of Labor
Ashley Pick, Administrator, State Monitoring Unit, Nebraska Department of Labor
Stanley Clouse, Chair, Greater Nebraska Chief Elected Officials Board
Bobbi Jo Howard, Administrator, Greater Nebraska Workforce Development Area
Autumn Schleicher, Program Coordinator, Greater Nebraska Workforce Development Area

Attachment 1: Monitoring report

Executive Summary

The review resulted in one finding, one area of concern, and identification of two best practices.

[Finding 1. Improper case note practices](#)

[Concern 1. Insufficient local Eligible Training Provider policy](#)

[Best Practice 1. Local area business outreach services](#)

[Best Practice 2. Career Pathways Planning project](#)

Please note that the review did not cover areas outside the defined scope. However, the Nebraska Department of Labor (NDOL) State Monitoring Unit (SMU) provides no assurances that other issues do not exist.

Scope of Review

- Dates of review: February 25, 2022 through June 23, 2022
- Reviewers: Derek Ahrens, Deb Andersen
- Site reviewed: Greater Nebraska Workforce Development Area
- Date of entrance conference: February 25, 2022
 - Greater Nebraska staff attending entrance conference: Lisa Wilson, Bobbi Jo Howard, Autumn Schleicher
 - NDOL staff attending entrance conference: Derek Ahrens, Deb Andersen
- Date of exit conference: June 23, 2022
 - Greater Nebraska staff attending exit conference: Lisa Wilson, Bobbi Jo Howard, Autumn Schleicher
 - NDOL staff attending exit conference: Derek Ahrens, Deb Andersen

Purpose

The purpose of the review was to conduct monitoring of the Greater Nebraska Workforce Development Area (Greater Nebraska) Title I programs, encompassing review of the following core activities of Greater Nebraska, including, but not limited to:

- subrecipient management and oversight;
- internal controls;
- personnel;
- rights, complaints, grievances, and incident reporting;
- internal controls;
- planning and program design;
- participant services; and
- records management.

Grant/programs reviewed

- CFDA #17.259 WIOA Adult Formula Grant
- CFDA #17.258 WIOA Dislocated Worker Formula Grant
- CFDA #17.278 WIOA Youth Formula Grant

Review period

- February 25, 2022 through June 23, 2022

Tools used for review

- NDOL [WIOA Comprehensive Monitoring Guide](#)

Background

- Service delivery area of grant: Greater Nebraska Workforce Development Area
- Period under review: July 1, 2020 to June 30, 2021

Additional Notes

- A former Greater Nebraska staff member, Ashley Pick, joined NDOL's Reemployment Services Division on March 28, 2022 as the Quality Control Unit Administrator overseeing the SMU. To avoid a conflict of interest and ensure impartiality during this monitoring event, Deb Andersen, assisted with this monitoring event as a third-party reviewer.

Finding

Finding 1. Insufficient case note practices
 Indicator 1.e.9. Follow-up services

Reviewers found that some of the sampled participant case files included case notes demonstrating a failure to document contact with Greater Nebraska Title I participants in NEworks in a timely manner according to Greater Nebraska policies. For example, several case files showed that case managers made contact attempts with program participants but did not record the results of the attempts until weeks or months afterward. This issue was noted across all Greater Nebraska Title I program participant case files reviewed during this monitoring event. Table 1 outlines concerning time lapses between reported contact dates and case note dates for 10 case notes.

Table 1. Time lapses between reported contact dates and case note dates

Participant Category	Contact Date	Case Note Date	Days
1. Youth	3/2/2021	11/10/2021	254
2. Youth	5/23/2021	11/10/2021	171
3. Youth	5/24/2021	8/23/2021	91
4. Youth	8/31/2021	11/16/2021	78
5. Dislocated Worker	12/14/2021	1/13/2022	31
6. Adult	4/21/2021	5/21/2021	30
7. Dislocated Worker	3/18/2021	4/13/2021	26
8. Youth	2/28/2022	3/21/2022	22
9. Adult	3/31/2022	4/22/2022	22
10. Dislocated Worker	12/27/2021	1/18/2022	22

Additionally, some case notes mentioned use of a call log as evidence of outreach to Greater Nebraska Title I program participants. It is unclear how these contact attempts are accurately tracked by Greater Nebraska case managers outside of NEworks and then retroactively and accurately recorded in NEworks. NDOL's current records management policy¹ states that NEworks is the management information system of record for the State of Nebraska for Federal reporting purposes regarding local Title I programs and NDOL-administered programs. The Enterprise Content Management system (ECM) and NEworks Document Manager (NDM) are NDOL's source documentation management systems. Local Title I programs and NDOL-administered programs *must use* NEworks and ECM or

¹ The State's policy manual is accessible at <https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/Policies>.

NDM to record and document all program activities and services electronically, except as otherwise required by a Federal partner. Paper records are not permitted and are not considered for data validation and monitoring purposes.

Corrective Action

To resolve this finding, the following actions must occur.

1. Greater Nebraska must provide the following documentation to the SMU by email to ndol.state_monitor@nebraska.gov, the SMU Supervisor at derek.ahrens@nebraska.gov, the SMU Administrator at ashley.pick@nebraska.gov, and the SMU Director at bradley.pierce@nebraska.gov.
 - a. A corrective action plan must be submitted by September 11, 2022 that includes timelines for the following actions.
 - i. The Greater Nebraska administrative entity must development and implement curriculum and materials for training of incumbent, reassigned, and new Title I service provider staff regarding accurate and compliant case note tracking and documentation procedures.
 - ii. Regarding reassigned and new Title I service provider staff, the Greater Nebraska administrative entity must develop and implement of a schedule for initial training on accurate and compliant case note tracking and documentation procedures within 30 calendar days of their respective reassignment or new hire dates.
2. Greater Nebraska must submit documentation to the SMU by January 1, 2023, demonstrating that remedial training was provided for incumbent Title I service provider staff by January 1, 2023 regarding accurate and compliant case note tracking and documentation procedures. The documentation must include:
 - a. dates of the completed remedial training session(s);
 - b. curriculum and materials used during the training session(s);
 - c. names of all incumbent Title staff;
 - d. names of all incumbent Title I staff that participated in the training session(s); and
 - e. names of all incumbent Title I staff that did not participate in the training session(s) and reasons why they did not participate.

Note. Remedial training must be provided by the Greater Nebraska administrative entity, independent of related monthly NEworks technical assistance webinars provided by NDOL.

3. Greater Nebraska must submit documentation demonstrating that initial training regarding accurate and compliant case note tracking and documentation procedures for reassigned and new Title I service provider staff was provided within 30 days of their respective reassignment or new hire dates. The documentation must be submitted to the SMU on a quarterly basis within 30 calendar days of the conclusion of the preceding quarter. The first quarterly submission is due January 1, 2023 and the fourth quarterly submission is due January 1, 2024. Quarterly submissions must include the following information:
 - a. dates of the training sessions provided during the previous quarter;
 - b. curriculum and materials used during the training sessions provided during the previous quarter;
 - c. names of all reassigned and new Title I staff hired during the previous quarter;
 - d. names of all reassigned and new Title I staff that participated in the training sessions during the previous quarter;

- e. names of all reassigned and new Title I staff that did not participate in the training sessions during the previous quarter and reasons why they did not participate.

Note. Initial training must be provided by the Greater Nebraska administrative entity, independent of related monthly Neworks technical assistance webinars provided by NDOL.

Areas of Concern

Concern 1. Insufficient local Eligible Training Provider policy Indicator 1.a.3. Coordination and integration

The reviewers found that two sections in the Greater Nebraska policy manual relating to eligible training providers are insufficient. Specifically, *Section 6. Adult & DLW Career Services* and *Section 7. Occupational Skills Training* in the policy manual give the impression that Greater Nebraska Title I funds may be used to fund occupational skills training provided by *all* programs listed on the South Dakota Eligible Training Provider List, which is not the case. While NDOL has a reciprocal agreement with South Dakota, as permitted under WIOA Sec. 122(g) and 20 CFR § 650.520, regarding use of the South Dakota Eligible Training Provider List by Nebraska's local Title I programs, the reciprocal agreement does not account for requirements established under the Nebraska Private Postsecondary Career School Act² (PPCSA) regarding out-of-state private postsecondary career schools and their obligation to obtain an agent's permit from the Nebraska Department of Education to solicit or enroll any Nebraska resident in their respective training programs. Based on the PPCSA:

- Greater Nebraska Title I programs *may* fund occupational skills training provided by four-year colleges and universities and community colleges listed on the South Dakota ETPL without confirming with the NDOL State Policy Unit (SPU) that Greater Nebraska Title I programs may do so.
- Greater Nebraska Title I programs *may not* fund occupational skills training provided by private postsecondary career schools (example: Regional Technical Education Center in Yankton (RTEC)), unless the applicable Greater Nebraska Title I program has confirmed with the NDOL State Policy Unit by email (ndol.wioa_policy@nebraska.gov) that the applicable career school is in compliance with the PPCSA.

Recommendation

To resolve this concern and ensure compliant use of ITAs when funding occupational skills training provided by out-of-state private postsecondary career schools, Greater Nebraska's policy manual must be revised to include processes for consulting with the SPU by email (ndol.wioa_policy@nebraska.gov) to determine whether a particular career school is in compliance with the PPCSA.

Please note that the SPU will provide technical assistance to Greater Nebraska upon request regarding provisions in the Greater Nebraska policy manual relating to use of out-of-state private postsecondary career schools for Title I funded occupational skills training.

² Nebraska Rev. Stat. §§ 85-1601 through 85-1658

Best Practices

Best Practice 1. Local area business outreach services Indicator 1.b.3. Partnerships

The Greater Nebraska Title I service provider has a comprehensive business-outreach system in place to track outreach and adapt to changes in response to local area business needs. This system ensures that local area businesses are engaged in the reemployment process. This is vital to ensuring that program participant outcomes are successful. In addition, this system is critical to successful participation in Rapid Response events and provision of services to dislocated workers in Greater Nebraska. The reviewers found that the Greater Nebraska business-outreach system is comprehensive and very effective.

Best Practice 2. Career Pathways Planning project Indicator 1.d.2. Career pathways programs and systems

The Greater Nebraska One-stop Operator has designed and implemented a career pathways system that covers multiple career pathway programs that span educational institutions, workforce, and partners providing supportive services. The system is comprehensive and the first career pathways system in Nebraska. The system model is based on a five-part cycle:

1. gap analysis;
2. career pathways planning;
3. implementation;
4. continuous improvement; and
5. expansion.

Industry sectors were chosen based on labor market data relevant to the various regions in Greater Nebraska. Industry leaders and employers were consulted, in collaboration with Greater Nebraska's business-outreach services team, to ensure applicability of the various career pathway programs to industry sector and employer needs. The system creates avenues of advancement for current workers, job seekers, and future labor market entrants and increases the supply of qualified workers for local employers in the target industries. The individual career pathway programs offer clear sequences or pathways that combine education and/or work-based training leading to stackable credits and credentials, which measure and document skills and credential attainment and are tracked in NEworks.

The reviewers found that the career pathways system is comprehensive and the first career pathways system in Nebraska. The system is a replicable model and may be used by other local workforce development areas in Nebraska.



September 6, 2022

Derek Ahrens
Supervisor, State Monitoring Unit
Nebraska Department of Labor
550 South 16th Street
Lincoln, NE 68508

RE: Monitoring report for comprehensive monitoring of the Greater Nebraska Workforce Development Area

Dear Mr. Ahrens,

The local area has prepared a corrective action plan to address the following findings:

1. Insufficient Case Note practices

and Areas of Concern:

2. Insufficient local Eligible Training Provider policy

Please feel free to contact me with any questions or if you need additional documentation.

Sincerely,

A handwritten signature in cursive script that reads "Lisa Wilson".

Lisa Wilson
Chair
Greater Nebraska Workforce Development Board

Attachment: Adult and Dislocated Worker Corrective Action Plan

cc: Lisa Wilson, GNWDB Chair
Stanley Clouse, CEOB Chair
Brad Pierce, Reemployment Services Director, Department of Labor
Ashley Pick, Reemployment Services Administrator, Department of Labor
Bobbi Jo Howard, Reemployment Services Administrator, Department of Labor
Jami Canham, Greater Nebraska Program Coordinator
Josh Hanson, Greater Nebraska One-Stop Operator

Lisa Wilson, Chair
Pam Lancaster, Chief Elected Officials Board Chair

ndol.greaternebraska@nebraska.gov
(402) 471-9878
550 S. 16th Street, PO Box 94600
Lincoln, Nebraska 68509-4600

An Equal Opportunity Employer | TDD 800-833-7352

A proud partner of the americanjobcenter[®] network

dol.nebraska.gov

Attachment I: Monitored Entity Written Response

Finding 1. Insufficient case note practices

Reviewers found that some of the sampled participant case files included case notes demonstrating a failure to document contact with Greater Nebraska Title I participants in NEworks in a timely manner according to Greater Nebraska policies. For example, several case files showed that case managers made contact attempts with program participants but did not record the results of the attempts until weeks or months afterward. This issue was noted across all Greater Nebraska Title I program participant case files reviewed during this monitoring event.

Additionally, some case notes mentioned use of a call log as evidence of outreach to Greater Nebraska Title I program participants. Local Title I programs and NDOL-administered programs must use NEworks and ECM or NDM to record and document all program activities and services electronically, except as otherwise required by a Federal partner. Paper records are not permitted and are not considered for data validation and monitoring purposes.

To resolve this finding:

1. Greater Nebraska must provide the following documentation to the SMU by email to ndol.state_monitor@nebraska.gov, the SMU Supervisor at derek.ahrens@nebraska.gov, the SMU Administrator at ashley.pick@nebraska.gov, and the SMU Director at bradley.pierce@nebraska.gov.
 - a. A corrective action plan must be submitted by September 11, 2022 that includes timelines for the following actions.
 - i. The Greater Nebraska administrative entity must develop and implement curriculum and materials for training of incumbent, reassigned, and new Title I service provider staff regarding accurate and compliant case note tracking and documentation procedures.
 - ii. Regarding reassigned and new Title I service provider staff; the Greater Nebraska administrative entity must develop and implement a schedule for initial training on accurate and compliant case note tracking and documentation procedures within 30 calendar days of their respective reassignment or new hire dates.
2. Greater Nebraska must submit documentation to the SMU by January 1, 2023, demonstrating that remedial training was provided for incumbent Title I service provider staff by January 1, 2023 regarding accurate and compliant case note tracking and documentation procedures. The documentation must include:
 - a. dates of the completed remedial training session(s);
 - b. curriculum and materials used during the training session(s);
 - c. names of all incumbent Title staff;
 - d. names of all incumbent Title I staff that participated in the training session(s); and
 - e. names of all incumbent Title I staff that did not participate in the training session(s) and reasons why they did not participate.

Note. Remedial training must be provided by the Greater Nebraska administrative entity, independent of related monthly NEworks technical assistance webinars provided by NDOL.

3. Greater Nebraska must submit documentation demonstrating that initial training regarding accurate and compliant case note tracking and documentation procedures for reassigned and new Title I service provider staff was provided within 30 days of their respective reassignment or new hire dates. The documentation must be submitted to the SMU on a quarterly basis within 30 calendar days of the conclusion of the preceding quarter. The first quarterly submission is due January 1, 2023 and the fourth quarterly submission is due January 1, 2024. Quarterly submissions must include the following information:
 - a. dates of the training sessions provided during the previous quarter;
 - b. curriculum and materials used during the training sessions provided during the previous quarter;
 - c. names of all reassigned and new Title I staff hired during the previous quarter;
 - d. names of all reassigned and new Title I staff that participated in the training sessions during the previous quarter;
 - e. names of all reassigned and new Title I staff that did not participate in the training sessions during the previous quarter and reasons why they did not participate.

Note. Initial training must be provided by the Greater Nebraska administrative entity, independent of related monthly NEworks technical assistance webinars provided by NDOL.

Entity Response:

Corrective Action Plan:

Please see attached for Program Onboarding Training Curriculum and timelines.

A case note training was held in Sidney on June 29th and 30th, 2021. Please see attached for training PowerPoint.

- Case notes were discussed, and templates were provided.
- All WIOA Title 1 staff and managers were in attendance.

Additional case note training took place virtually on 8/24/2022 to review the State Monitoring Report and provide training regarding case note expectations and timelines. Please see attached for training PowerPoint and recording.

Attendance Required	Region Name	Attended Live	Watched Recording
Yes	Region 1 Pat Comfort (Regional Manager)	8/24/2022	N/A
Yes	Region 1 Donna Kuskie (Adult/DLW/TAA)	8/24/2022	N/A
Yes	Region 1 Kim Lyons (ISY/OSY)	8/24/2022	N/A
Yes	Region 2 Stacy Mann (Regional Manager)	8/24/2022	N/A
Yes	Region 2 Dan Krueger (Adult/DLW/ISY/OSY)	8/24/2022	N/A
Yes	Region 3 Randy Kissinger (Regional Manager)	8/24/2022	N/A
Yes	Region 3 Sherri Thienel (Adult/DLW/TAA)	8/24/2022	N/A
Yes	Region 3 Josie Young (ISY/OSY)	8/24/2022	N/A
Yes	Region 3 Michelle Loeffelholz (Adult/DLW/TAA)	8/24/2022	N/A
Yes	Region 4 Karen Stohs (Regional Manager)	8/24/2022	N/A
Yes	Region 4 Hannah Bradney (Adult/DLW/TAA)	8/24/2022	N/A

Yes	Region 4	Jaci Brockmeyer (ISY/OSY)	8/24/2022	N/A
Yes	Region 5	Bernie Hansen (Regional Manager)	8/24/2022	N/A
Yes	Region 5	Rebecca Perkins (Adult/DLW/TAA)	8/24/2022	N/A
Yes	Region 5	Ian Slama (ISY/OSY)	8/24/2022	N/A
Yes	Region 5	Becky Maggart (Regional Manager)	8/24/2022	N/A
Yes	Region 5	Jami Canham (Adult/DLW/TAA)	8/24/2022	N/A
Yes	Region 9	Janell Daughenbaugh (TAA)	8/24/2022	N/A

Managers were also asked to review a case note timelapse report with their staff one-on-one. This is to be completed by 9/30/2022. Ongoing QA's will focus on case notes, with additional one-on-one training to be scheduled with staff found to be deficient in practice.

Required	Region Name	1:1 Review	Date Completed
Yes	Region 1 Donna Kuskie (Adult/DLW/TAA)	Yes	9/6/2022
Yes	Region 1 Kim Lyons (ISY/OSY)	Yes	9/6/2022
Yes	Region 2 Dan Krueger (Adult/DLW/ISY/OSY)	Yes	8/30/2022
Yes	Region 3 Sherri Thienel (Adult/DLW/TAA)		
Yes	Region 3 Josie Young (ISY/OSY)		
Yes	Region 3 Michelle Loeffelholz (Adult/DLW/TAA)		
Yes	Region 4 Hannah Bradney (Adult/DLW/TAA)	Yes	8/26/2022
Yes	Region 4 Jaci Brockmeyer (ISY/OSY)	Yes	8/26/2022
Yes	Region 5 Rebecca Perkins (Adult/DLW/TAA)		
Yes	Region 5 Ian Slama (ISY/OSY)		
Yes	Region 5 Jami Canham (Adult/DLW/TAA)	Yes	8/31/2022

Concern 1. Insufficient local Eligible Training Provider policy

The reviewers found that two sections in the Greater Nebraska policy manual relating to eligible training providers are insufficient. Specifically, Section 6. Adult & DLW Career Services and Section 7. Occupational Skills Training in the policy manual give the impression that Greater Nebraska Title I funds may be used to fund occupational skills training provided by all programs listed on the South Dakota Eligible Training Provider List, which is not the case. While NDOL has a reciprocal agreement with South Dakota, as permitted under WIOA Sec. 122(g) and 20 CFR § 650.520, regarding use of the South Dakota Eligible Training Provider List by Nebraska's local Title I programs, the reciprocal agreement does not account for requirements established under the Nebraska Private Postsecondary Career School Act2 (PPCSA) regarding out-of-state private postsecondary career schools and their obligation to obtain an agent's permit from the Nebraska Department of Education to solicit or enroll any Nebraska resident in their respective training programs.

To resolve this concern, the State Monitoring Unit recommends:

To resolve this concern and ensure compliant use of ITAs when funding occupational skills training provided by out-of-state private postsecondary career schools, Greater Nebraska's policy manual must be revised to include processes for consulting with the SPU by email (ndol.wioa_policy@nebraska.gov) to determine whether a particular career school is in compliance with the PPCSA.

Please note that the SPU will provide technical assistance to Greater Nebraska upon request regarding

provisions in the Greater Nebraska policy manual relating to use of out-of-state private postsecondary career schools for Title I funded occupational skills training.

Entity Response:

Section 6 and Section 7 of the WIOA Title 1 Operations Manual was updated on 8/12/2022. These updates included the removal of all discussion around reciprocal agreements and the South Dakota ETPL.

Best Practice 1. Local area business outreach services

The Greater Nebraska Title I service provider has a comprehensive business-outreach system in place to track outreach and adapt to changes in response to local area business needs. This system ensures that local area businesses are engaged in the reemployment process. This is vital to ensuring that program participant outcomes are successful. In addition, this system is critical to successful participation in Rapid Response events and provision of services to dislocated workers in Greater Nebraska. The reviewers found that the Greater Nebraska business-outreach system is comprehensive and very effective.

Entity Response:

Greater Nebraska staff will continue tracking outreach efforts and adapting to area needs.

Best Practice 2. Career Pathways Planning Project

The Greater Nebraska One-stop Operator has designed and implemented a career pathways system that covers multiple career pathway programs that span educational institutions, workforce, and partners providing supportive services. The system is comprehensive and the first career pathways system in Nebraska. The system model is based on a five-part cycle:

1. gap analysis;
2. career pathways planning;
3. implementation;
4. continuous improvement; and
5. expansion.

Industry sectors were chosen based on labor market data relevant to the various regions in Greater Nebraska. Industry leaders and employers were consulted, in collaboration with Greater Nebraska's business-outreach services team, to ensure applicability of the various career pathway programs to industry sector and employer needs. The system creates avenues of advancement for current workers, job seekers, and future labor market entrants and increases the supply of qualified workers for local employers in the target industries. The individual career pathway programs offer clear sequences or pathways that combine education and/or work-based training leading to stackable credits and credentials, which measure and document skills and credential attainment and are tracked in NEworks. The reviewers found that the career pathways system is comprehensive and the first career pathways system in Nebraska. The system is a replicable model and may be used by other local workforce development areas in Nebraska.

Entity Response:

Greater Nebraska staff will continue to utilize and build career pathways.

Agenda Item GNWDB 6M/ System 4g: Internal Audits

Background: Monitoring and technical assistance are integral parts of Greater Nebraska's oversight responsibilities. As part of the programmatic monitoring one file review is completed for each Career Planner monthly. Each file review includes a comprehensive review of a participant's file. A report is provided to the Career Planner and their Supervisor and any corrective actions must be completed within two weeks of receiving the review.

Agenda Item GNWDB 6N/ System 4h: Local Plan

Background: Per 20 CFR 679.500 the local plan serves as 4-year action plan to develop, align, and integrate service delivery strategies and to support the State's vision and strategic and operational goals.

The System Coordination Committee will utilize the local plan to drive Greater Nebraska Workforce activities.

Greater Nebraska's goals align with the State Plan goals and outlines the following strategies:

Selection and prioritization of career pathways

Greater Nebraska's focus areas:

- Health Care and Social Assistance;
- Manufacturing;
- Educational Services;
- Information Technology; and
- additional industries essential to the economic vitality of each community.

Identification of three or more barriers to participation in the selected and prioritized career pathways among job seekers and workers (including unemployed workers), Veterans, and individuals with barriers to employment.

Identification of five or more key barriers to participation in the selected and prioritized career pathways by employers and regional and local industry sector partnerships.

Alignment of the State's workforce development system

Coordination of workforce development activities
Common Intake System
Online Resources
Co-enrollment

Technology Integration
Policy Development
Cross Training and Technical Assistance
Public Sector Partnership

Agenda Item GNWDB 6O/ System 4i: State Plan Alignment Workgroup

One of Nebraska's goals for preparing an educated and skilled workforce that meets the needs of employers is alignment of the state's workforce development system. Through collaboration with the **state board, local boards, one-stop partners, and other workforce system partners** across the state, all plan partners will work together to:

- coordinate workforce development activities statewide, as well as regionally and locally;
- identify solutions for technology integration;
- broaden use of the state's common intake system;
- develop policies that support program and technology alignment;
- develop and disseminate online resources and information to support fully integrated customer service;
- develop and implement state-level cross training and technical assistance and cross training; and
- further the efforts of the state's public sector partnership.

Agenda Item **GNWDB 6P/ System 4j**: Policy Review/Approval

Background: Per 20 CFR 679.550, the local plan must identify and describe the policies, procedures, and local activities that are carried out in the local area, consistent with the State Plan.



Greater Nebraska Policy

Workforce Innovation and Opportunity Act (WIOA)

Greater Nebraska Workforce Development Area Nebraska Department of Labor (NDOL) Division of Reemployment Services 550 South 16 th St Lincoln, NE 68508 ndol.greaternebraska@nebraska.gov	Policy Category
	Program Guidelines
	Effective Date
	None
	Supersedes
	Review/Revision Date

Basic Skills Deficiency

Reference

Workforce Innovation and Opportunity Act (WIOA) 134; 20 CFR § 681.290; Ibid; TEGL 21-16, TEGL 23-19; Nebraska Department of Labor (NDOL) State Plan; Nebraska Department of Labor (NDOL) Priority Populations and Priority of Service policy.

Purpose

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

Background

Basic skills deficiency is a criterion used to determine priority of service and eligibility in certain circumstances. Per CFR §681.290 the State or Local Workforce Development Board must establish its policy on paragraph (a)(2) of the definition of basic skills deficient (see “B” below) in its respective State or local plan.

The State requires that local boards establish policies that:

- describes quantifiable methods that must be used to determine eligibility based on the “basic skills deficient” criterion, which must include use of assessment instruments that are valid and appropriate for the target population and the provision of reasonable accommodations during the assessment process for individuals with disabilities; and

- describes documentation required to demonstrate basic skills deficiency, as required for Federal reporting, based on this criterion.

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

For the purposes of determining priority of service, eligibility, and potential needs of participants, staff should assess each individual for potential basic skills deficiency. Results must be noted as appropriate in the WIOA application and Objective Assessment, and objectives to address the deficiency must be included in the IEP/ISS. Formal assessment results within the last six months, provided by the participant or a partner agency, are acceptable to use for these purposes.

Per TEGL 21-16:

As discussed in 20 CFR § 681.290, “in assessing basic skills, local programs must use assessment instruments that are valid and appropriate for the target population, and must provide reasonable accommodation in the assessment process, if necessary, for individuals with disabilities.” **For purposes of the basic skills assessment portion of the objective assessment, local programs are not required to use assessments approved for use in the Department of Education’s National Reporting System (NRS), nor are they required to determine an individual’s grade level equivalent or educational functioning level (EFL), although use of these tools is permitted.** Rather, local programs may use other formalized testing instruments designed to measure skills-related gains. It is important that, in addition to being valid and reliable, any formalized testing used be appropriate, fair, cost effective, well-matched to the test administrator’s qualifications, and easy to administer and interpret results. **Alternatively, skills related gains may also be determined through less formal alternative assessment techniques such as observation, folder reviews, or interviews.** The latter may be particularly appropriate for youth with disabilities given accessibility issues related to formalized instruments. Local programs may use previous basic skills assessment results if such previous assessments have been conducted within the past six months.

Basic Skills Screening Tool

The Basic Skills Screening Tool may be used to screen WIOA applicants for priority of service and eligibility. Applicants that answer “No” to any of the questions on the tool (including being a high school drop-out) should be further assessed utilizing the approved tools outlined in this policy. Anyone unable to complete the screening tool without assistance must automatically be further assessed for basic skills deficiency.

The screening tool cannot be used to help determine a participant’s educational needs or to determine a measurable skills gain. If the screening tool identifies an individual as basic skills deficient, that individual should be further assessed to determine their educational needs.

Enrollment may proceed with the use of this tool. Individuals determined to be basic skills deficient must be assessed using a formal tool, including alternative assessment techniques within 30 days of enrollment to identify specific educational needs and services / resources available to address deficiencies. Individuals not seeking training services (enrolling for job placement services only) are exempt from this requirement for formal testing.

Applicable Records from Education Institution

Per TEGL 23-19, transcripts, academic assessments, or other school documentation are acceptable for the pur-

poses of documenting basic skills deficiency. The following may be used to support an assessment of basic skills deficiency:

In school (secondary or postsecondary) with a Grade Point Average of less than 2.0

Quit school without completion of the 8th grade

One or more years behind modal grade for one's age group, with particular emphasis on those two or more years behind modal grade (Modal grade is the most frequent grade classification of students of a particular age; e.g. most 15 year olds are in 10th grade)

For each year of secondary education, are at least two semesters behind the rate required to graduate from high school

Documentation provided by the student's counselor or MDT/IEP team

Enrollment may proceed with the use of this documentation. Individuals determined to be basic skills deficient must be assessed using a formal tool, including alternative assessment techniques within 30 days of enrollment to identify specific educational needs and services / resources available to address deficiencies. Individuals not seeking training services (enrolling for job placement services only) are exempt from this requirement for formal testing.

Assessment Requirements

For the purposes of determining basic skills deficiency and educational needs, staff may accept any formalized testing approved by the Department of Education's National Reporting System, Nebraska Department of Education, or otherwise stated in this policy including:

ACCUPLACER®	ACT® WorkKeys® Curriculum™ Placement
ACT® WorkKeys® Assessment	CareerScope
CASAS	DCA (District Common Assessment)
ELPA21 (or most current version)	MAP (Measures of Academic Progress)
NCRC	NSCAS-AA
TABE®	

Assessments provide valuable information to help guide an individual towards an employment goal. The results of assessments must be explained to an individual and analyzed to provide guidance in determining action steps and services to be included in the Employment Plan. From the information compiled during assessments, appropriate One-Stop partners and services should be identified in order to provide direct linkage to services in the One-Stop System.

Refer to the Assessment Guide in the Operations Manual for guidelines on evaluation of scores relative to basic skills deficiency.

Accommodations

In addition to specific accommodations provided by the appropriate assessment publishers, the following accommodations for students with documented disabilities enrolling in Title I programs may also be available:

- Assistive devices and equipment that enhance visual / auditory response
- Flexible scheduling
- Flexible settings
- Foreign language interpreters (for test administration directions only)

Sign language interpreters (for test administration directions only)

Braille format

Test administrators must always verify with the assessment publisher to determine if specific accommodations are allowable.

It may be appropriate to consider a consultation with Vocational Rehabilitation, Adult Education, and NDOL staff to ensure the needs or potential needs of the individual are being met.

When necessary, and with permission from the participant, Greater Nebraska staff should seek additional guidance and support from agencies that provide additional accommodations support to individuals enrolling for services.

Every effort must be made to accommodate individuals with disabilities. Should an available assessment accommodation or alternative accommodation offered not be of substantial assistance to benefit the student, documentation of all attempts should be included in NEworks.

Coordinated Referral

Individuals who are Basic Skills Deficient should be offered direct linkage to services through the Title II Adult Education program as a coordinated referral service for possible co-enrollment. It is the customer's choice to take part in such services.

Measurable Skills Gains

In accordance with TEGL 21-16, if measuring EFL gains after program enrollment under the measurable skill gains indicator, local programs must use an NRS approved assessment for both the EFL pre- and post-test to determine an individual's educational functioning level. Individuals assessed as basic skills deficient who will not receive a credential within the program year must be reassessed for EFL gains annually prior to participation date anniversary.

Nebraska utilizes the CASAS for this purpose.

Documentation

Per TEGL 23-19, source documentation may be in the form of the following:

Case notes

Assessment Test Results

Applicable Records from Education Institution (transcripts, academic assessments, or other school documentation)

Compliance and Monitoring

Internal monitoring will be completed quarterly (January, April, July, and October) to ensure guidelines are followed. The Administrative Entity will provide a report to the System Coordination Committee on the status. Technical assistance will be provided by the administrative entity if discrepancies are found.

Local area compliance is also reviewed as part of routine program monitoring conducted by the NDOL State Monitor.

Disclaimer

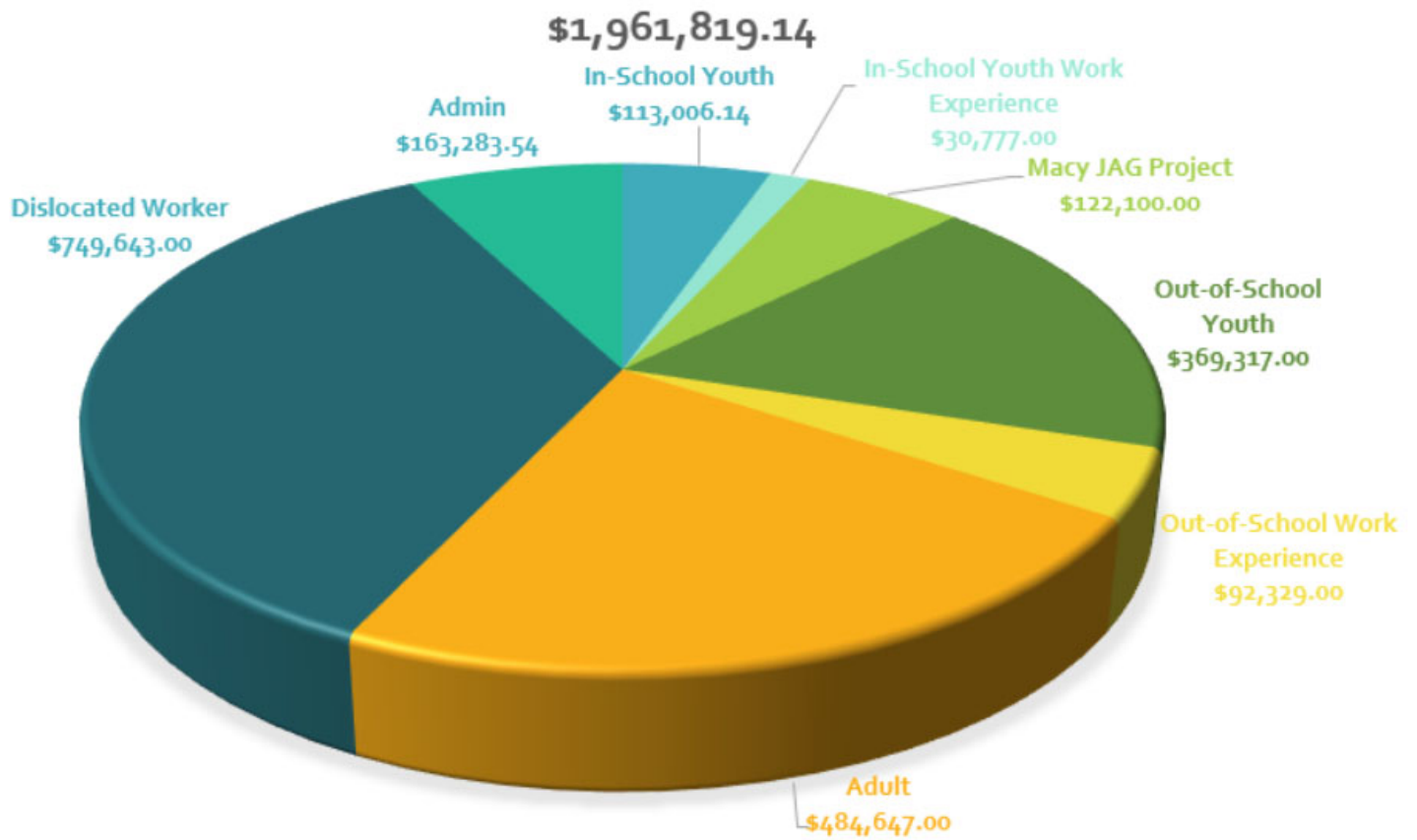
This policy is based on Greater Nebraska's reading of the applicable statutes, regulations, rules and guidance released by the U.S. Government and the State of Nebraska. This policy is subject to change as revised or additional statutes, regulations, rules and guidance are issued.

ASSESSMENT
GUIDE

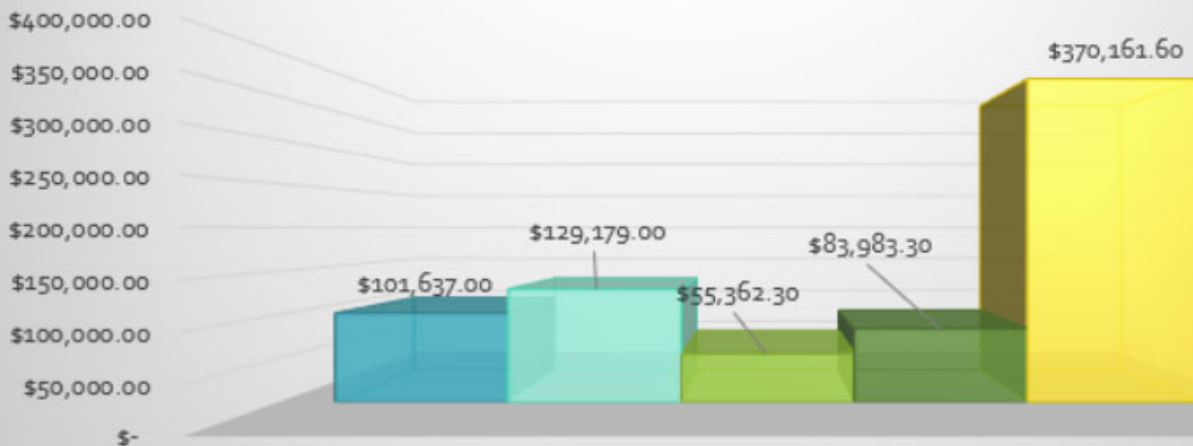
	<p>WIOA Title I Adult, DW, TAA, Youth</p>
<p>BASIC SKILLS</p> <p><i>All assessments must be completed within 30 days of Title I enrollment.</i></p> <p><i>Formal assessment results within the last six months, provided by the participant or a partner agency, are acceptable for use.</i></p> <p><i>Assessments not on this list should be reviewed by Program Coordinator or Administrator to determine acceptance and cut off for Basic Skills Deficiency</i></p> <p><i>This list is to be used for Basic Skills Deficiency ONLY. Educational Functioning Levels for Measurable Skills Gains may only be determined through assessments approved by the National Reporting System (https://nrsw.org/training-ta/ta-tools/assessment)</i></p>	<p>ACCUPLACER® Participant score is less than recommended score for post-secondary program of study.</p> <p>ACT® WorkKeys® Curriculum™ Placement Quiz or WorkKeys® Assessment Level 4 or below on any assessment</p> <p>BEST (Basic English Skills Test) Literacy or Plus 2.0 Used for ELL – automatic BSD</p> <p>CareerScope Score of 79 or lower on Verbal or Numerical of Aptitude Profile</p> <p>CASAS Score of 238 or below in Reading Score of 225 or below in Math</p> <p>CASAS Life and Work Reading Used for ELL – automatic BSD</p> <p>DCA (District Common Assessment) Measures up to grade 6; if used by educational provider within last six months for an individual of age for WIOA enrollment, automatic BSD</p> <p>ELPA (English Language Proficiency Assessment) Used for ELL – automatic BSD</p> <p>MAP® Measures of Academic Progress® Score at or below a 213 in reading Score at or below a 226 in mathematics</p> <p>MAPT Score of 499 or below on all tests</p> <p>NCRC Level 4 or below on Applied Math or Reading for Information assessments</p> <p>NSCAS- (Nebraska Student-Centered Assessment System) Score at or below 2560 in ELA (language) Score at or below 1263 in mathematics</p> <p>NSCAS-AA (Nebraska Student-Centered Assessment System Alternative Summative Assessment) Developed for individuals with cognitive disabilities or multi-handicapping conditions; Measures up to grade 8; if used by educational provider within last six months for an individual of age for WIOA enrollment, automatic BSD</p> <p>TABE™ 9/10 Score at or below a 566 in reading Score at or below a 565 in mathematics Score at or below a 559 in language</p> <p>TABE™ 11/12 Score at or below 575 in reading Score at or below 595 in mathematics Score at or below 583 in language</p> <p>TABE™ CLAS-E Used for ELL – automatic BSD</p>

Agenda Item GNWDB 6Q/ Strategic 4a: Finance Report

CURRENT FUNDS AVAILABLE AS OF JULY 1, 2022

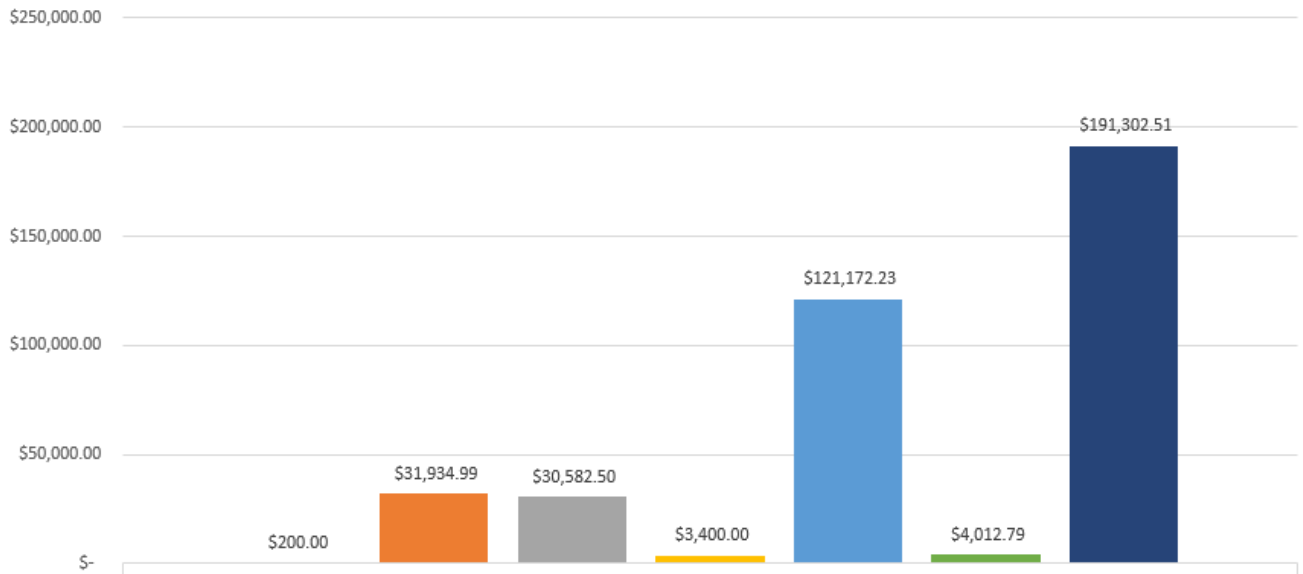


Projected 6 Month Staffing Expenses



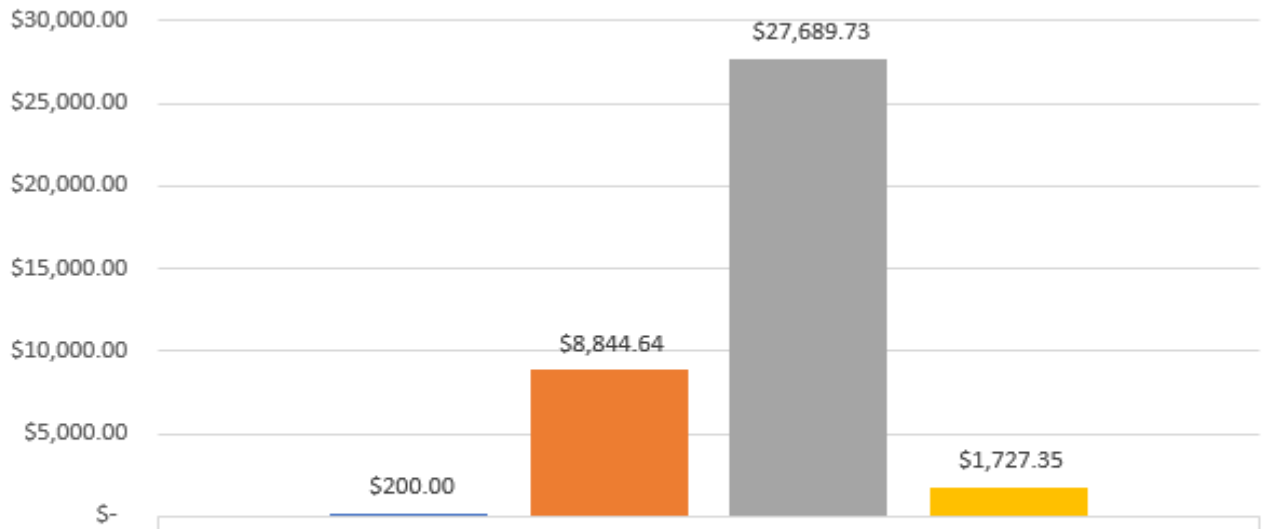
	Projected 6 Month Total
Youth	\$101,637.00
Adult	\$129,179.00
Dislocated Worker	\$55,362.30
Admin	\$83,983.30
Total	\$370,161.60

CURRENT OBLIGATIONS BY PROGRAM



In School Youth	\$200.00
Out-of-School Youth	\$31,934.99
In-School Youth WE	\$30,582.50
Out-of-School Youth WE	\$3,400.00
Adult	\$121,172.23
Dislocated Worker	\$4,012.79
Total	\$191,302.51

Payments Pending



In-School Youth	\$200.00
Out-of-School Youth	\$8,844.64
Adult	\$27,689.73
Dislocated Worker	\$1,727.35

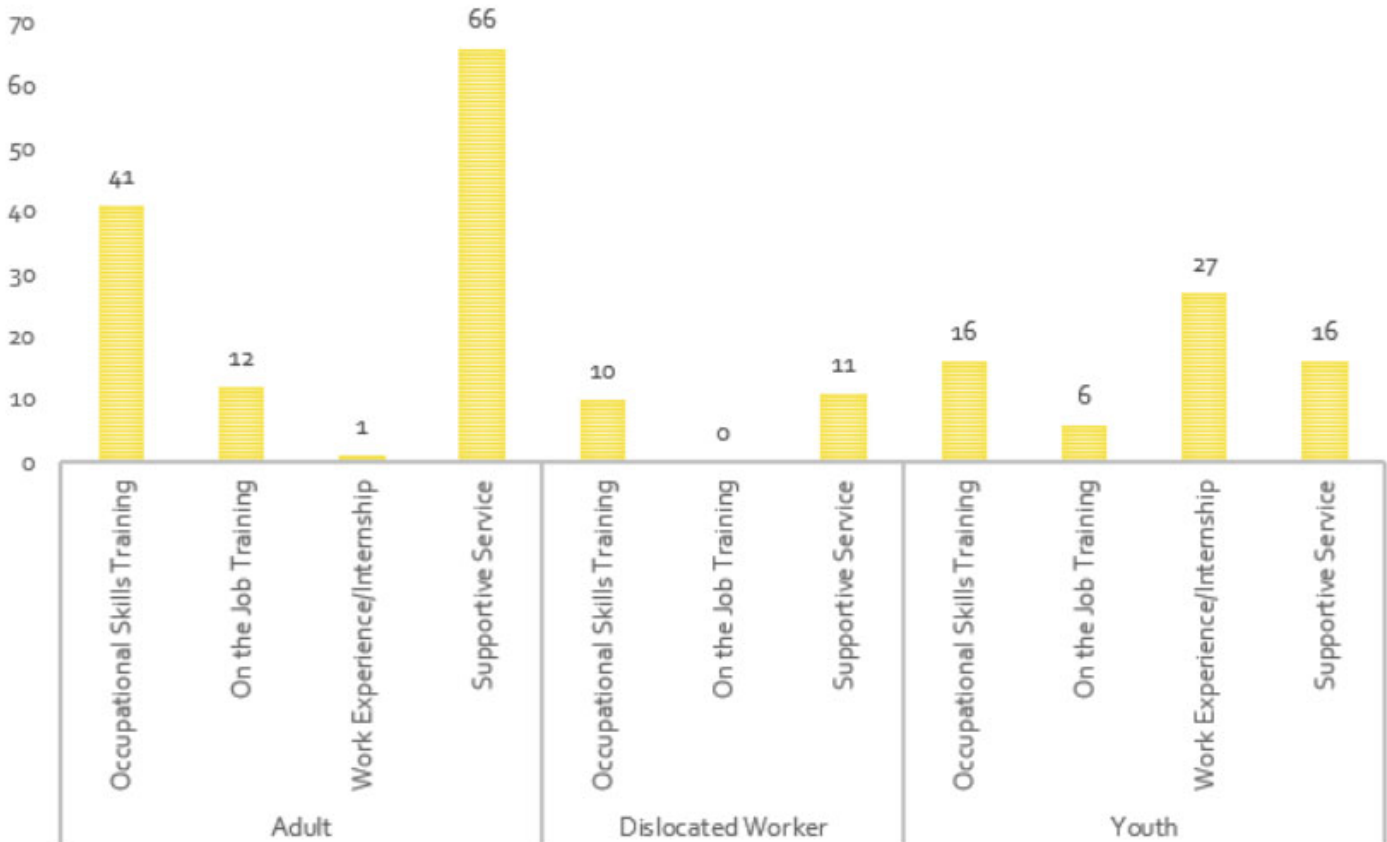
Total = \$38,461.72

Meeting Date 9/15/2022

Activities Funded 7/1/2021-6/30/2022



ACTIVITIES FUNDED 7/1/2022-8/13/2022



Agenda Item **GNWDB 6R/ Strategic 4b:** Motion to Approve Dislocated to Adult Funds Transfer

Background: Background: In accordance with Section 133(b)(4) of the Workforce Innovation and Opportunity Act, a local board may transfer, if such transfer is approved by the Governor, up to and including 100 percent of the funds allocated to the local area under the Adult or Dislocated Worker programs, between such programs.

It is proposed that the Greater Nebraska Workforce Development Board transfer a total of \$300,000 from Dislocated Worker FY22 funds to the Adult program.

Agenda Item **GNWDB 6T/ Strategic 4c:** High Poverty Areas

Background: Pursuant to 20 CFR §§ 681.250(d) and 681.260, an individual living in a high-poverty area census tract is automatically considered a low-income individual for purposes of determining eligibility for the youth program.

The entirety of the geographic areas of the Omaha, Santee, and Winnebago Reservations are considered high poverty areas, in addition to the Greater Nebraska census tracts listed below

Census Tract #	County	Total estimated census tract population #	Total estimated population below poverty level #	Total estimated population below poverty level %
9661	Adams	2,191	622	28.4
9695	Buffalo	1,877	523	27.9
9696	Buffalo	4,267	1,414	33.1
101.01	Dakota	3,609	1,233	34.2
9638	Jefferson	1,073	288	26.8
9537	Scotts Bluff	3,576	995	27.8

Agenda Item **GNWDB 6S/ Strategic 4d:** AJC Certifications

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.

Agenda Item **GNWDB 6U/ Strategic 4e**: One-Stop Operator Report



Greater Nebraska Workforce Development Board One-Stop Operator Report

June 2022 to August 2022

Purpose of the One-Stop Operator Report

It is my intention to provide quarterly updates on workforce development activities to the Greater Nebraska Workforce Development Board. Activities provided in this report will identify efforts made by the Greater Nebraska Workforce Development Area to address the identified initiatives within the local and regional plans. For this report, I will be focusing on the following topics.

- Limited English Proficiency Plan
- Economic Mobility Task Force
- American Public Human Services Association

Limited English Proficiency Plan

In an effort to provide equitable services to individuals with language access barriers, the Nebraska Department of Labor Division of Reemployment Services has established a planning committee to identify major concentrations of ethnic groups with language access barriers. The goal of this plan is to function as a tool used to assess the effectiveness of workforce service delivery to individuals with limited English proficiency.

The LEPP committee has divided into sub-committees focusing on service topics consistent with the needs of our English Language Learners. The language assistance measure group is currently identifying the types of language services available through partner agencies and multi-cultural organizations. They are also pinpointing current practices in response to LEP workforce services informational requests through calls, in-person interactions & written correspondence. The training group is reviewing current policies and procedures in providing equitable services while serving a LEP, and best practices in working with interpreters. The providing notice to LEPs group is identifying material that requires translation to promote reemployment services, improve program accessibility and market the availability of interpretation services to increase workforce program participation.

The availability of resources and costs imposed to ease workforce development program access is being evaluated as part of the planning committee. We have met with UNL department of Modern Language and Literatures to expand opportunities for translation services. This partnership would concentrate on identifying and prioritizing the translation of enrollment documents, guides, and program marketing material. The committee has also begun reaching out to local offices verifying resources required to assist staff in connecting LEP to Language Line Solutions. Support materials we are looking at ordering consist of reference guides to access and work with an interpreter, language ID Guides and posters that are designed to aid in identifying the preferred language of our customers as well as provide awareness that interpreting services are available.

Economic Mobility Task Force

The Nebraska Department of Labor and Department of Health and Human Services are continuing to work together with community-based organizations and other departments with similar goal to reduce unemployment, underemployment, and poverty in the State of Nebraska through the provision of training, education and employment preparation and attainment. The Economic Mobility Task Force is built upon three separate sub-committees focusing on the benefits cliff, industry sector initiatives, and policies and procedures.

The benefits cliff sub-committee was able to meet with the Atlanta Federal Reserve who have agreed to provide tools, including the benefit cliff calculator, and the career ladder identifier financial forecaster that will be leveraged to train field staff and program participants. The Nebraska Department of Health and Human Services will take these tools on and be responsible for developing a memorandum of understanding with the Atlanta Federal Reserve to obtain and operate the training tools. Once the MOU has been completed, DHHS will determine a small group/area to pilot these tools before expanding statewide, we are currently looking at a 4-month pilot period. The intent at the start, will be to provide specific partner organizations with these tools but will eventually make it available to additional partners and the public.

The industry sector initiative sub-committee continues to develop business-focus groups gaining a deeper understanding of the interrelationships between Nebraska business competitiveness and the workforce needs. This taskforce will be working with NDOL business services representatives to identify local and regional industry needs and develop strategies to assist in their recruitment and placement efforts.

The policy and procedures sub-committee continues to identify opportunities to intertwine service delivery strategies across program partners. They are currently visiting program policies and searching for opportunities to improve outlined policies and procedures to remove co-enrollment barriers and increase qualify referrals.

American Public Human Services Association

The Nebraska Department of Labor, SNAP E&T, and Equus Workforce Solutions have been working with the APHSA to enhance and refine the career pathways model for the State. Refining techniques consist of working with additional partners to develop supplemental action steps to better understand how employers and job seekers are experiencing the workforce system and identify ways to streamline that experience focusing on aligning resources along career pathways for in demand industries and developing a model that works across partner programs. The group currently meets once a month and will be including members from the Economic Mobility Task Force's industry sector initiative sub-committee.

Some current action items include:

- Gathering baseline information on current customer and employer experiences through surveys developed across programs and comparing data captured.

- Reviewing Labor Market Information to assist in the selection and prioritization of industry sectors.

- Collaboration with Vocational Rehabilitation to identify best practices they are seeing with their career pathways advancement project and how services provided through our agencies can contribute to their efforts.

- The development of an ecosystem map that list services offered and the sequence of events in leveraging workforce activities to remove participation barriers and ease access to career pathway development with identified supportive services and training programs available.

Agenda Item GNWDB 6U/ Strategic 4f: Partner Programs

Background: The Greater Nebraska Workforce Development Board is responsible for the oversight and coordination of workforce partnerships throughout the One-Stop System.

Apprenticeship

Central Community College, Northeast Community College, and Southeast Community College were awarded a \$4 million grant to support a joint initiative known as Project ELEVATE. Project ELEVATE will create a multi-network registered apprenticeship hub serving 59 of Nebraska's counties. The colleges will develop apprenticeship occupations, utilizing their educational programs and courses as the required related training, in collaboration with industry advisers. The apprenticeship hub will conduct outreach and education to help employers better understand what registered apprenticeships are and how they can be implemented in their businesses by partnering with Project ELEVATE.

Title II Adult Education

Northeast Community College reported an increase in referrals from NDOL to their Adult Education program documenting 10 quality referrals.

Western Nebraska Community College reported that the Scottsbluff staff have been hosting monthly workshops for both Adult Ed instructors, and students.

Wagner-Peyser Reentry: Nebraska Federal Fidelity Bonds

The U.S. Department of Labor established The Federal Bonding Program in 1966 authorized under Section 169 of the Workforce Innovation and Opportunity Act (WIOA) to provide Fidelity Bonds for "at-risk," hard-to-place job seekers. NDOL received a Fidelity Bonding Demonstration Grant from the United States Department of Labor (USDOL) with a total demonstration grant allocation to NDOL of \$100,000 in order to expand the use of Fidelity Bonds to support employment opportunities for ex-offenders recovering from opioid and other drug addictions, better inform employers about the knowledge, skills, and abilities of the justice-involved population, and advancing strategies to address the barriers to reemployment. ETA is making up to \$3.3 million in funding available under TEGL 10-20 for demonstration grants authorized by Section 169(b) of WIOA and in effect July 1, 2019 through June 30, 2023.

A Fidelity Bond at no cost with no deductible to the job seeker and employer protects the employer against losses caused by employee fraudulent or dishonest acts including: theft, forgery, larceny, and embezzlement. Each bond provides \$5,000 of insurance coverage limit and covers the first six months of employment or promotion.

Since January of 2022 Nebraska has issued 20 Fidelity Bonds totaling \$100,000 to various employers in the following industries: Construction, Manufacturing, Grocery, & Retail.

Worker Training Grant

Currently there are 73 active grants.

The Worker Training Guidelines have been revised and are uploaded on the Nebraska Department of Labor website under Re-employment Services. The Close Out form as been revised and two new forms have been added to the website. Amendment A is to change training projects and Amendment B is to change dates or providers of training. Amendment forms must be submitted and approved 30 days prior to the date of change.

The DOL website also contains information about the American Rescue Plan Act. Developments are being made daily to the application. Recorded webinars are available.

The Congressional Districts has been revised which moves Saunders County into District 2.

For SFY 22 \$1,448,453.00 has been awarded for Worker Training Grants.

Title IV: Nebraska VR and NCBVI

The Nebraska Commission for the Blind and Visually Impaired and the Nebraska Department of Education, Assistive Technology partnership provided Accessible Technology training to all NDOL field staff. Training consisted of Microsoft accessibility features for written correspondence and presentations. Assistive Training Partnership services, blind and low vision specific software such as, job access with speech and ZoomText, lyriq assistive text to speechreader, and dragon system. The purpose of this training was to familiarize staff with the assistive technology equipment available at each AJC and Affiliate One-Stop Center, increasing accessibility to workforce programs for our blind and visually impaired customers.

SNAP Next Step Employment and Training provide assistance in navigating employment changes and prepares the participant for how they may affect their Economic Assistance Benefits. This program includes a partnership between the Nebraska Department of Health and Human Services and co-enrolls individuals with the Nebraska Department of Labor Title I WIOA. SNAP Next Step is operated by the Nebraska Department of Health and Human Services and through third-party providers.

SNAP Next Step E&T helps SNAP participants that are unemployed or under-employed work towards becoming self-sufficient by:

- Assisting in the search for more suitable employment
- Providing support to better provide for their families
- Decreasing or eliminating individuals' need for public assistance

SNAP Next Step E&T is currently working on expansion to Lincoln, and all other counties in Nebraska. Expansion is being done by adding Third Party Partners. Third-party partners can take many forms. In general, any entity that is offering employment and training programs, or has the capacity to and interest in providing employment and training programs should be considered as a potential partner. Frequently, third-party partners are education institutions like community colleges, vocational training centers, or high school equivalency preparation centers. Third-party partners could also be non-profits like libraries, service organizations hospitals, or other community-based organizations like food banks or homeless shelters. Nebraska is required to develop and operate a SNAP E&T program that consists of one or more of the employment and training components determined by Food and Nutrition Services (FNS). Third-party partners will receive a fifty percent reimbursement of allowable and eligible costs from DHHS for operating the program, this covers administrative costs and participant reimbursements. To learn more about this grant opportunity and apply visit the State of Nebraska Grants and opportunities webpage <https://dhhs.ne.gov/Pages/Grants-and-Contract-Opportunities.aspx>.

SNAP Next Step E&T is working on wrapping up the first cohort of Ignite Nebraska with Blue Cross Blue Shield and the Nebraska Department of Labor. The second cohort will be starting in September with plans of expanding to other businesses and parts of Nebraska in January of 2023. This is an employer-driven approach to fighting the benefits cliff. Participants are being co-enrolled with SNAP Next Step E&T and Title One for case management and supportive services and going through On-the-Job training that is currently being paid for by Blue Cross. Training consists of hands-on training on-site at Blue Cross and the education piece at Bellevue University. Individuals will receive a certification upon completion of the training and are on target to be offered full-time work as IT developers with Blue Cross.

Nebraska Department of Health and Human Services and the Nebraska Department of Labor are participating in a learning community with APhSA for systems alignment. The goal for the state of Nebraska is to Understand how employers and job seekers are experiencing the workforce system using a human-centered design approach and develop a strategy (including implementing low-hanging fruit) to streamline that experience that focuses on aligning resources along career pathways for in-demand industries and that works to create efficiencies across programs. The team consists of members from SNAP Next Step E&T, WIOA, TANF, and an employer.

State Fiscal Year 22 ended with 241 individuals enrolled with SNAP Next Step and 85 of those being co-enrolled with WIOA Title 1. Total enrolled with SNAP Next Step E&T is 678 and 433 co-enrolled.

Jobs for Veterans State Grant consists of Disabled Veterans Outreach Program and Local Veterans Employment Representatives. JVSG allocates 1% of the annual program budget for an incentive award program, which recognizes both individuals and offices. Recipients are selected after a nomination and scoring process.

2022 Recipients

Individuals:

Paul Curry, Columbus

Andrew Strasberg, Lincoln

Marcia McCabe, Beatrice

Jon Lokamas, Omaha

Offices:

North Platte Office

Columbus Office

Norfolk Office

Lincoln Office

Trade Adjustment Assistance (TAA) assists individuals who have become unemployed as a result of increased imports from, or shifts in production to, foreign countries. The goal of the Trade Act program is to help trade-affected workers return to suitable employment as quickly as possible. Trade requires co-enrollment with Title 1 WIOA Dislocated Worker program, when eligible. Since October 1, 2021, Trade has funded \$80,861 for occupational skills training and on the job training, saving Dislocated Worker that much in participant expenditures.

Trade Adjustment Assistance expired on June 30, 2022. We can continue to serve current participants or any new workers that have a threat of layoff (Trade 2015 petitions) prior to July 1, 2022, or actual layoff. Our most current certifications in Greater Nebraska include Eaton in Hastings with a pending closure later in 2022, the workers have received notification letters as threatened workers. Michael Food in David City and PayPal in LaVista are currently pending and will be reviewed if Trade is recertified.

Active Cases in Nebraska since October 1, 2021: 46

Co-enrolled with WIOA Title 1: 41 (89.13%)

Of those active since October 1, 2021: 33 OST, 12 OJT, and 13 wage subsidies.

*Some wage subsidies were also in OJT or OST

The Nebraska Trade program is currently undergoing a USDOL Employment & Training Region V monitoring event. Federal Project Officer Jason Hudson and UI Program Specialist Aaron Grill will be in Nebraska September 12-16 reviewing Nebraska Trade processes, procedures, and documentation. During this time, they will be visiting the Beatrice, Lincoln, and Omaha offices.

Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. Authorized by the Older Americans Act, the program provides training for low-income, unemployed individuals aged 55 and older.

Current opportunities for collaboration include:

- Co-enrollment, particularly SCSEP participants ready for On-the-Job Experience (OJE);
- Recruitment of Host Agencies to increase training opportunities for participants, improve Equitable Distribution variations, and provide community agencies with additional talent

Agenda Item **GNWDB 6W/ Strategic 4g**: Regional Plan Update

Background: Per 20 CFR 679.510 the regional plan must include:

- The establishment of regional service strategies, including use of cooperative service delivery agreements;
- The development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region

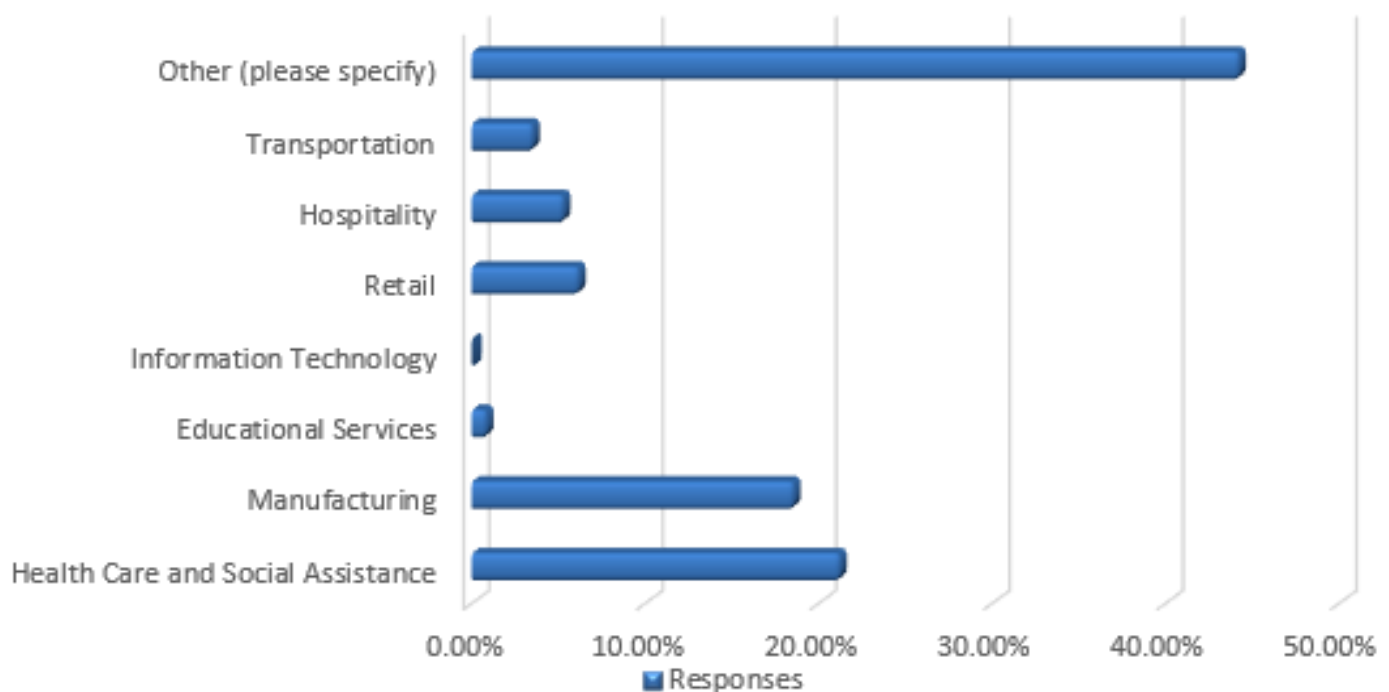
Data from the Regional Plan will drive decision making pertaining to prioritization of career pathways and other action items to support regional economic growth and economic self-sufficiency.

Areas of opportunity identified in Regional Plan include:

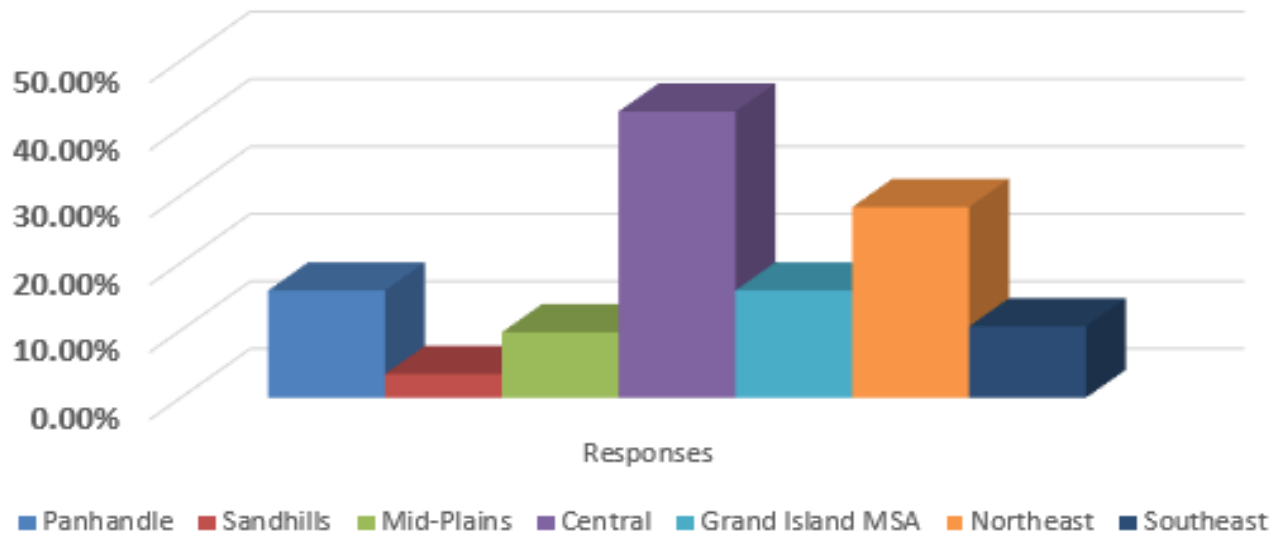
- Underutilized Strategies
- Need for strategies for serving widespread dispersion of various populations within the state
- Opportunities for more industry sector involvement in the workforce system
- Barriers to integrated intake processes, co-enrollment, co-case management, and coordination of workforce services
- Areas of opportunity to increase the collaborative efforts between Workforce agencies and other stakeholder organizations
- Cliff Effect and need for strategies to help workers transition into self-sustaining employment
- Employer perception of lack of workers, particularly in certain skill areas

Agenda Item **GNWDB 6X/ Strategic 4h**: Industry Sector Survey

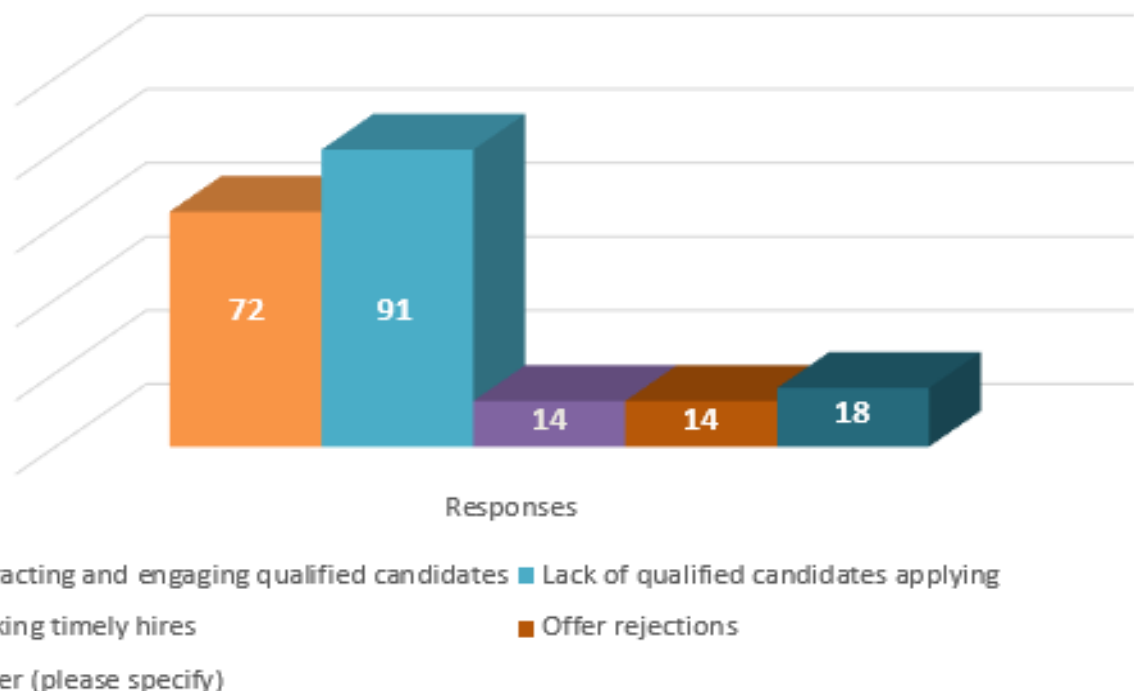
What is your Industry Sector?



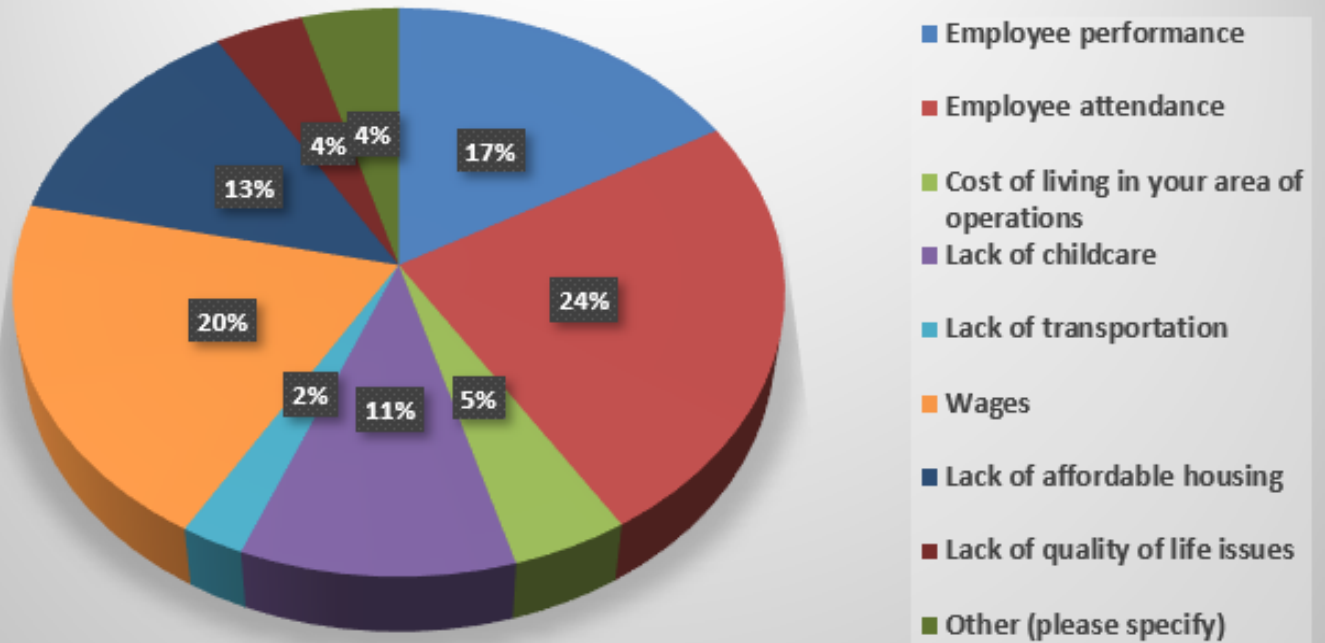
What Economic Development Region is your business located in? Please select all that apply.



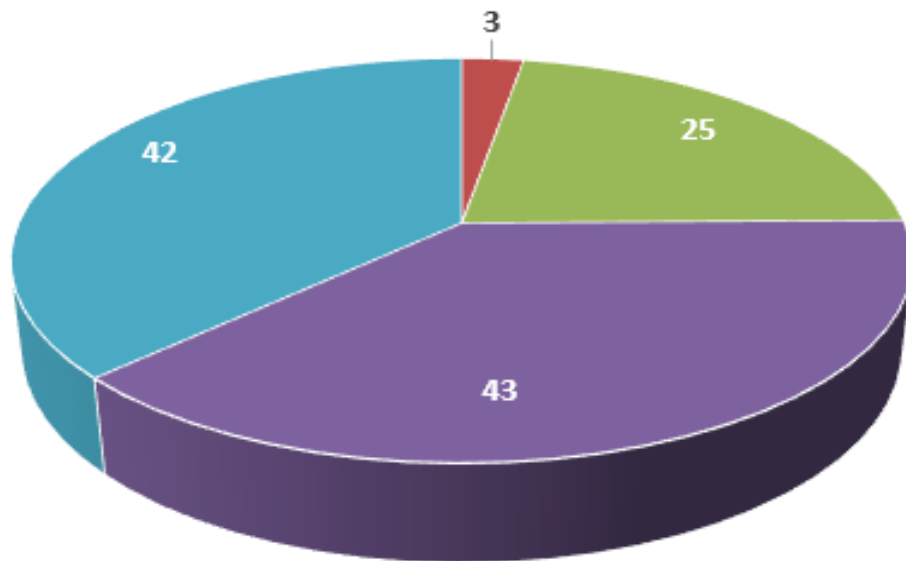
What barriers are you facing recruiting qualified applicants who have the requisite education, training and/or skills to fill the workforce needs of your company?



What barriers are you facing with retaining a skilled workforce? Please select all that apply.



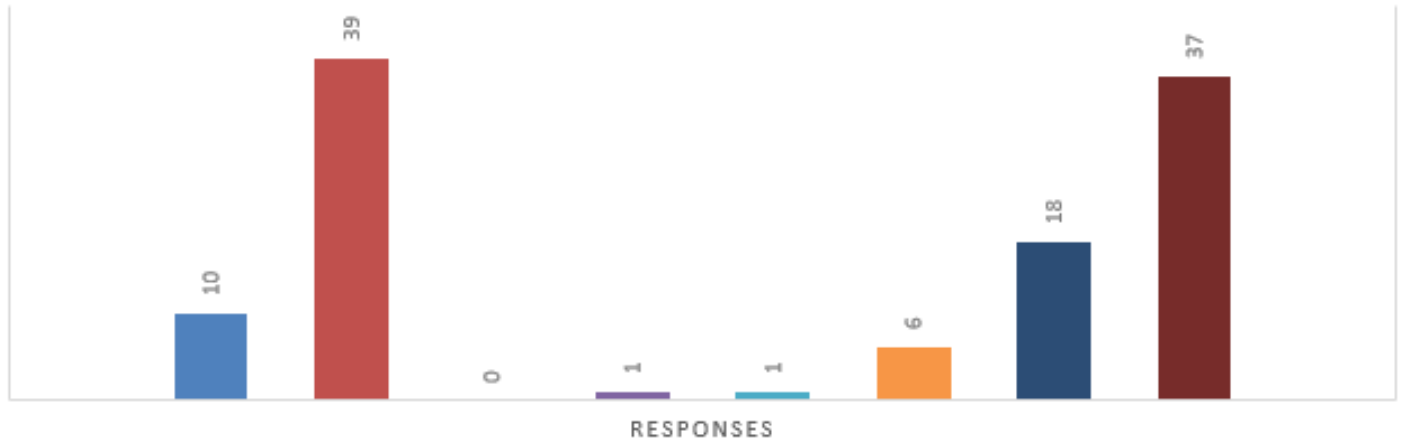
Over the past year, has the ease of recruiting qualified and skilled applicants become:



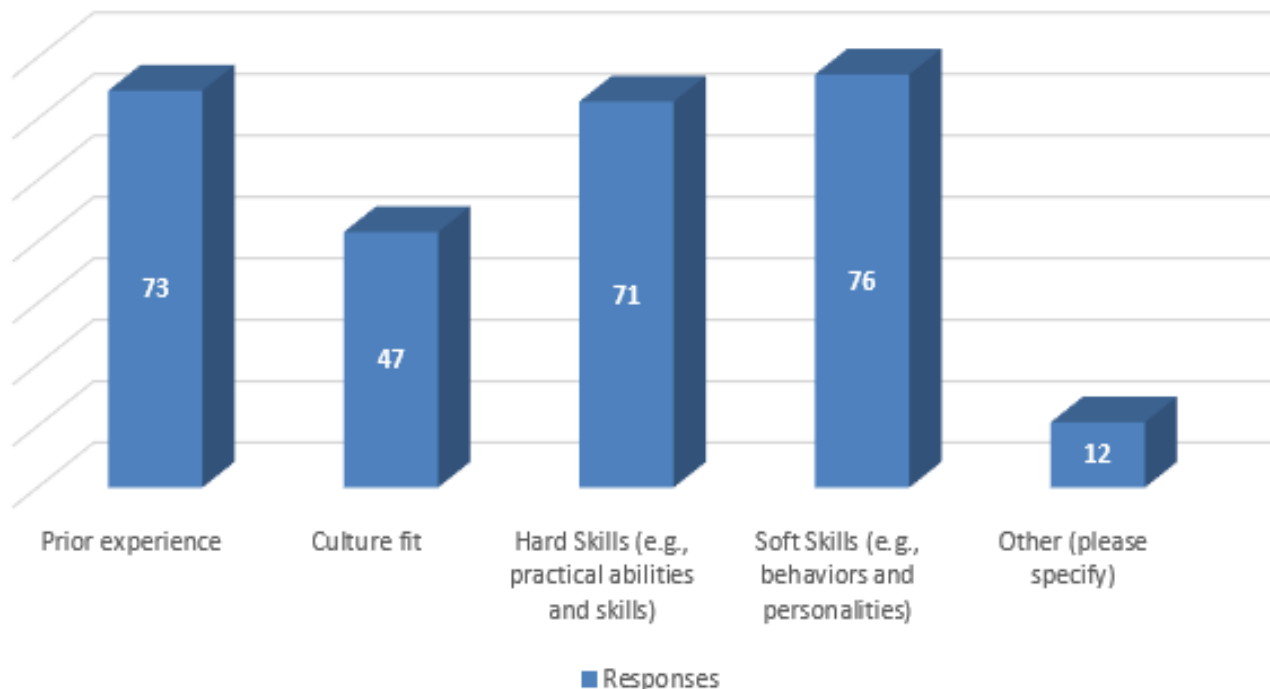
■ Very easy ■ Easy ■ Neither easy nor difficult ■ Difficult ■ Very difficult

What are the primary competencies required to work in your industry sector?

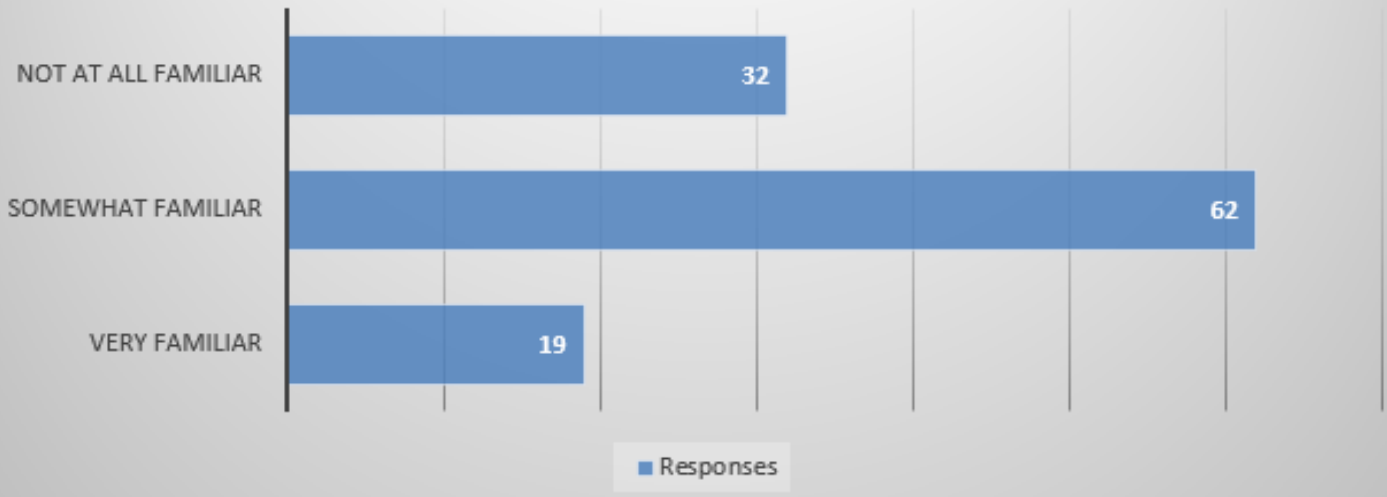
- Medical or pharmaceutical
- Computer Science or Information Technology
- Logistics
- Business skills (e.g. accounting/management)
- Trades and related skills (e.g., Welding, HVAC, Electrical)
- Project Management
- Educational Instruction
- Other (please specify)



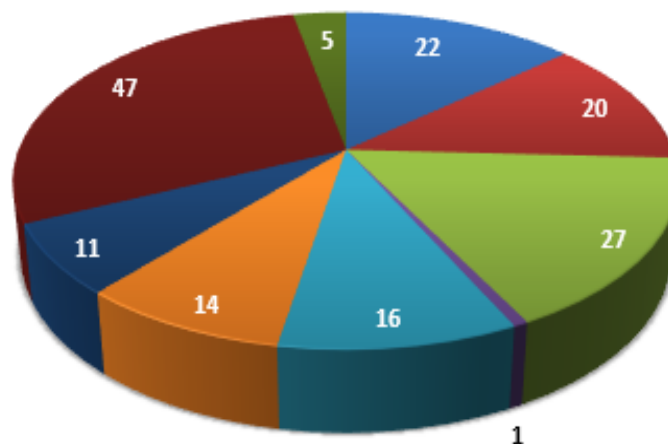
What factors drive your hiring decisions? Please select all that apply.



How familiar are you with the State of Nebraska's Workforce Development programs in your region? (i.e.) Registered Apprenticeships, On-The-Job Training, Youth Work Experience, Incumbent Worker Training.



Which workforce development programs, if any are you interested in learning more about? Please select all that apply.

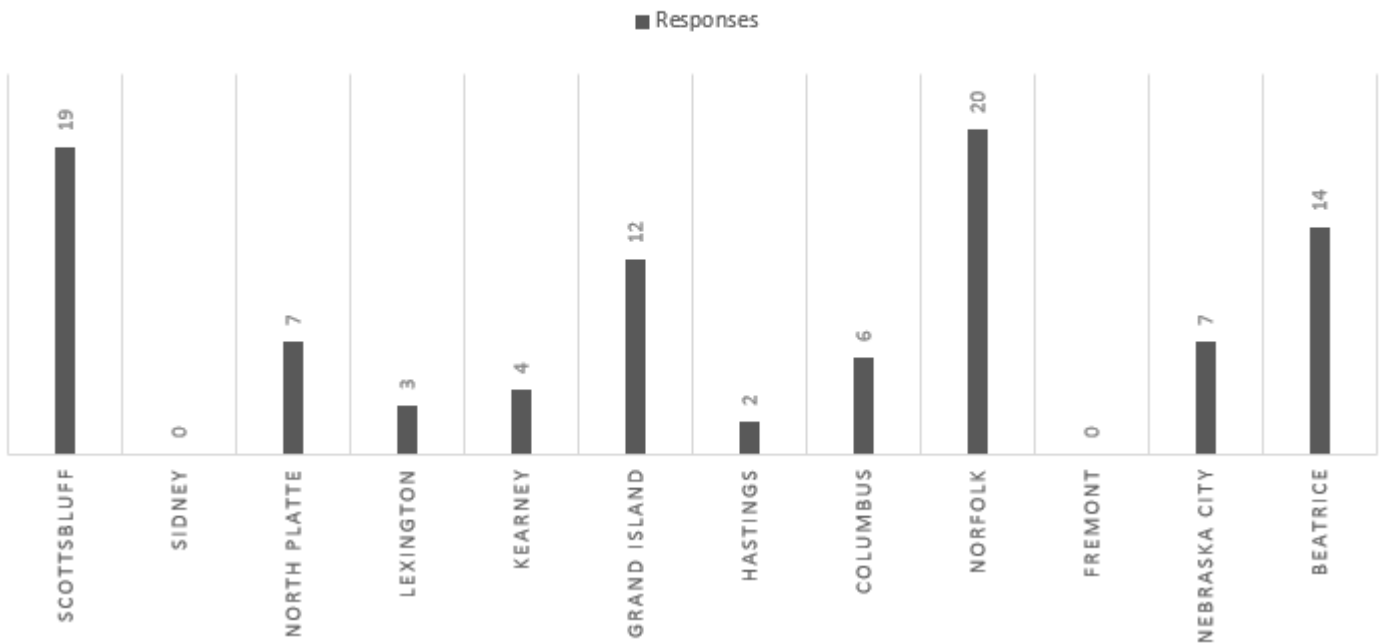


- On-The-Job Training
- Registered Apprenticeships
- Worker Training Grants
- Federal Fidelity Bonds
- Worker Opportunity Tax Credit
- Youth Work Experience
- Incumbent Worker Training
- Job Fairs & Hiring Events
- Other (please specify)

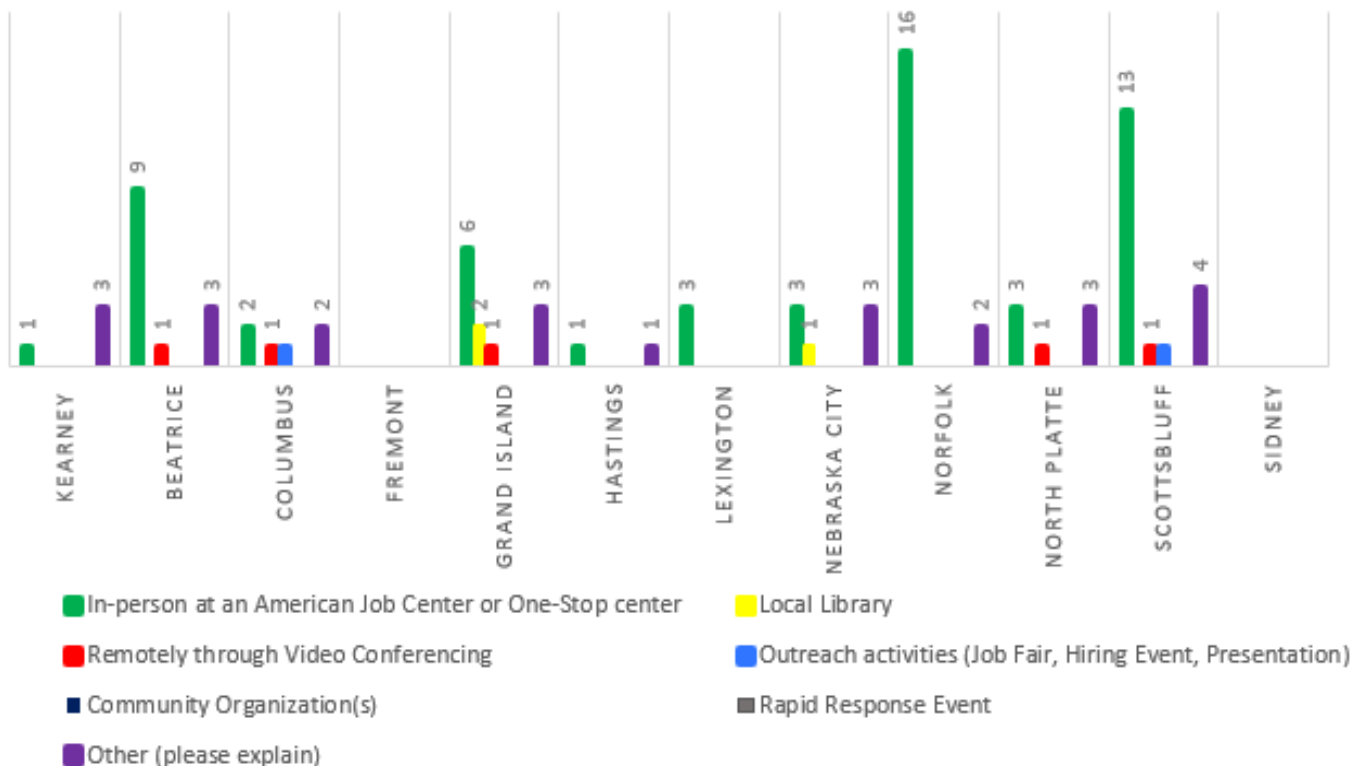
Agenda Item GNWDB 6Y/ Strategic 4i: Customer Survey Results: March 2022 - August 2022

*94 responses received.

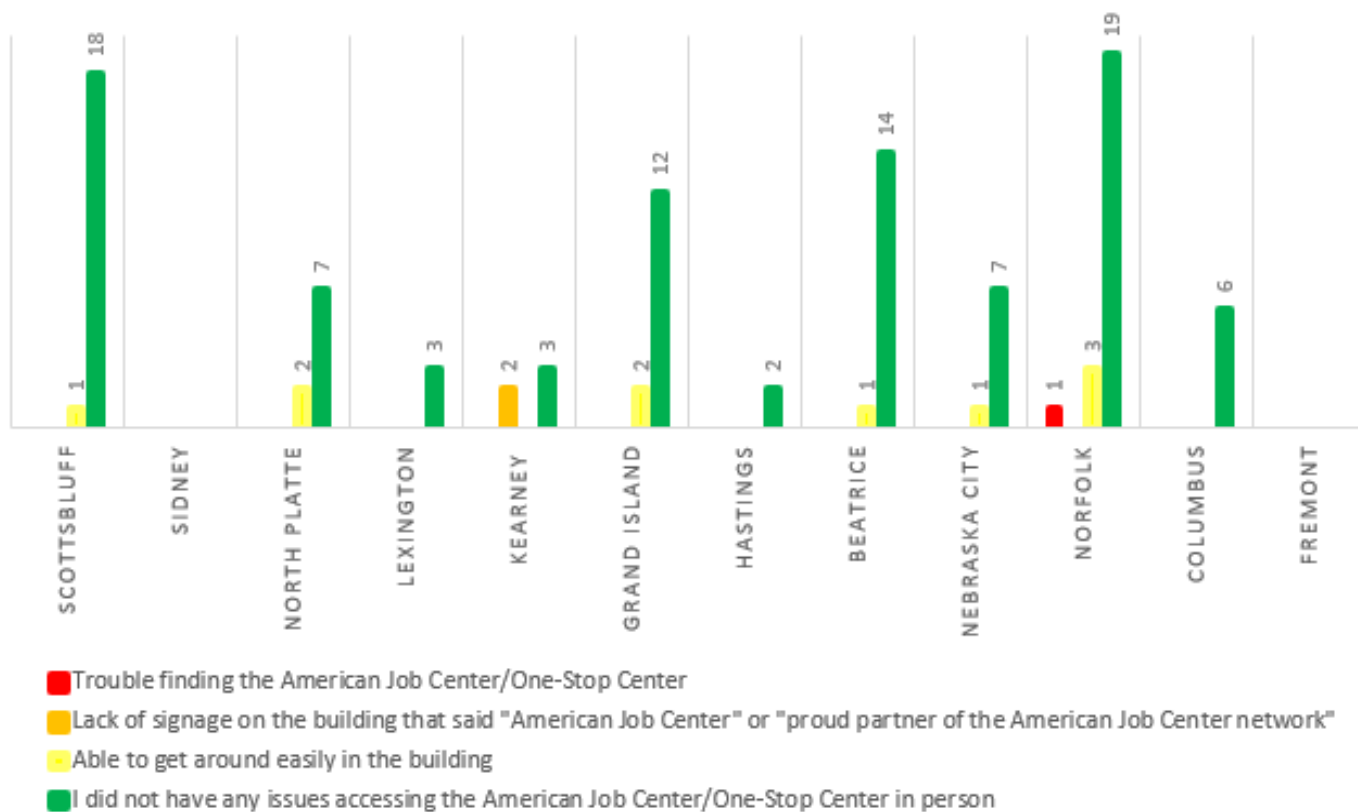
Which American Job Center/One-stop center location did you visit?



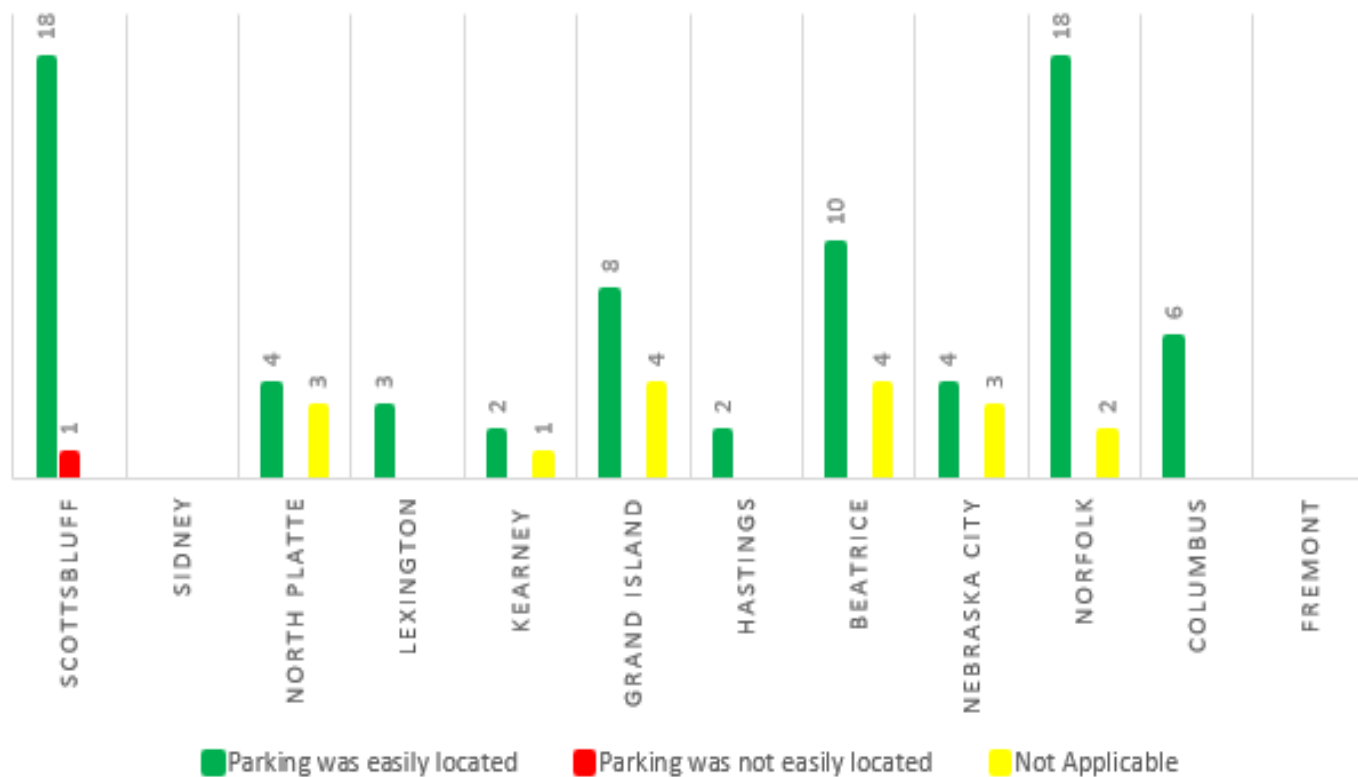
How did you access services?



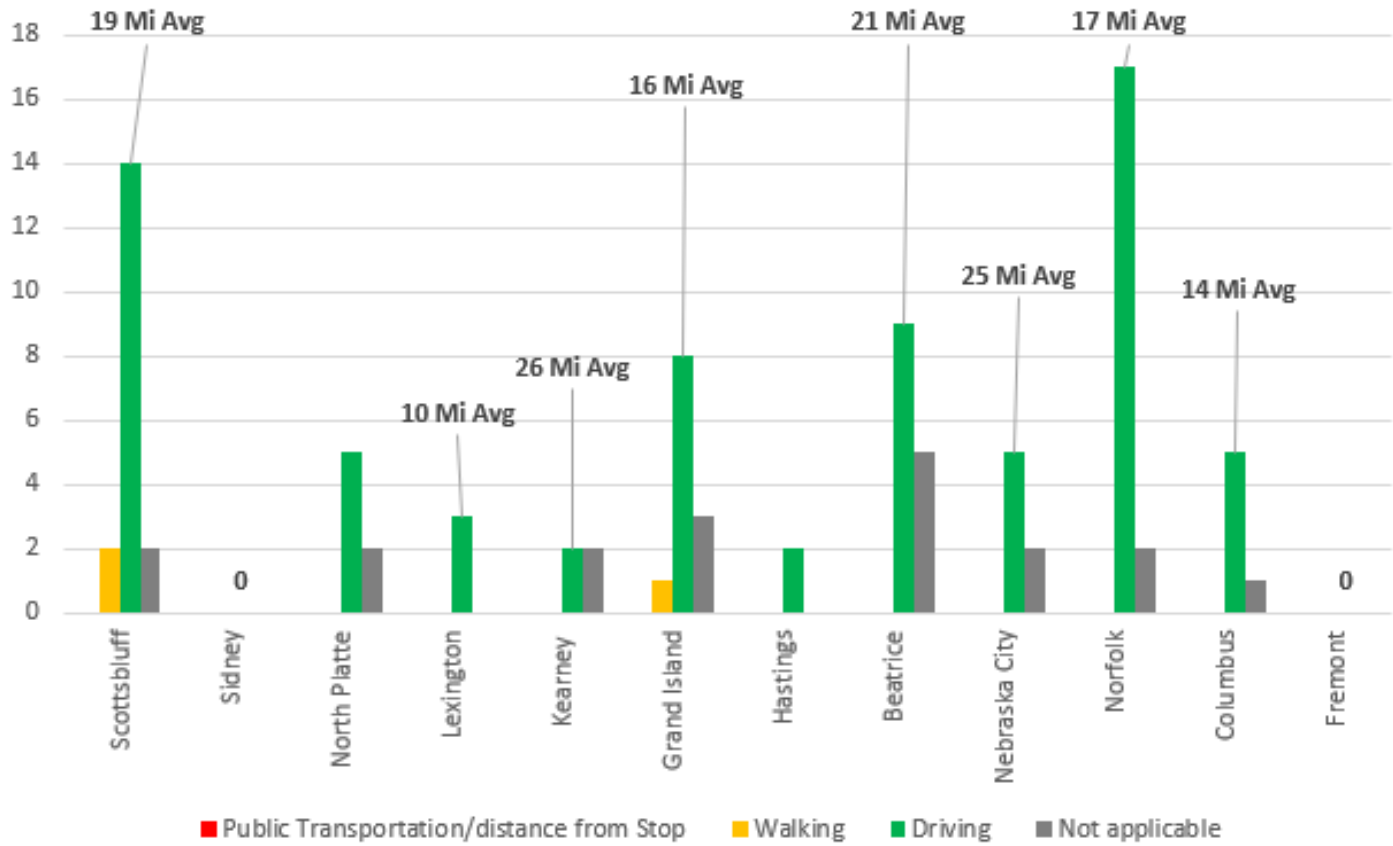
If you went to the American Job Center/One-Stop center in person, did you face any accessibility issues ?



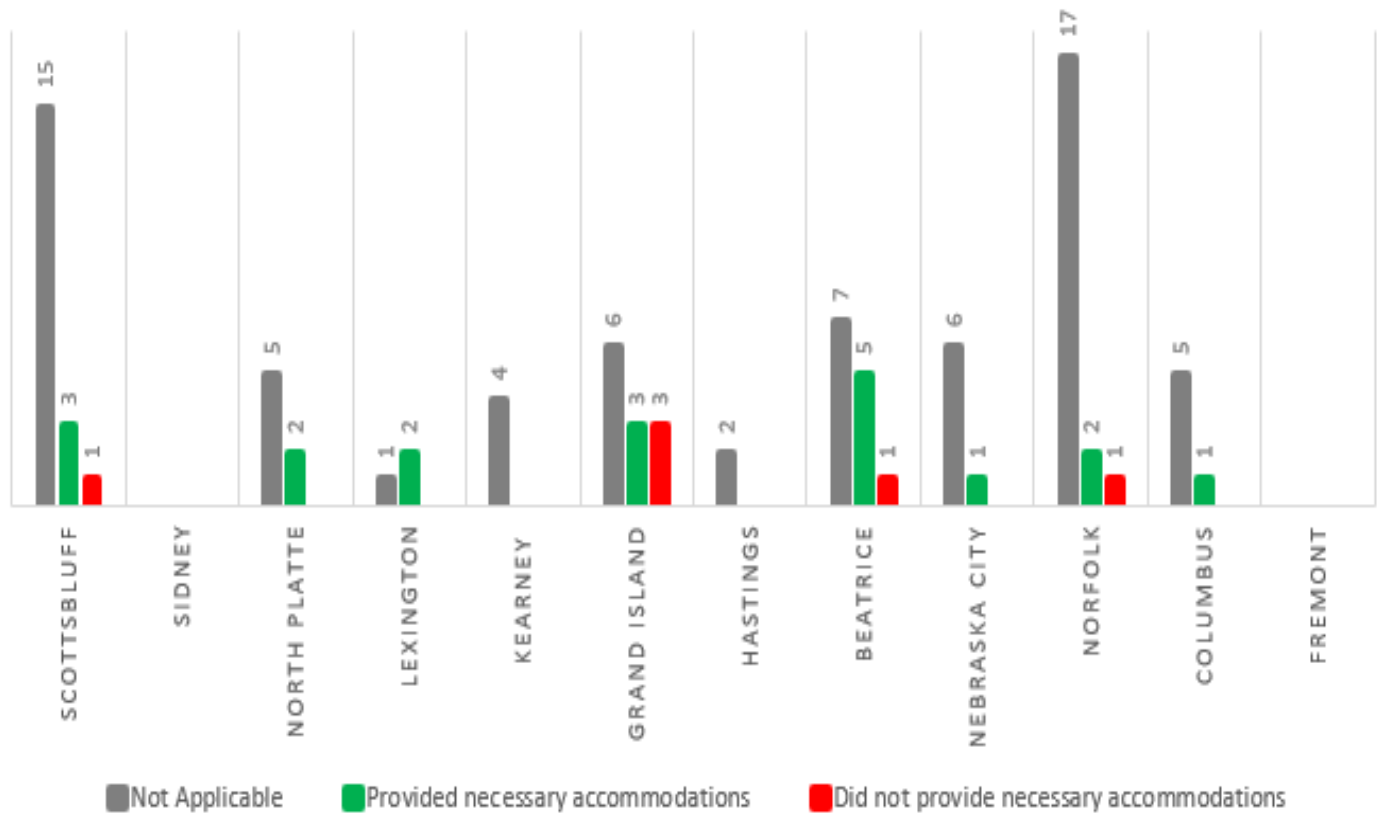
If you drove to the American Job Center/One-Stop center, were you able to find parking easily?



How far did you have to travel to access the American Job Center/One-Stop Center?

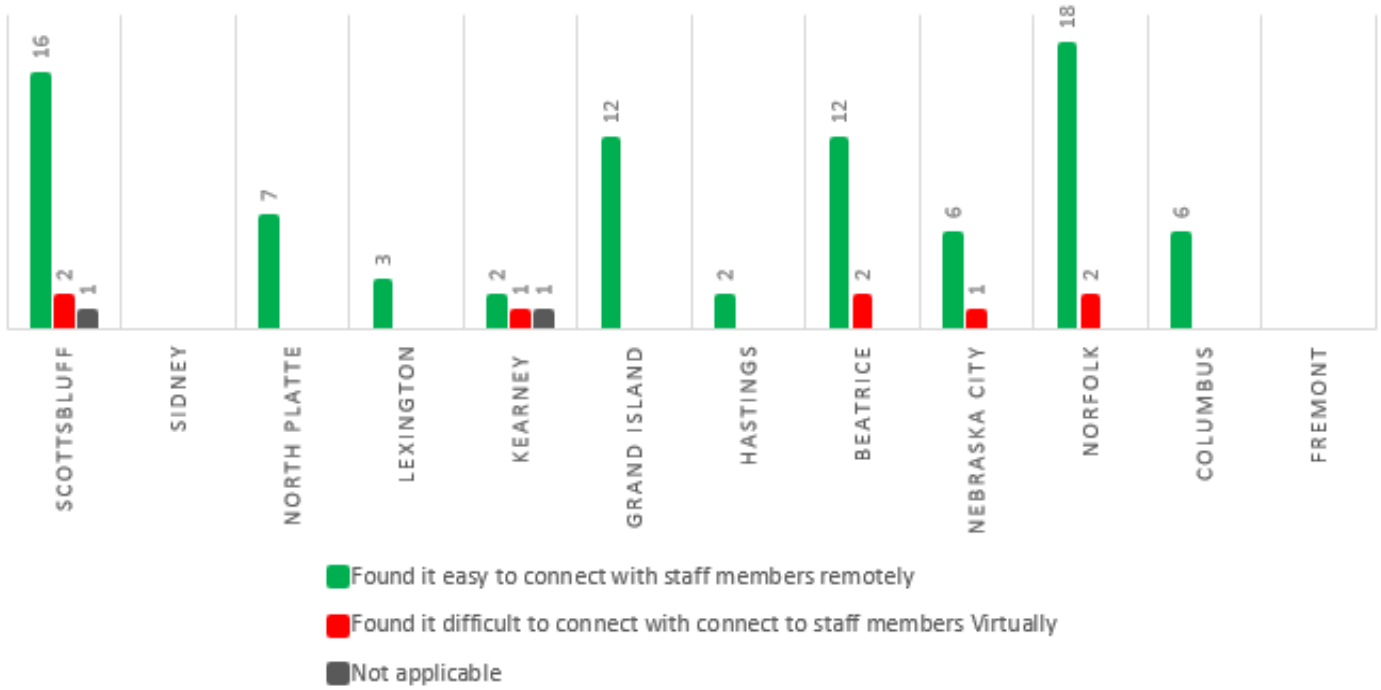


If you have a disability, were you provided with accommodations, such as assistive technology?

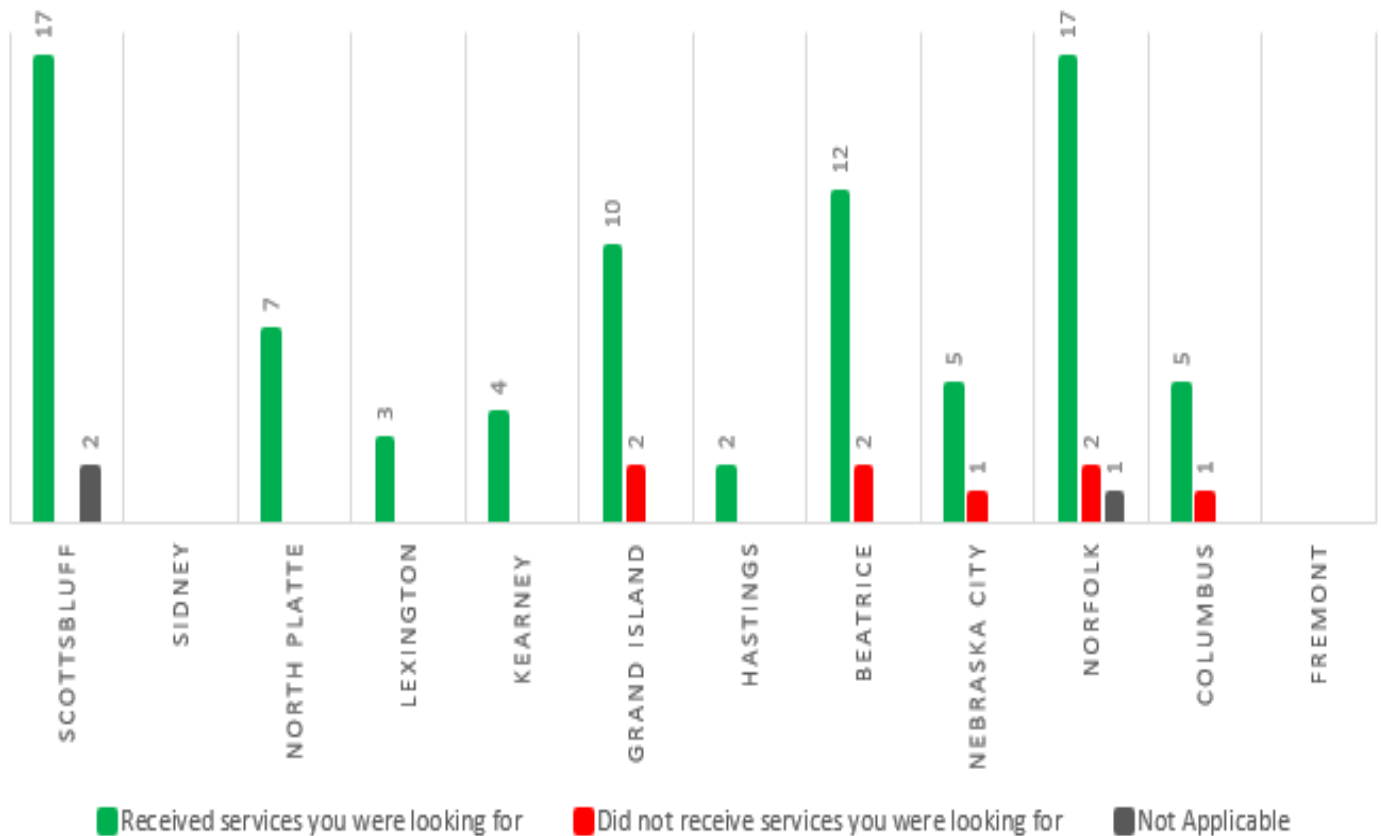


Did you receive services by phone, email, or internet? If so, please provide responses to the following accessibility questions.

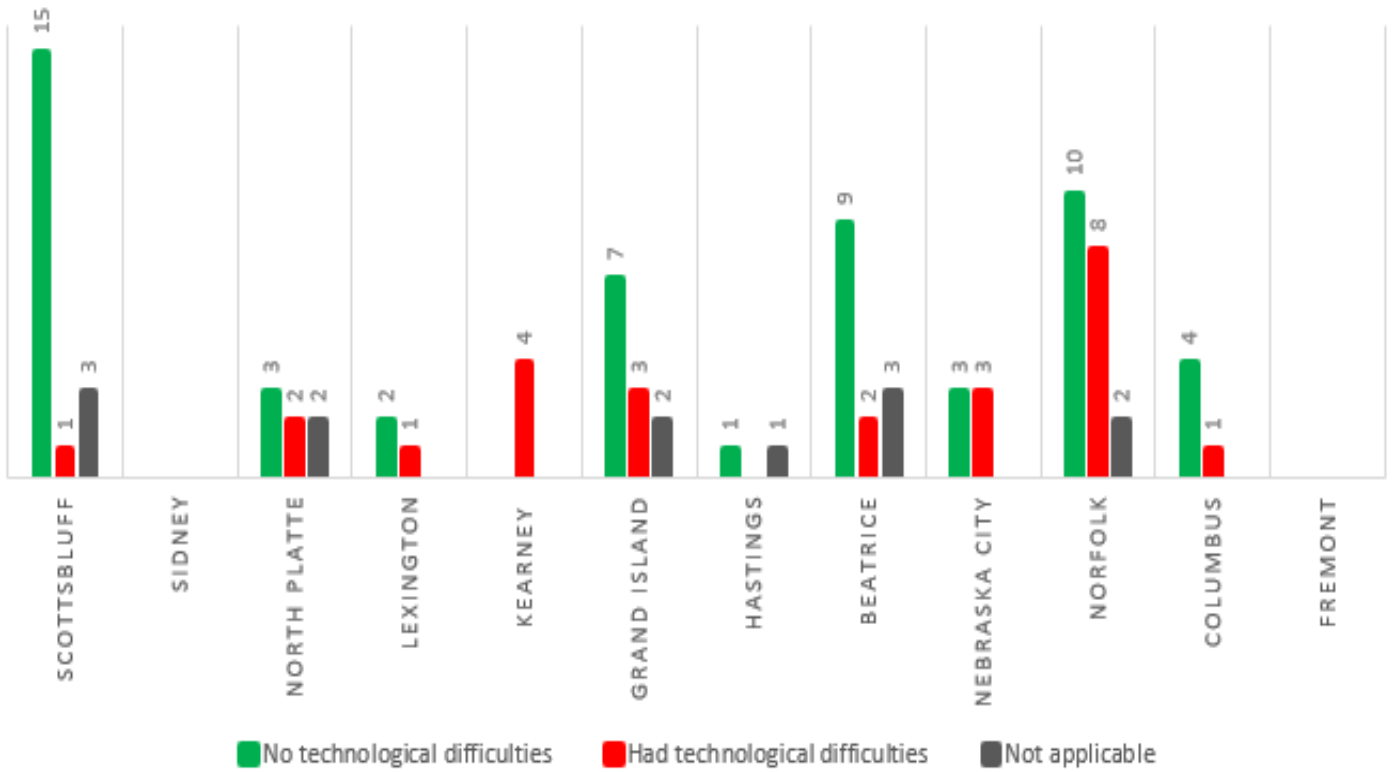
Did you find it easy to connect with a staff member?



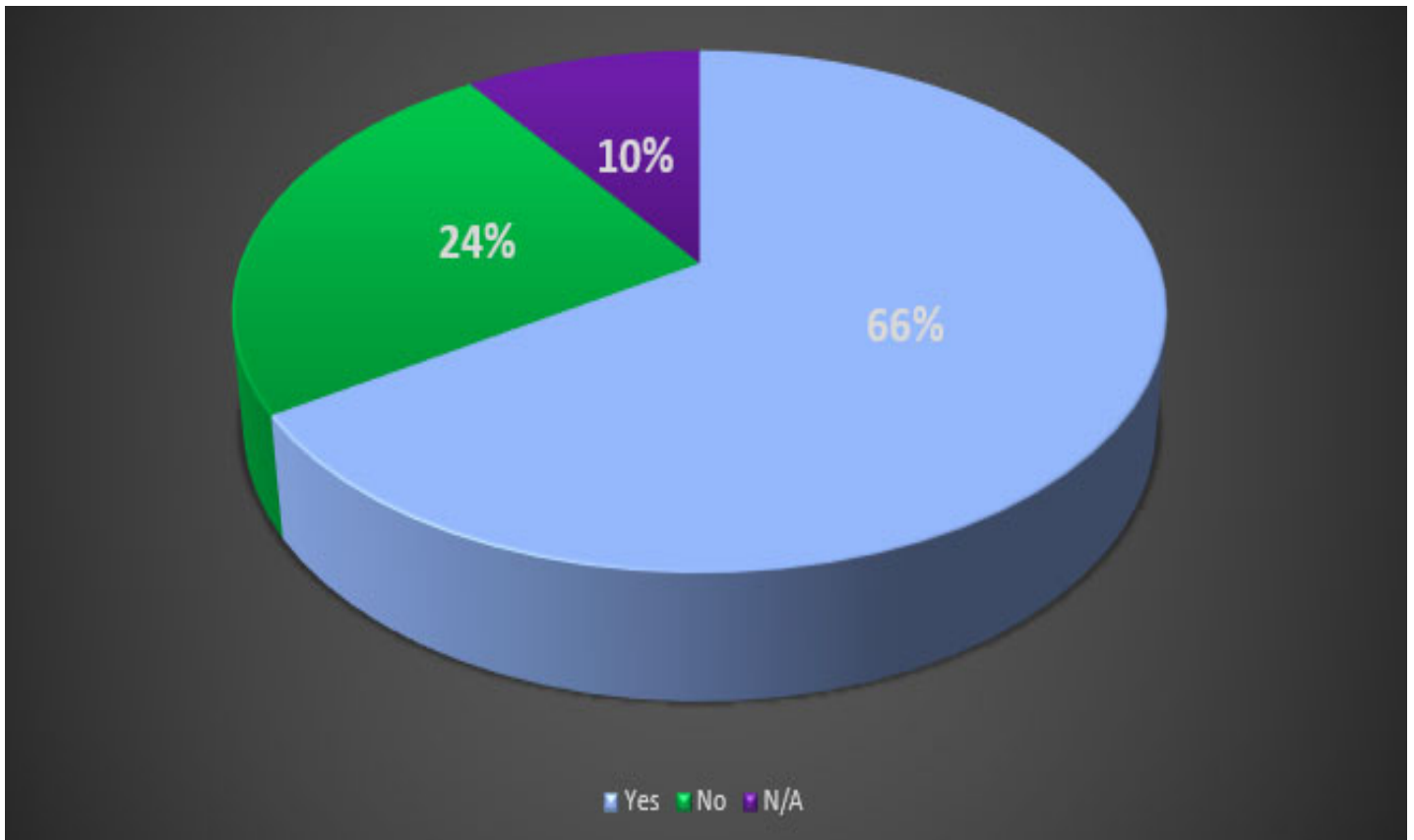
Did you receive the services you were looking for?



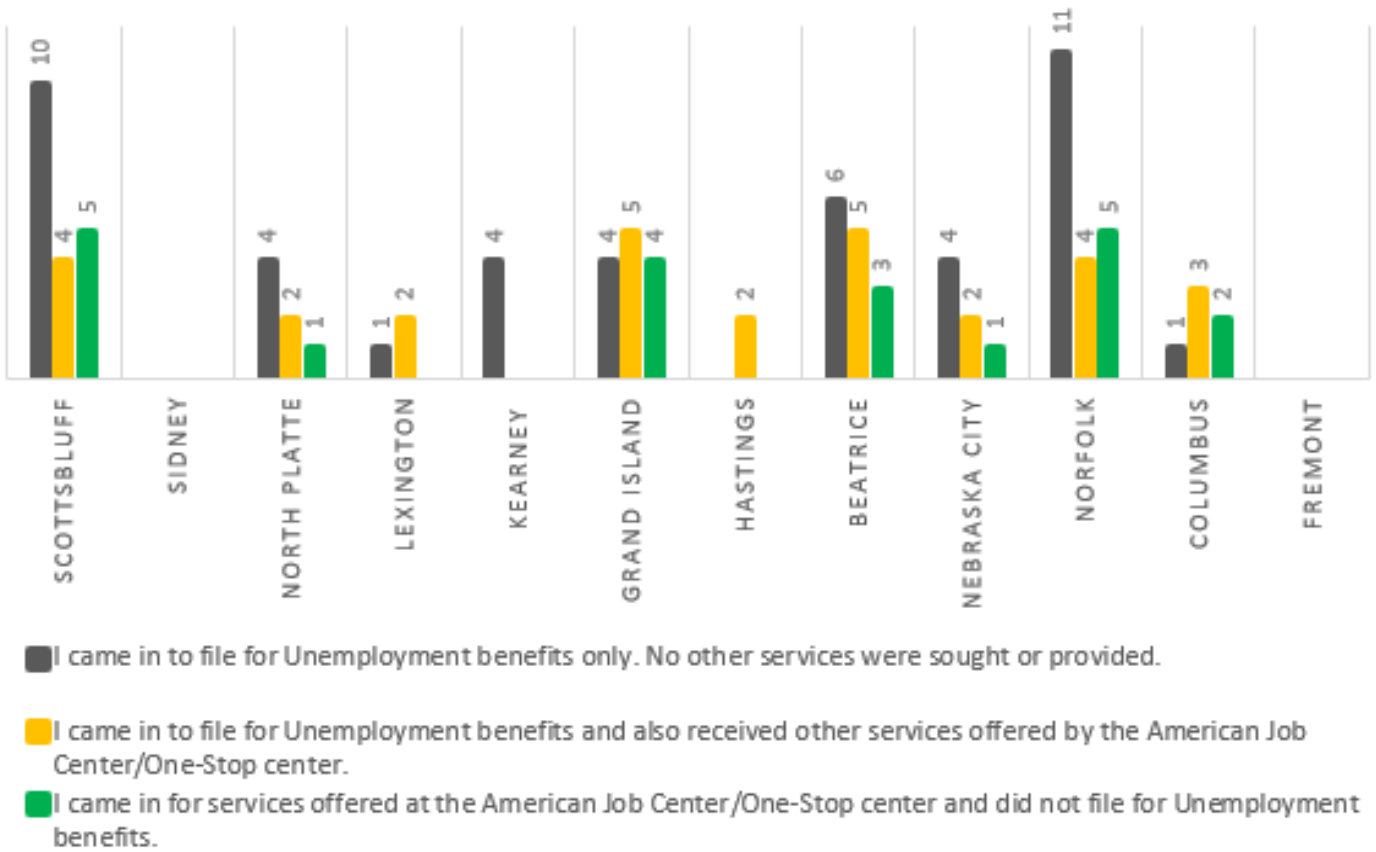
Technology difficulties



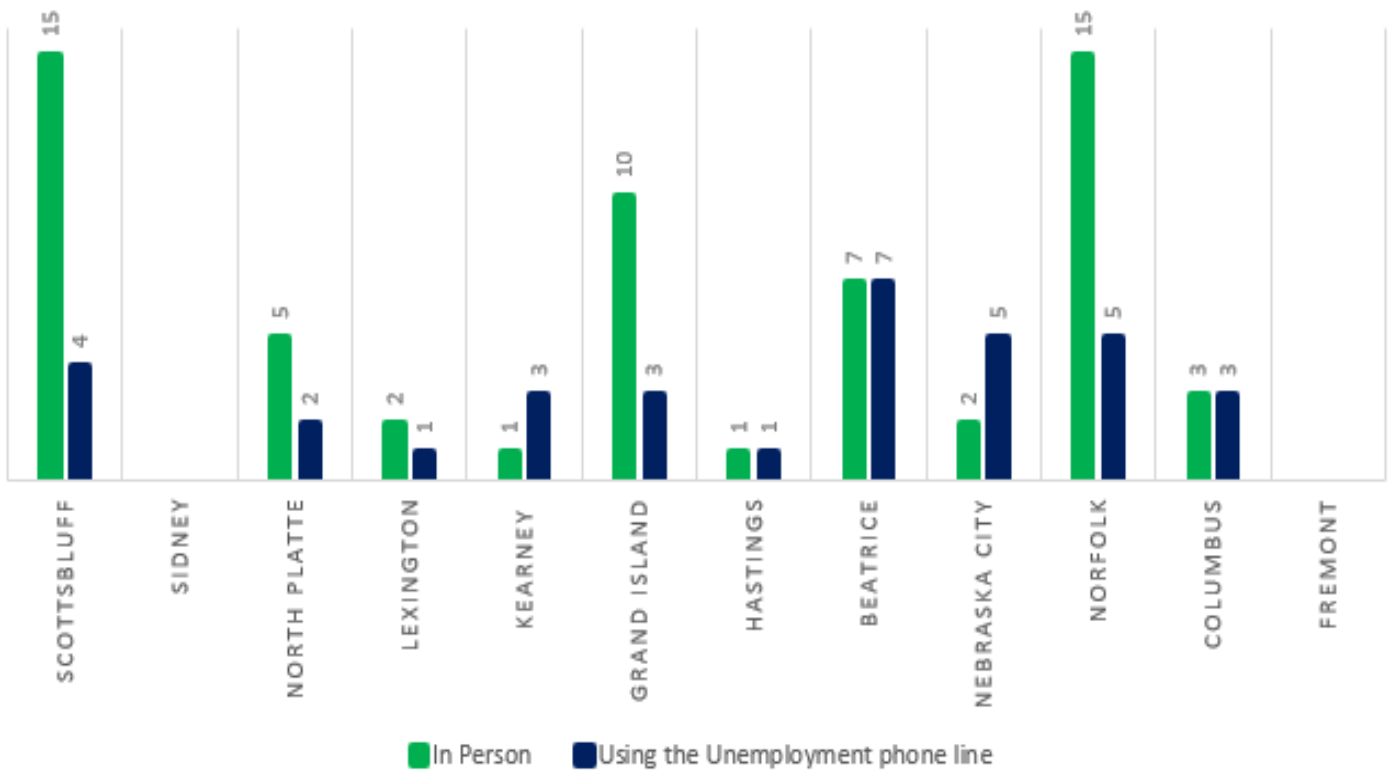
If you accessed our website, did you find it easy to navigate to find what you were looking for?



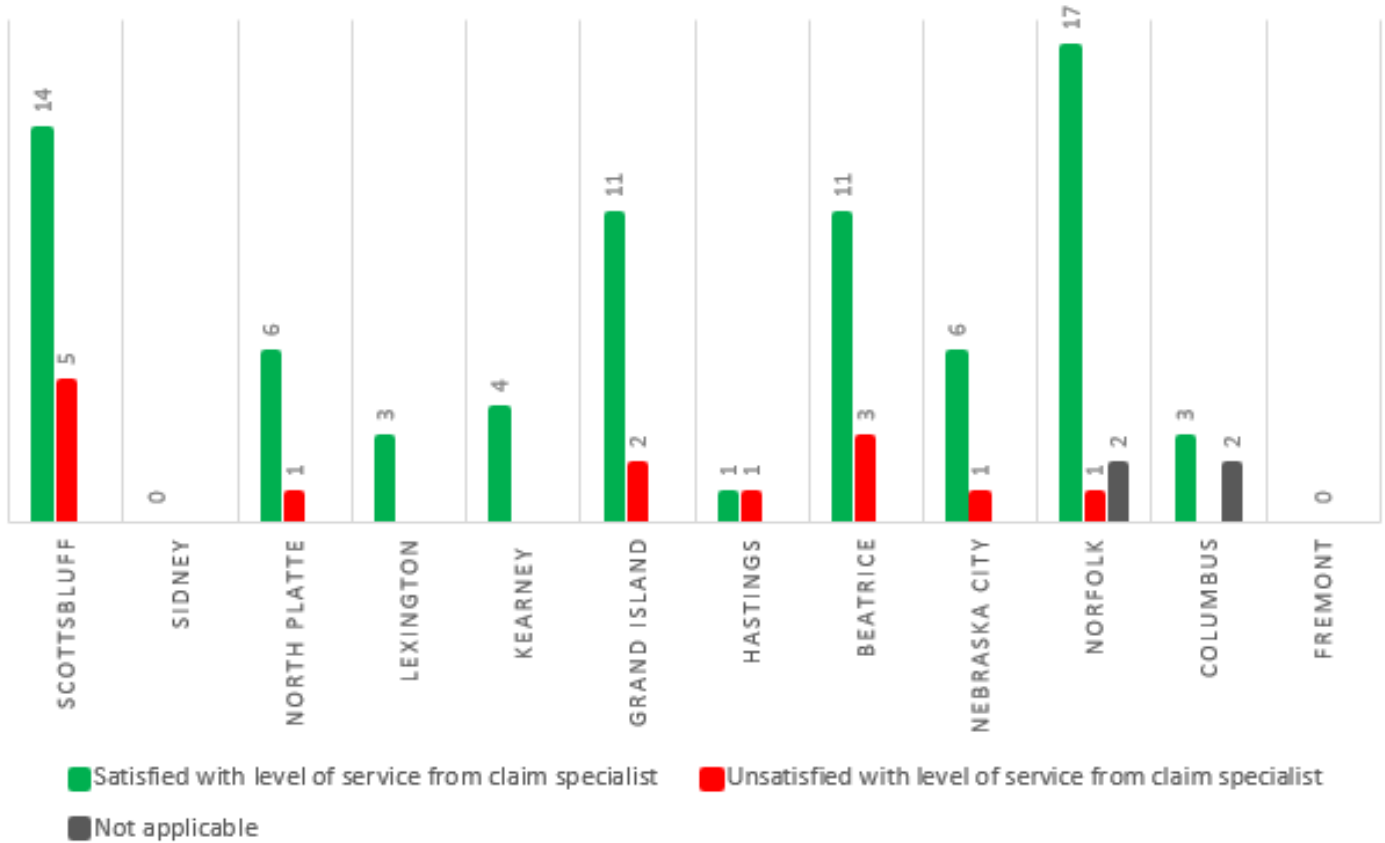
Why did you come to the American Job Center/One-Stop center for assistance?



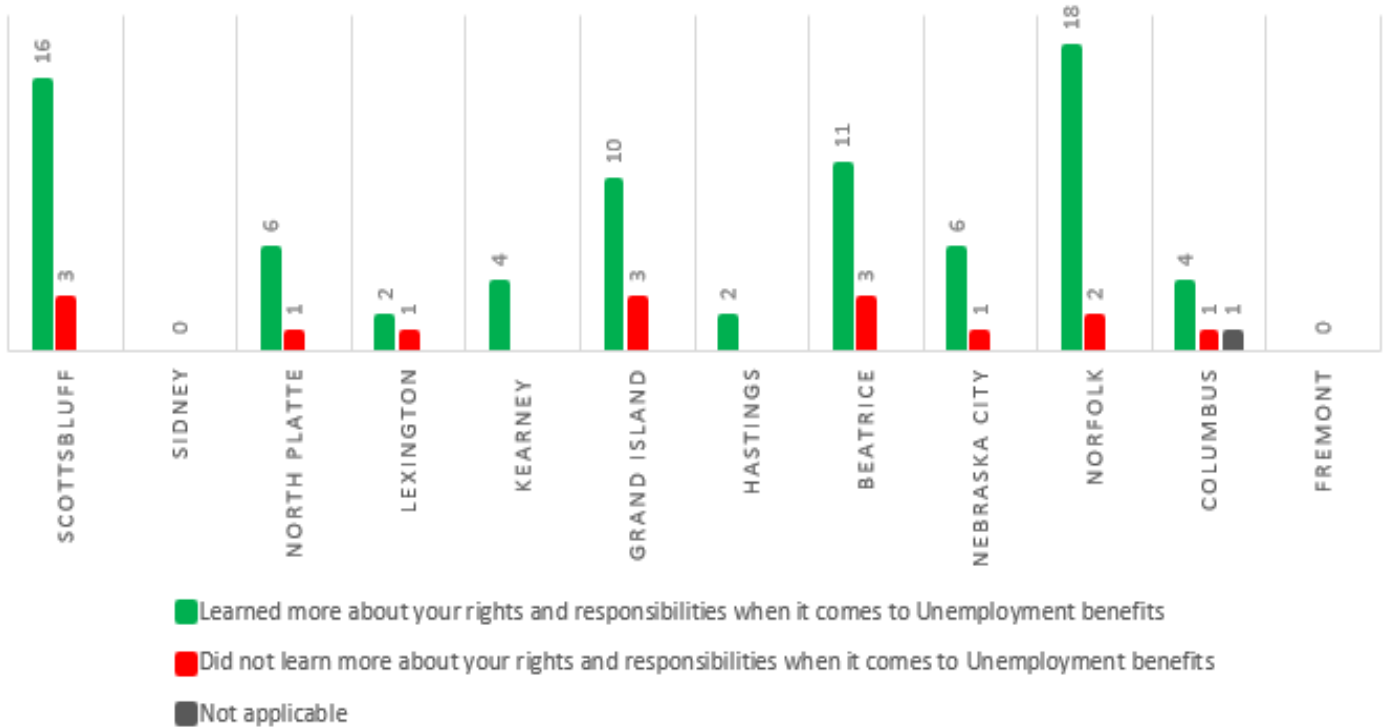
If filing for or receiving unemployment benefits, how were your unemployment questions answered?



If you received assistance with an unemployment claim, were you satisfied with the level of services received by the assigned Claim Specialist?

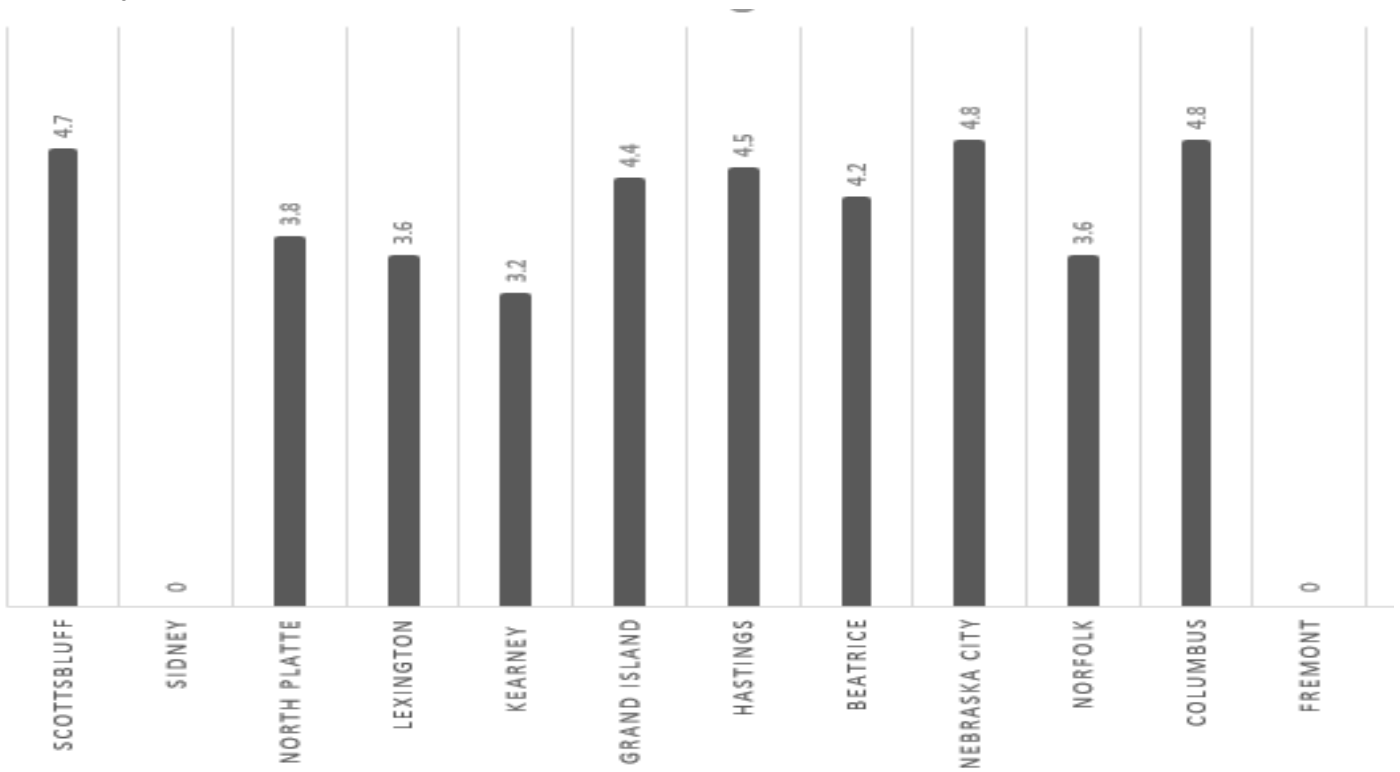


Did you learn more about your rights and responsibilities when it comes to Unemployment benefits?

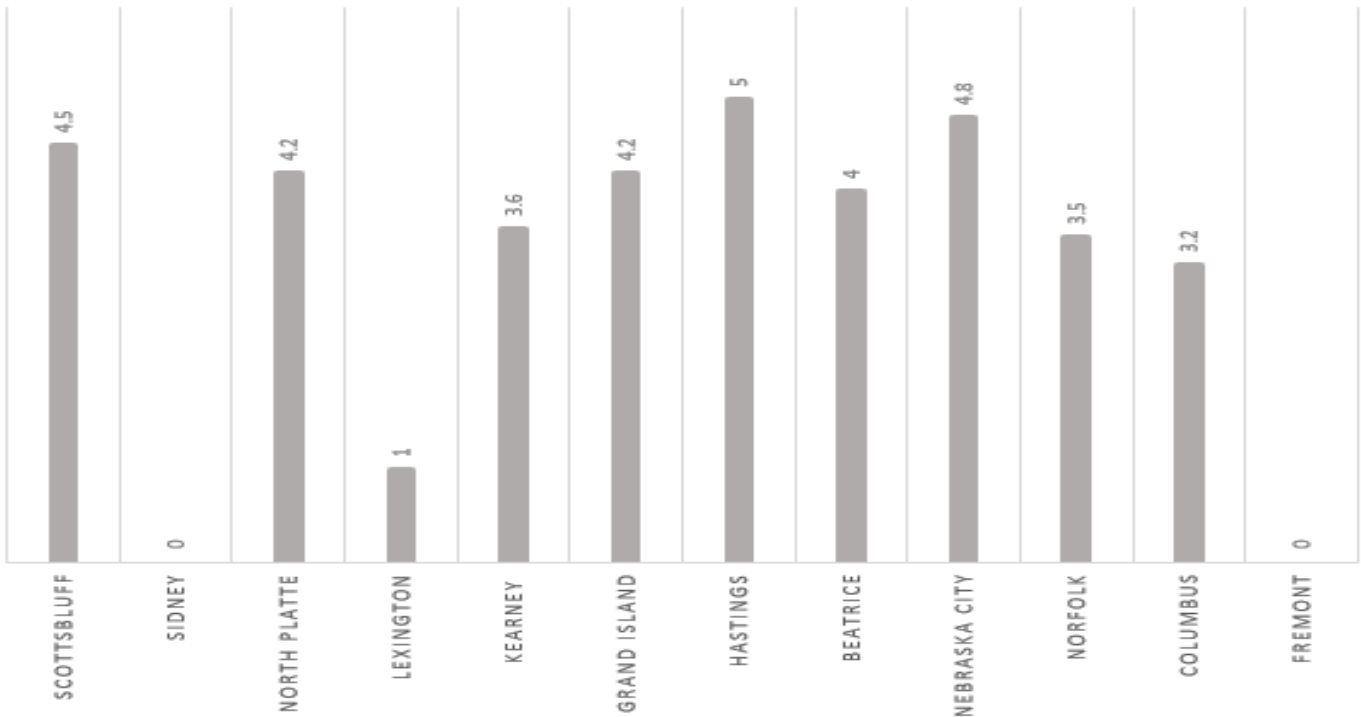


On a scale of 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the following services you received ?

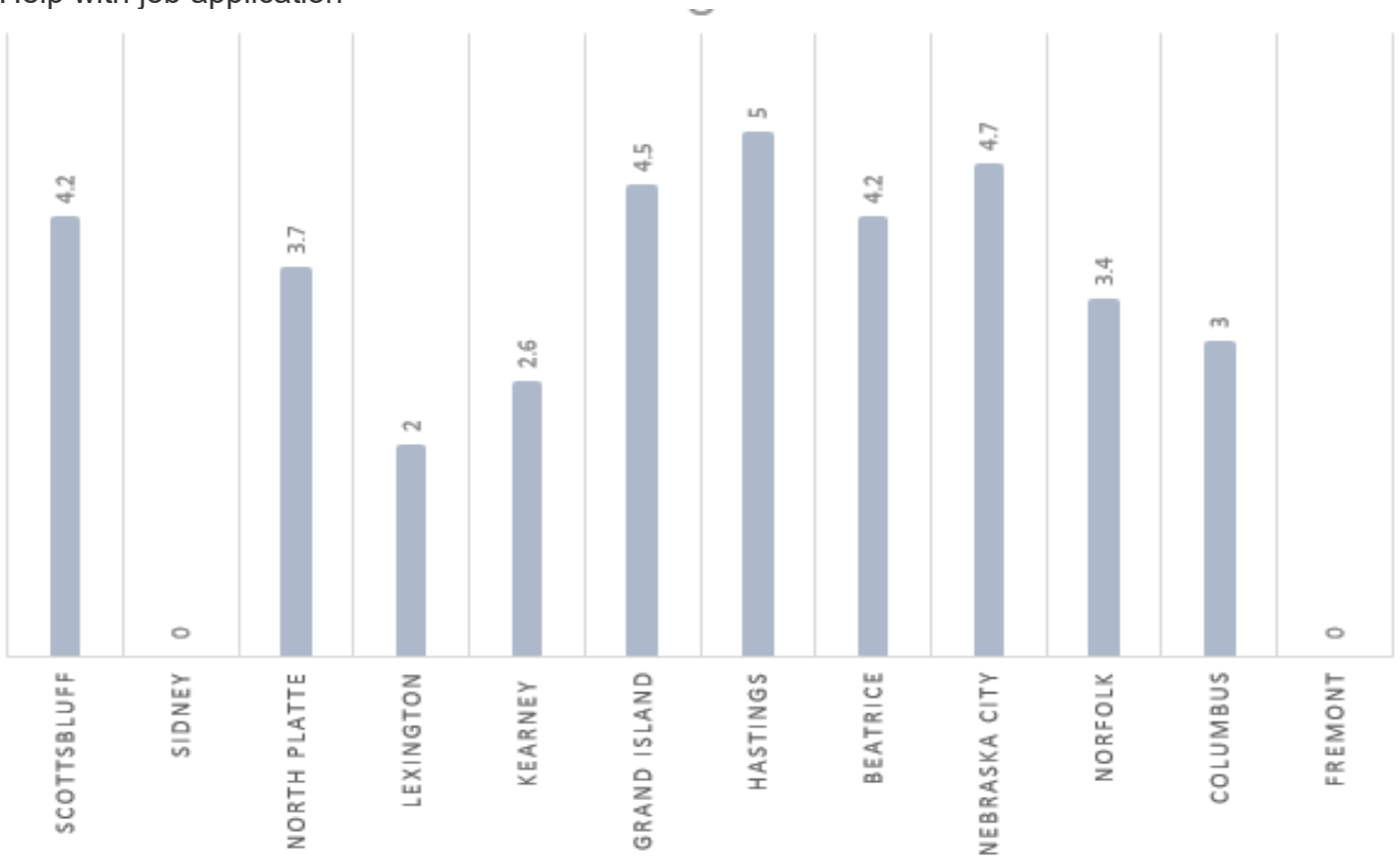
Help with job search



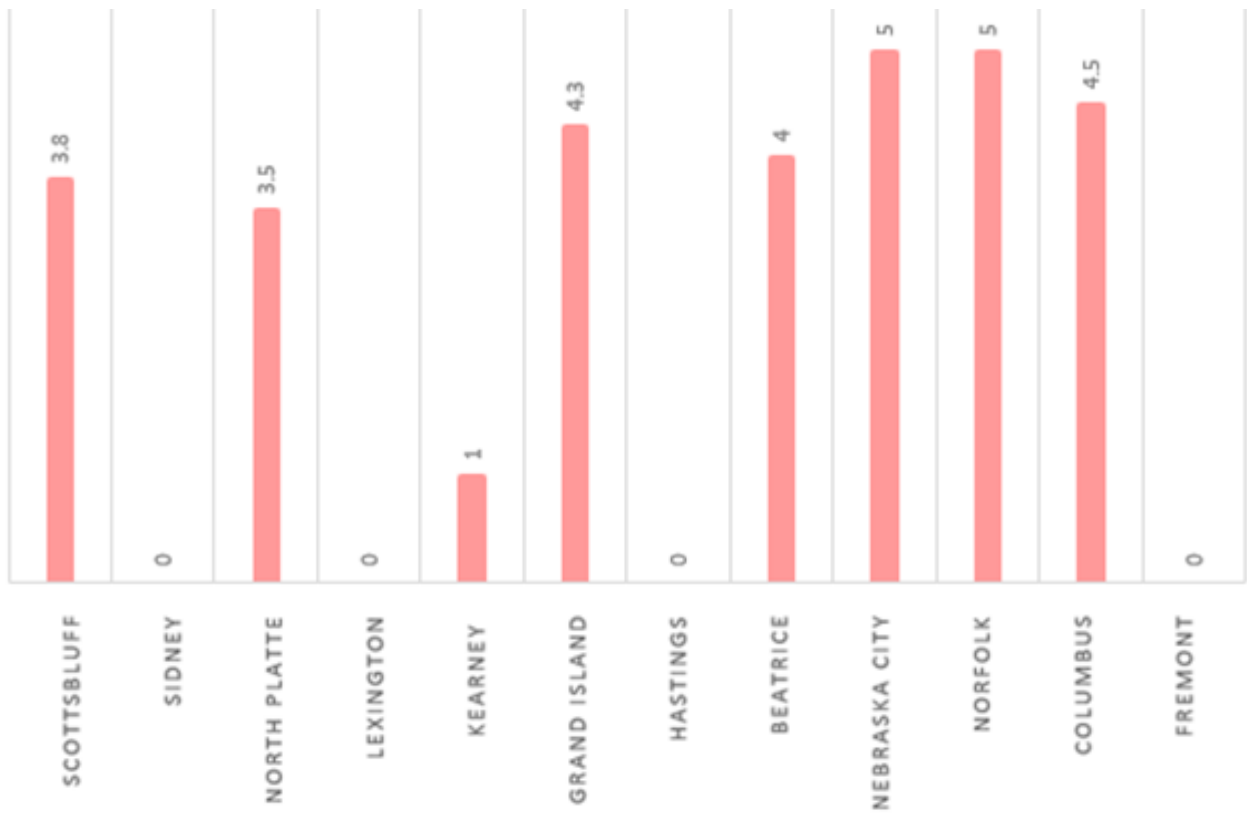
Help with resume and / or cover letter



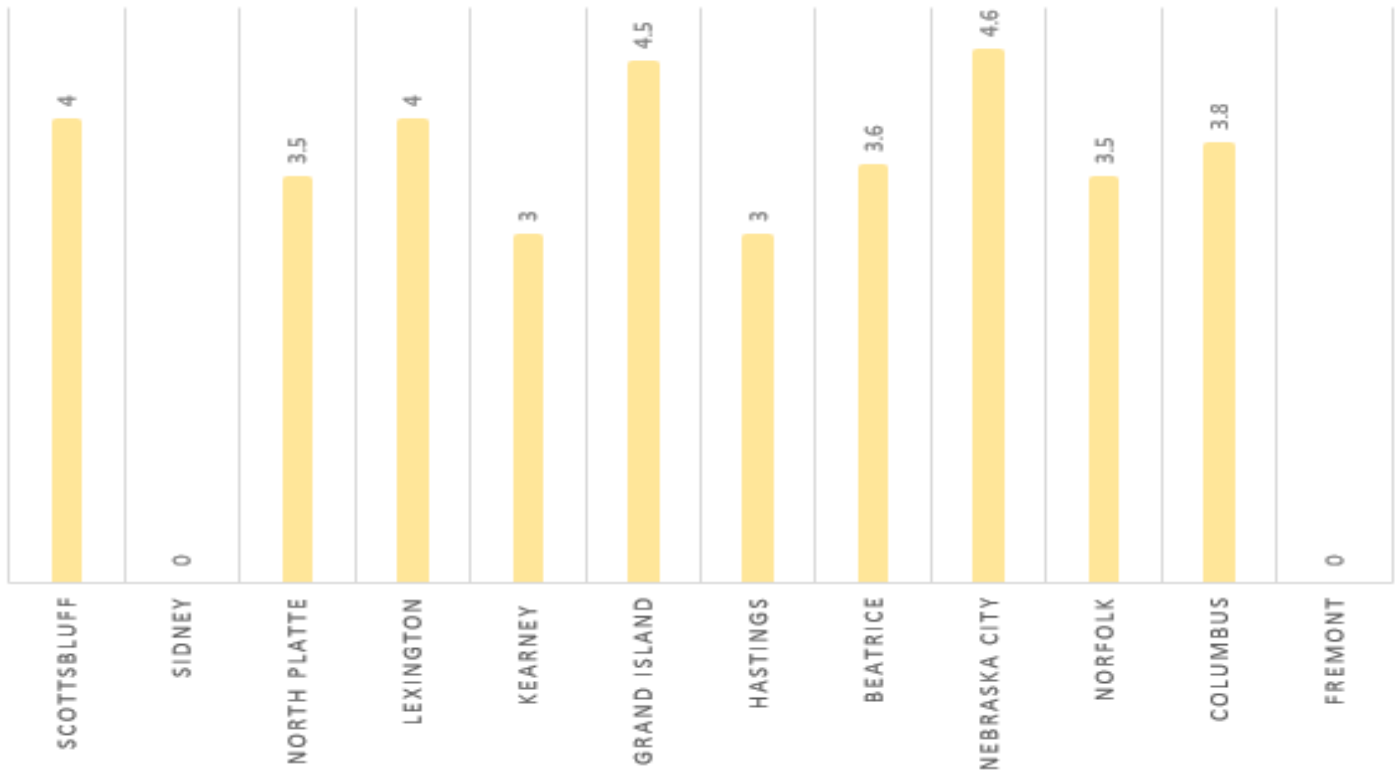
Help with job application



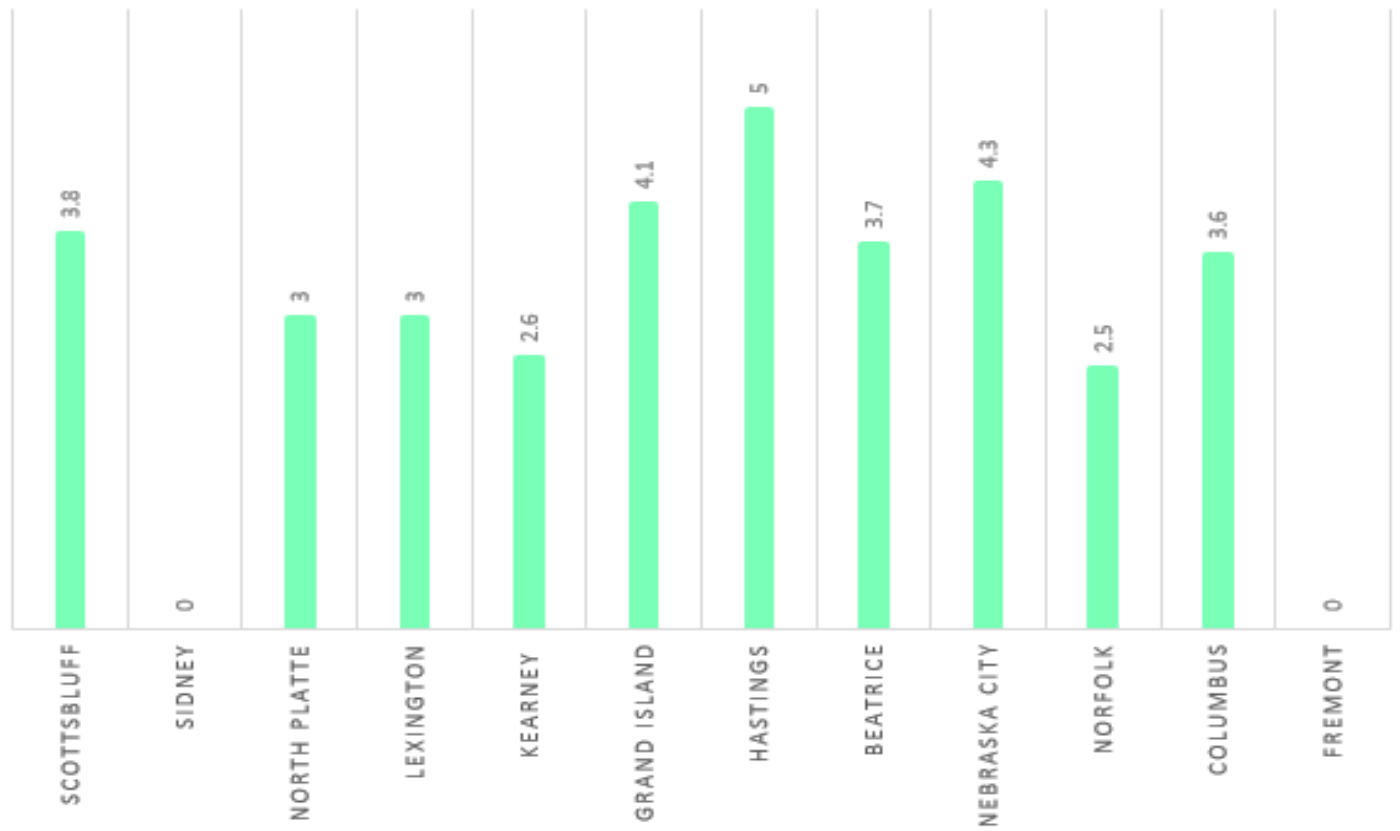
Help finding Veteran services



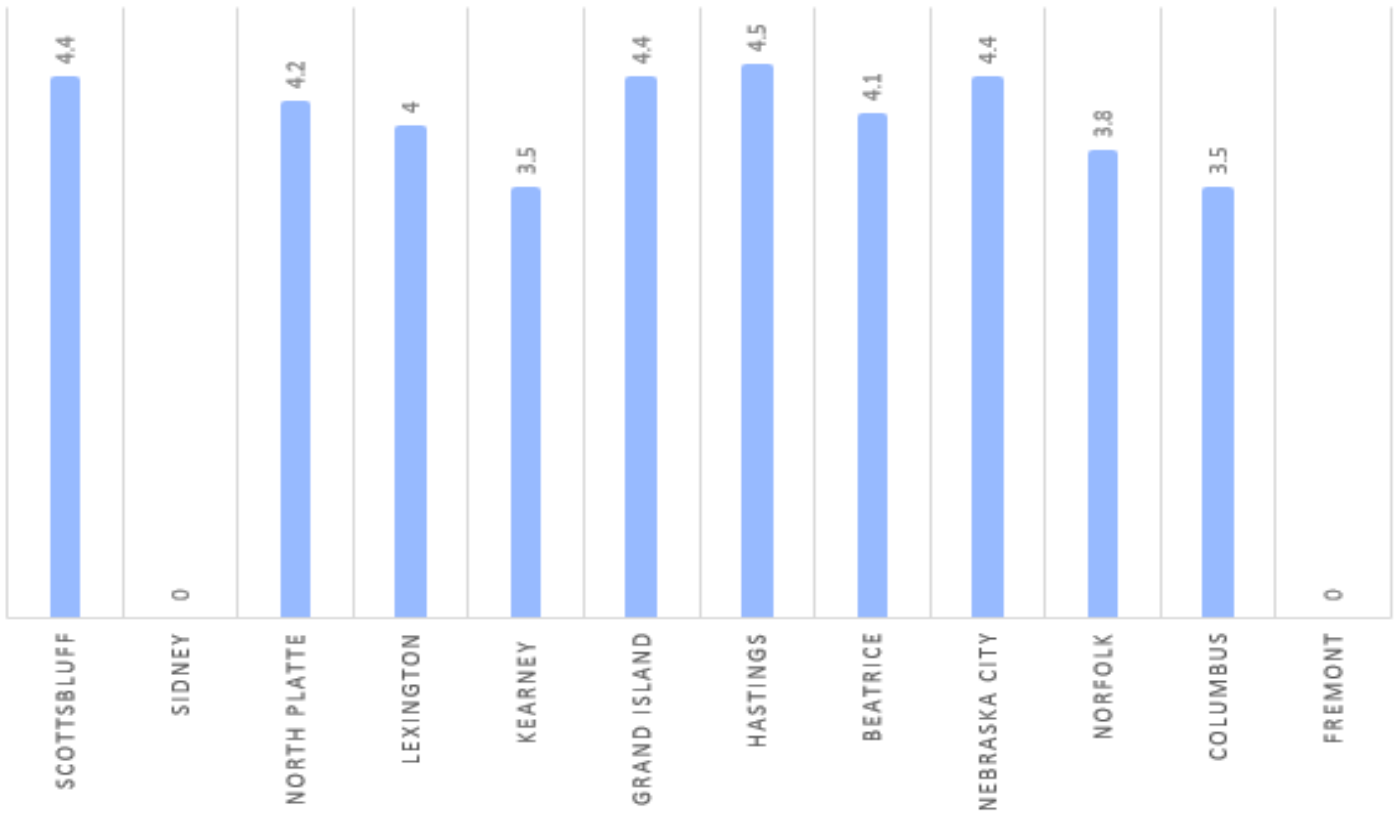
Help finding labor market information



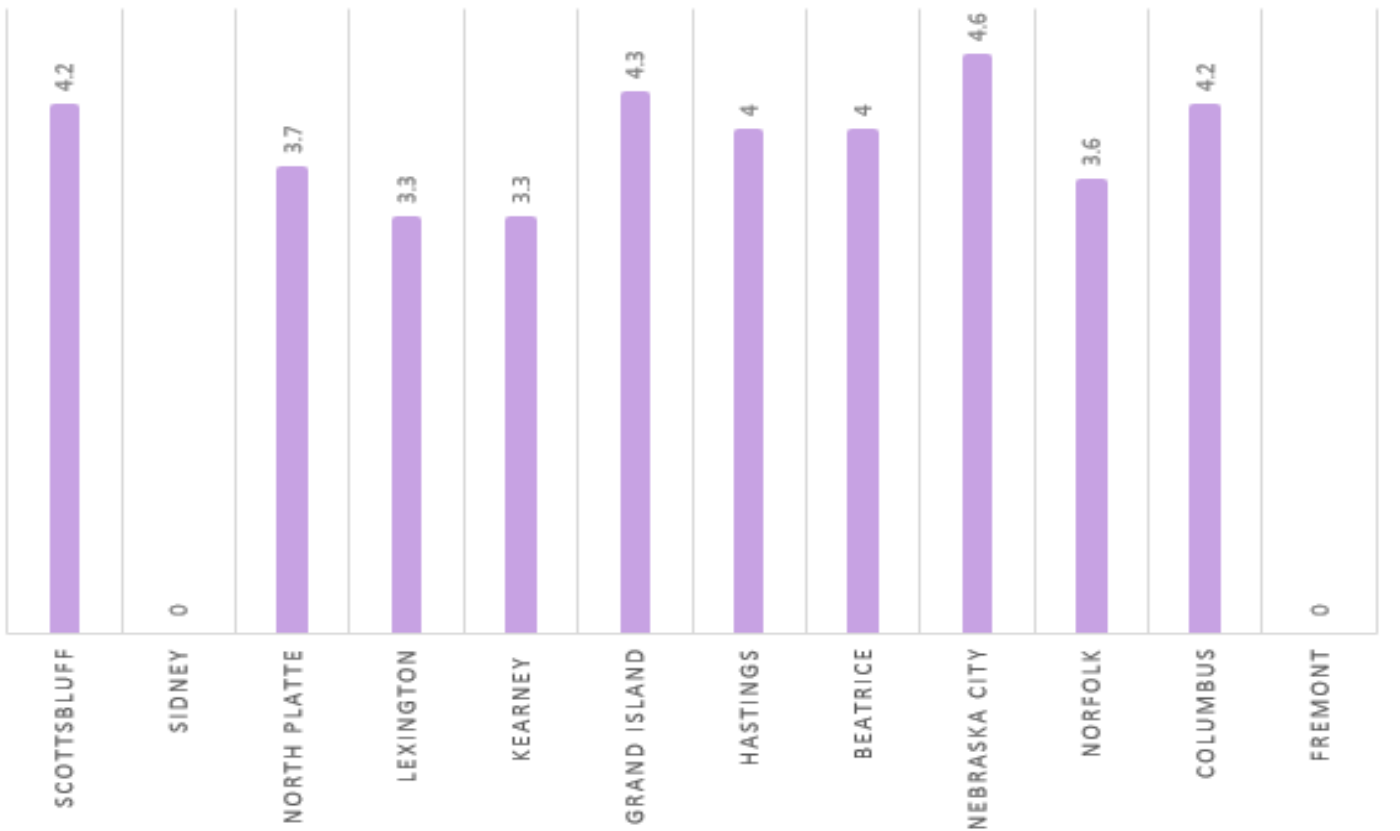
Help with job interview



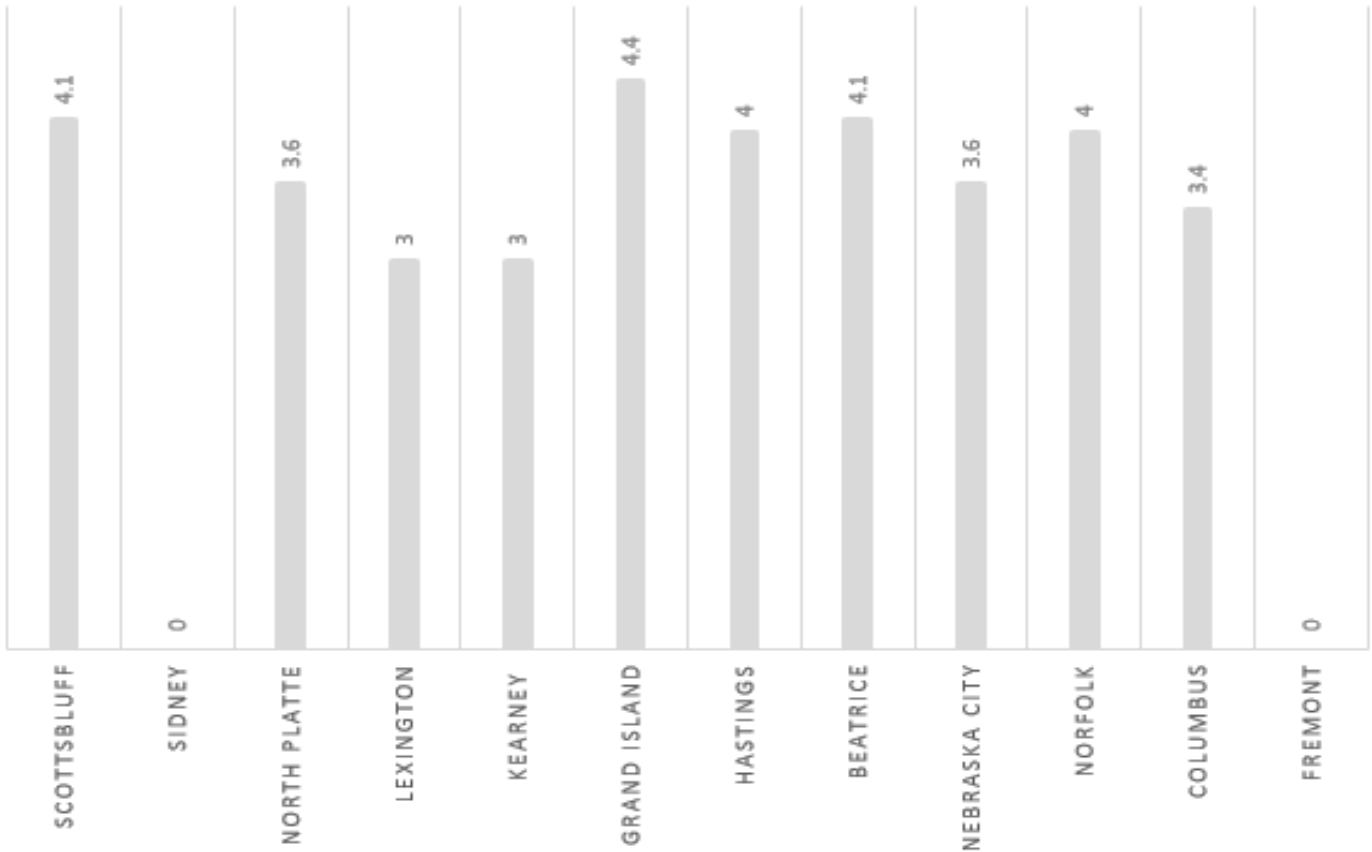
Help filing for Unemployment Insurance



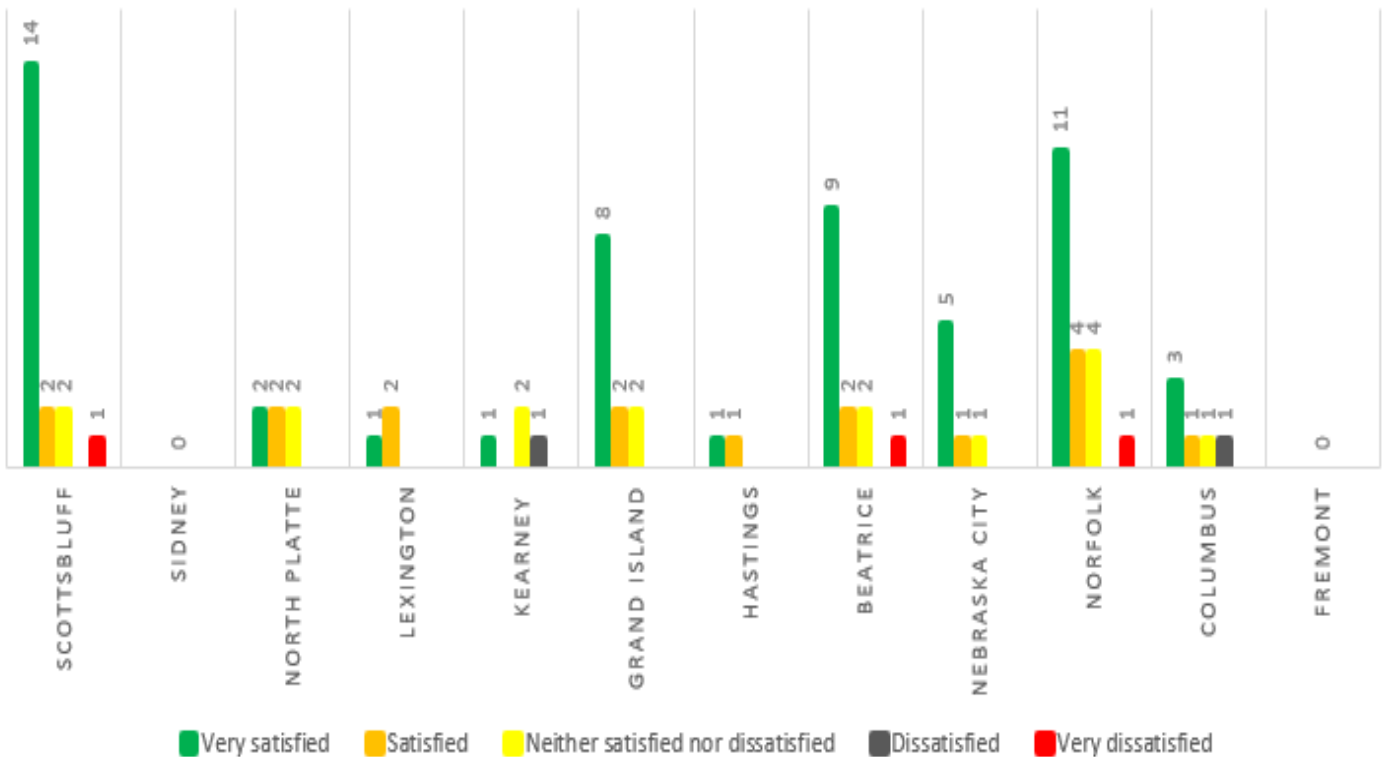
Networking/Job Leads



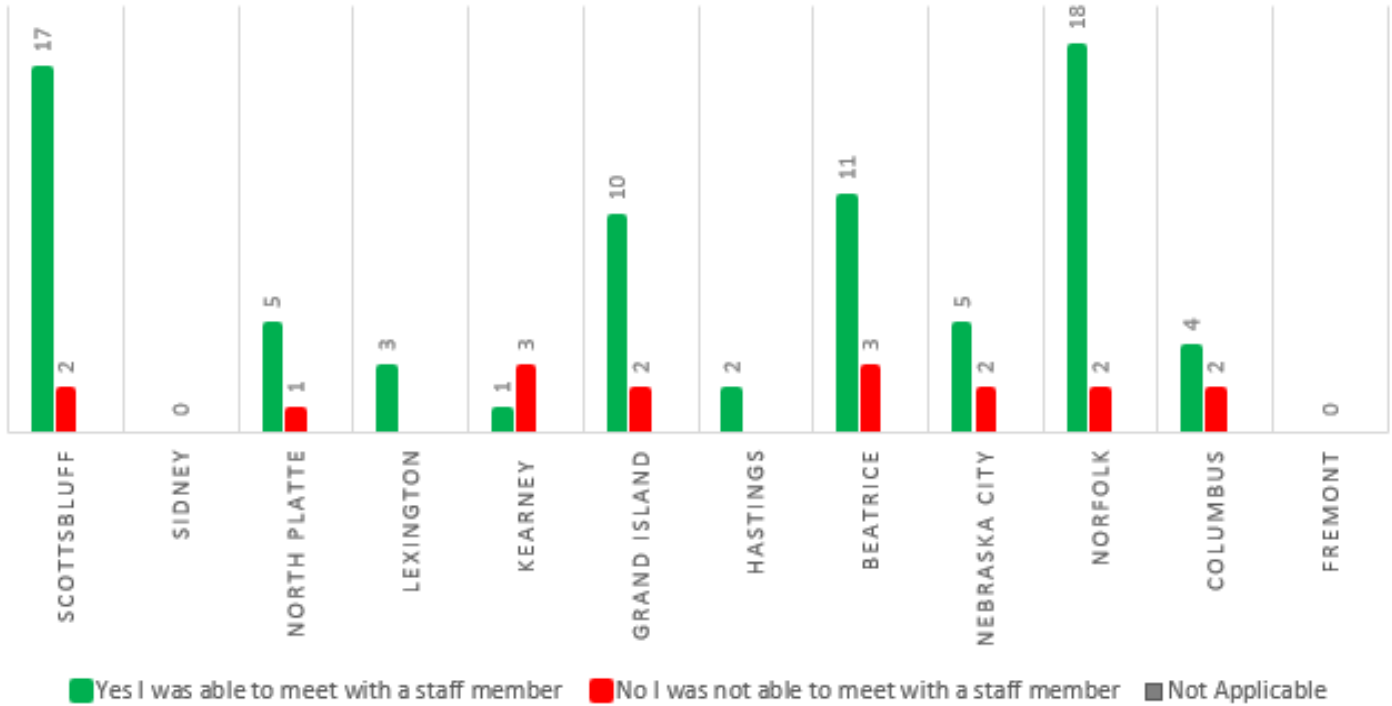
Help finding information on training opportunities



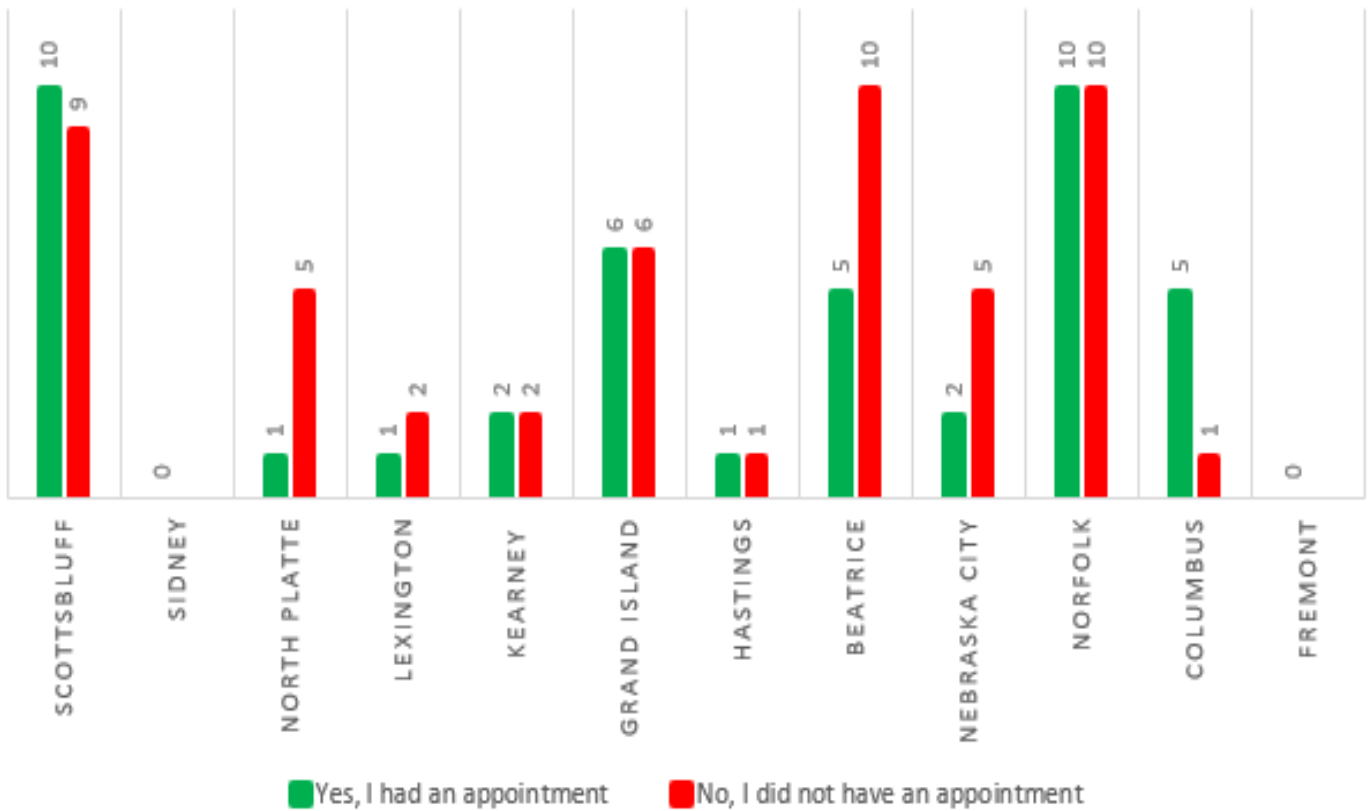
In general, how satisfied or dissatisfied were you with the services you received?



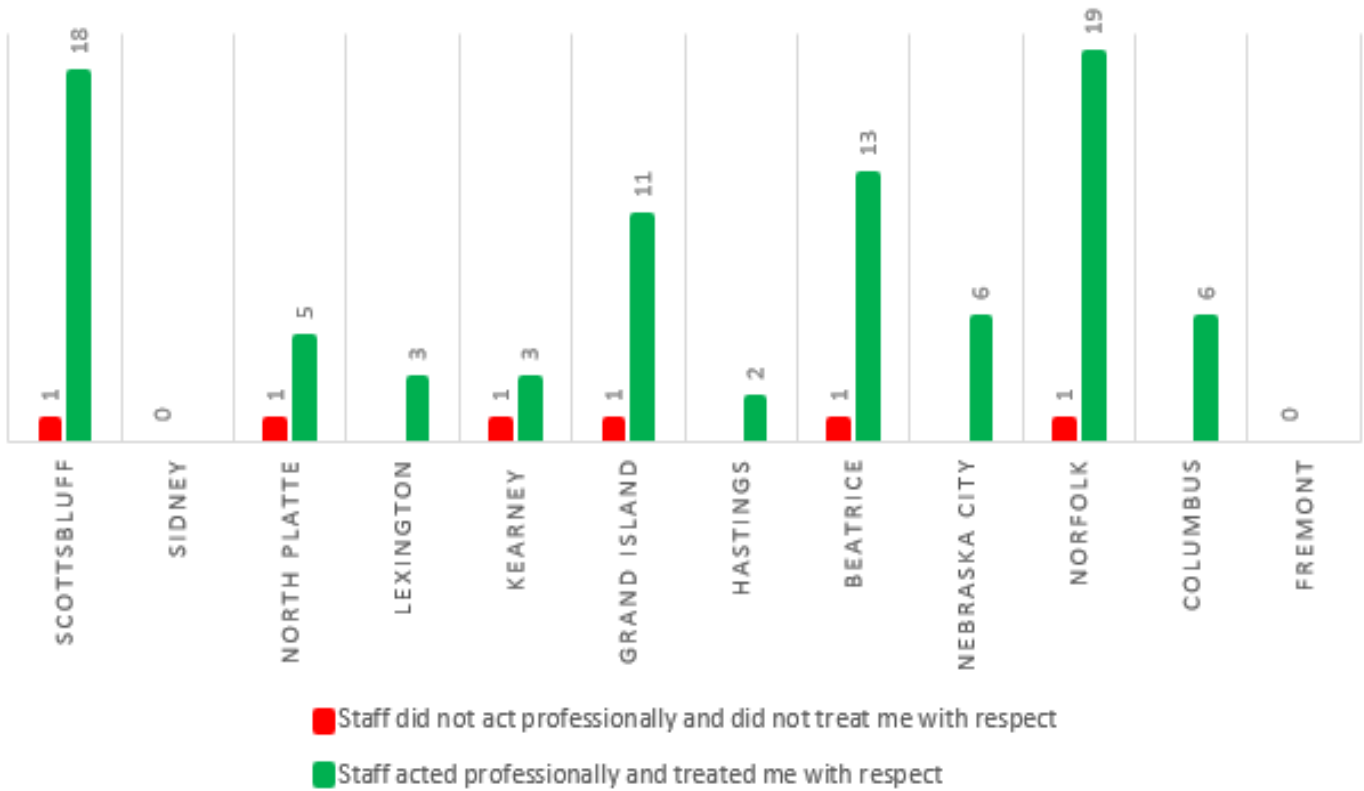
Were you able to meet with a staff member?



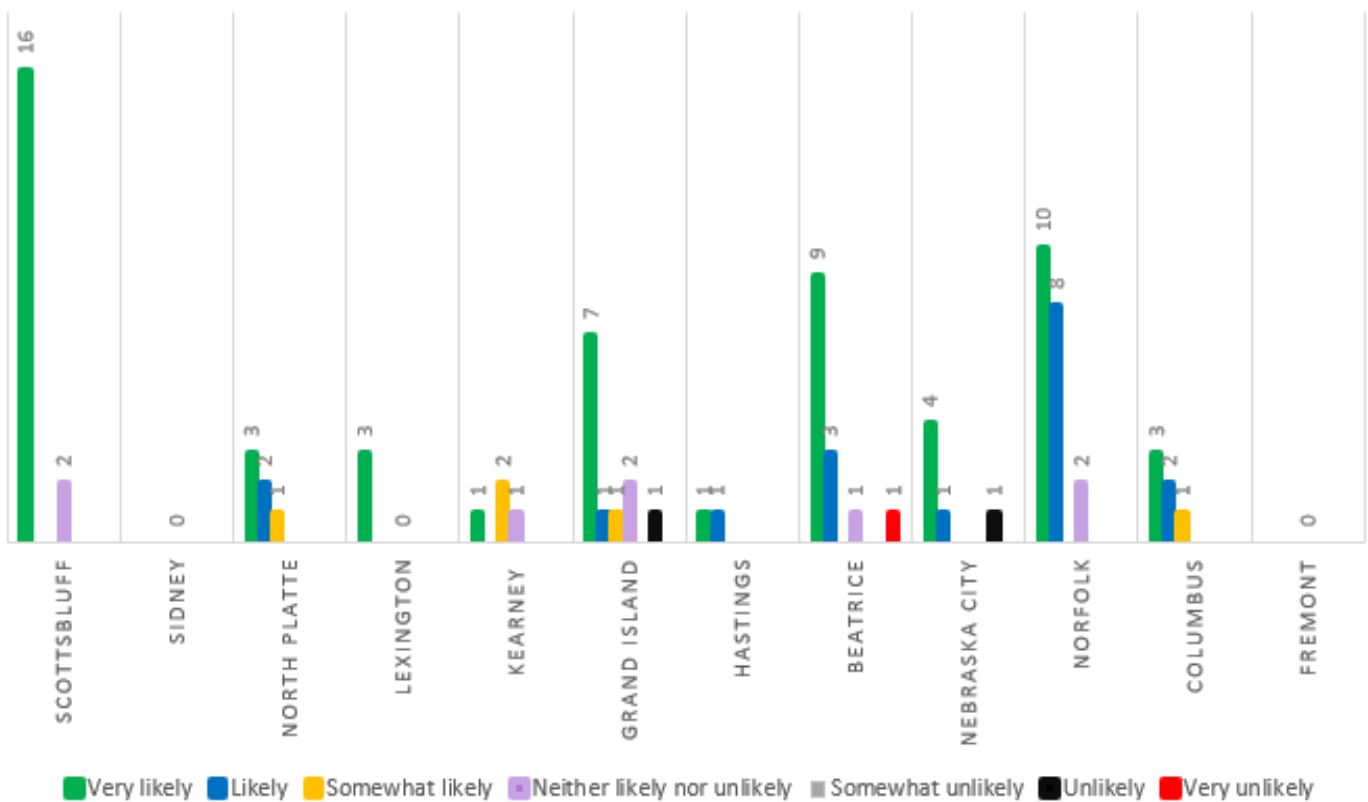
Did you have an appointment?



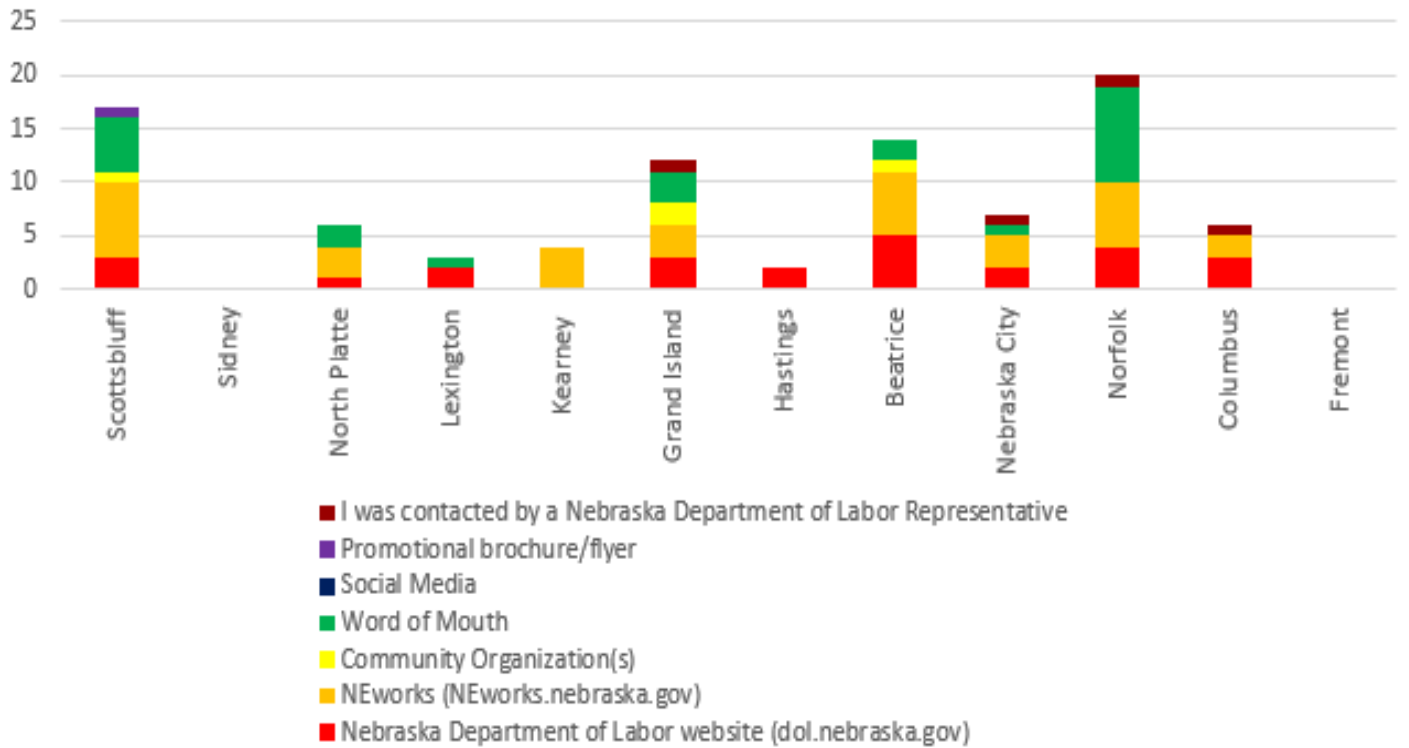
Did staff act professionally and treat you with respect?



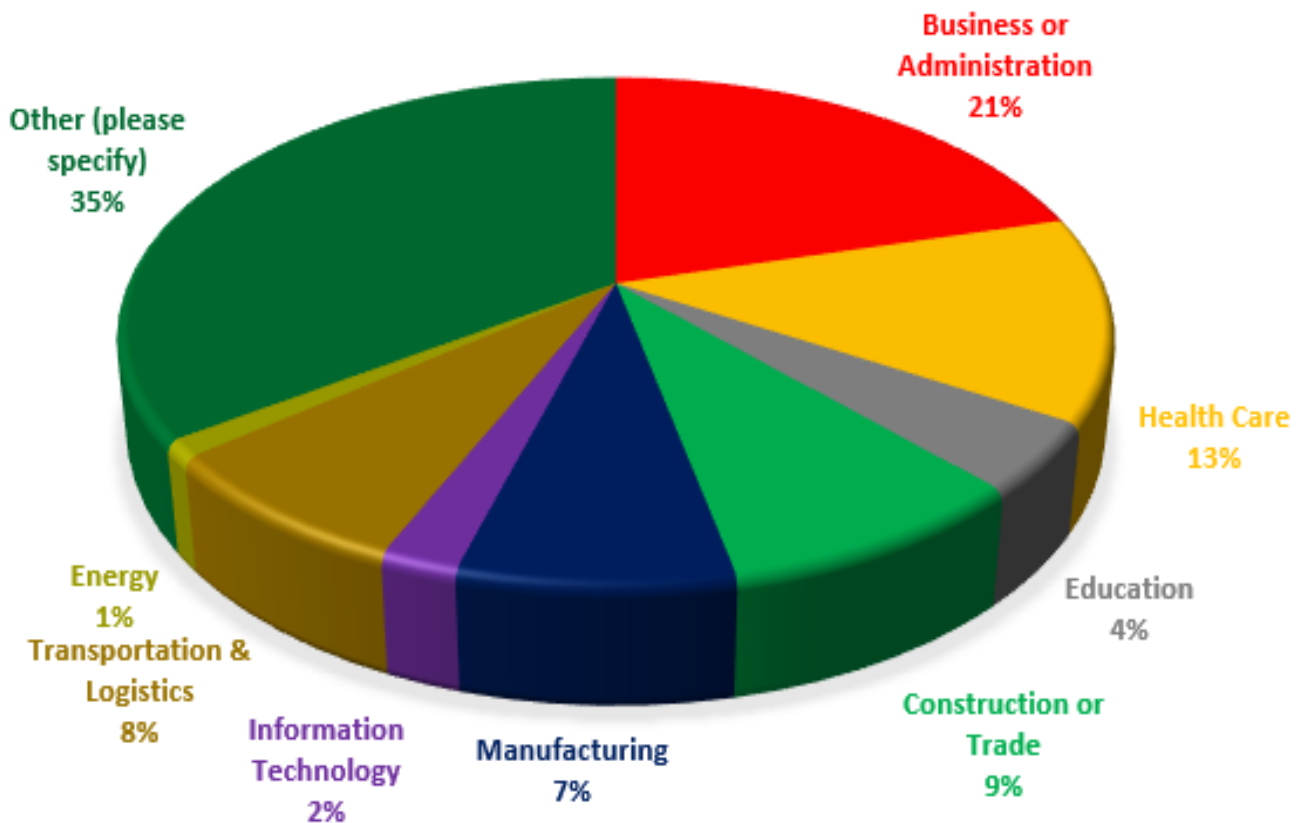
How likely are you to recommend our services to others?



How did you hear about the services available at the American Job Center/One-Stop Center?



What field of work are you interested in ?

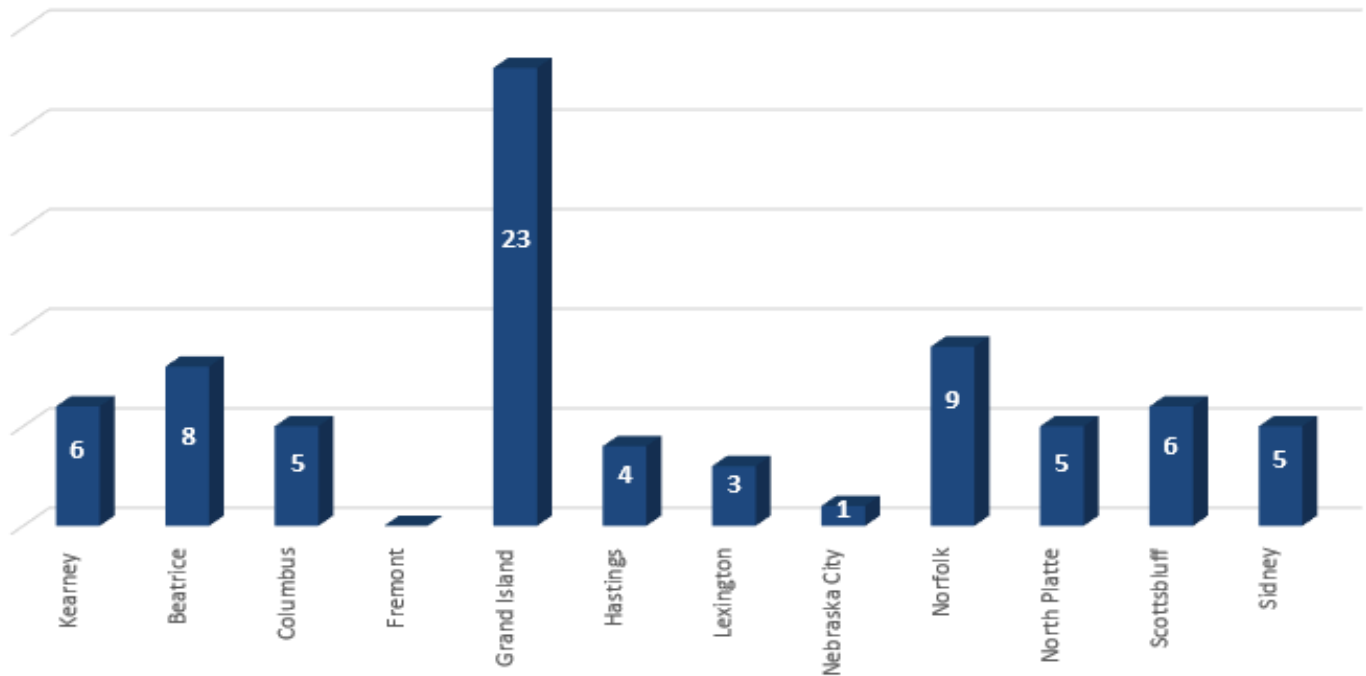


Agenda Item GNWDB 6Z/ Strategic 4j

Employer Survey Results: March 2022 - August 2022

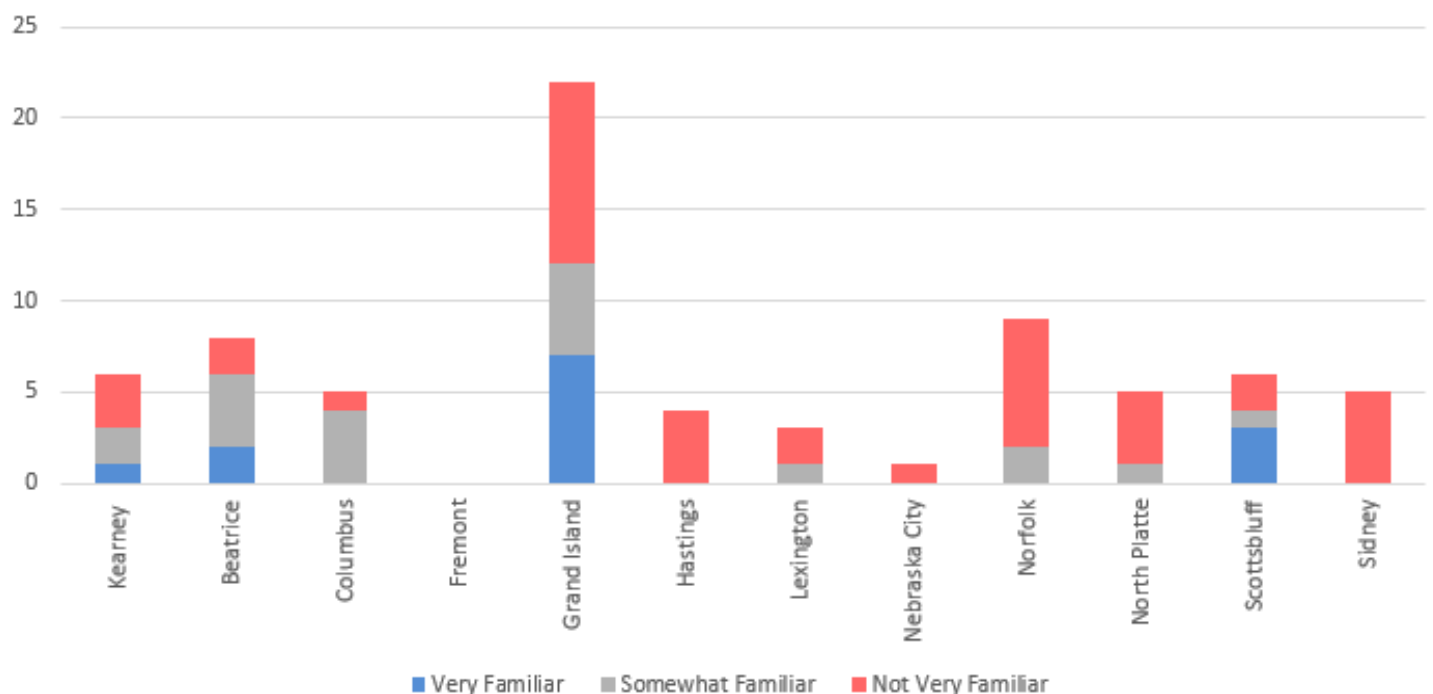
***74 responses received**

From which office location did you receive services?

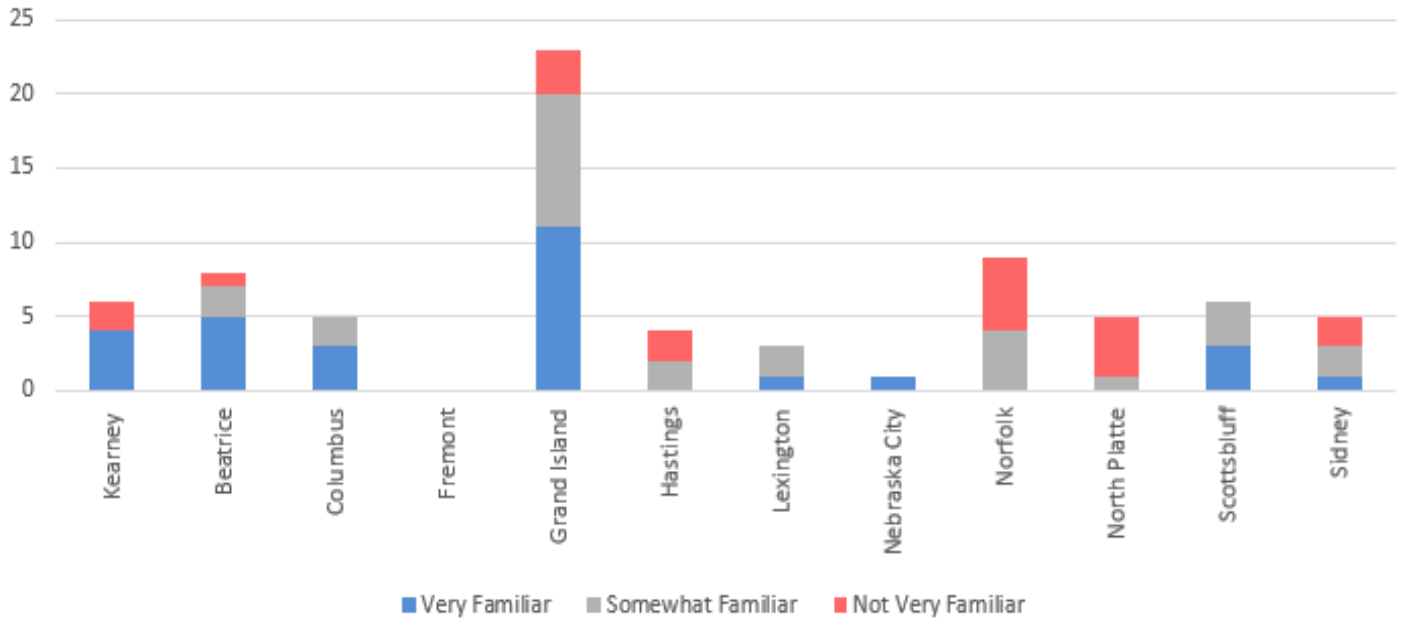


How familiar are you with the following business-related programs or services?

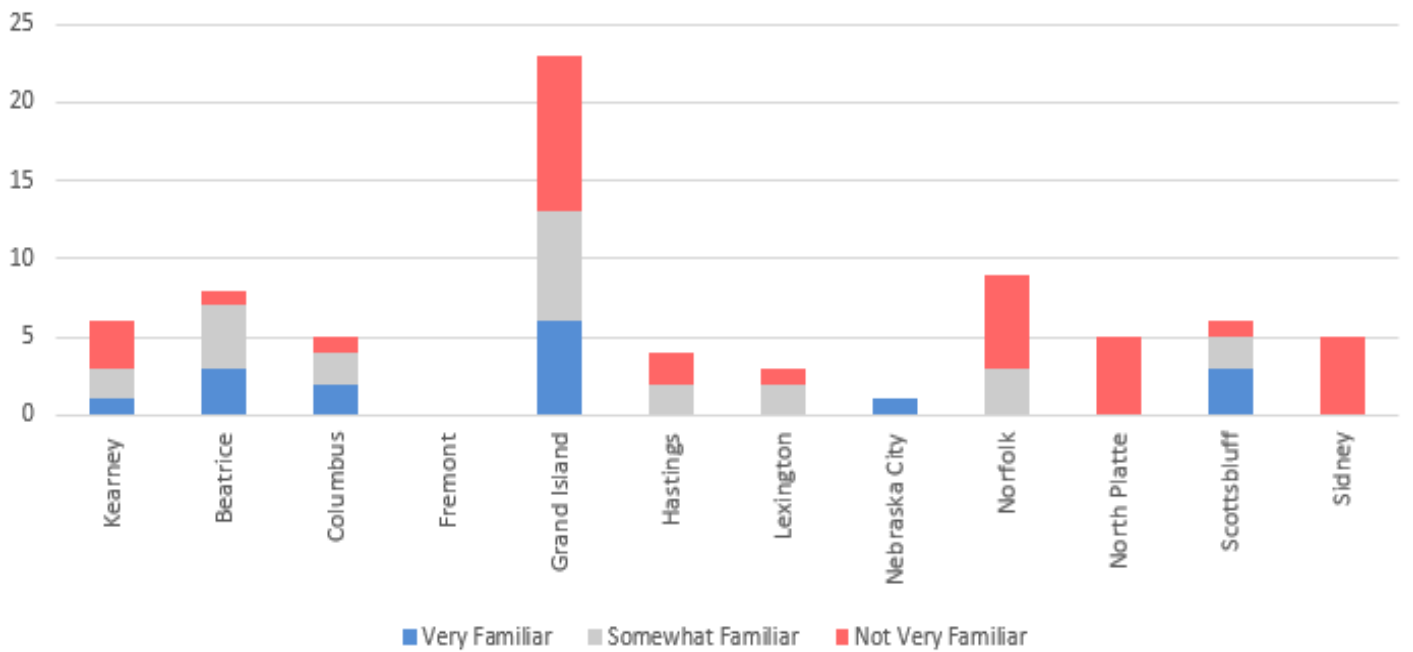
AJC Network



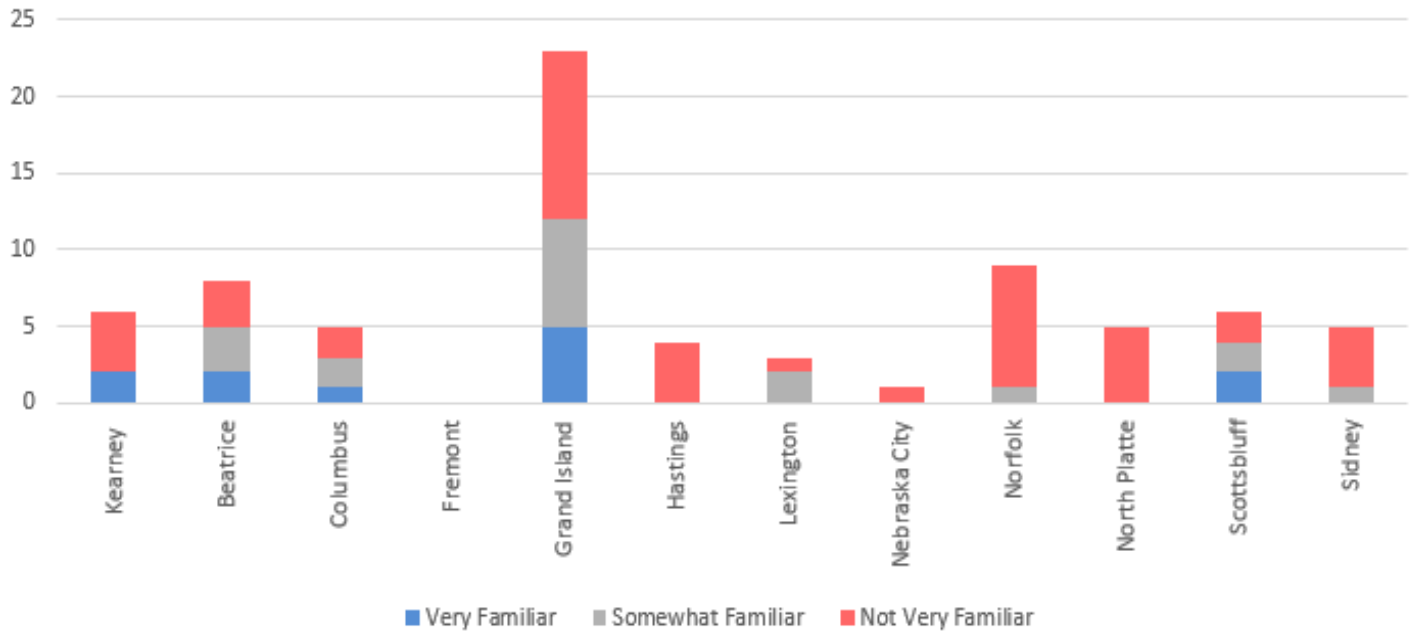
Job Fairs



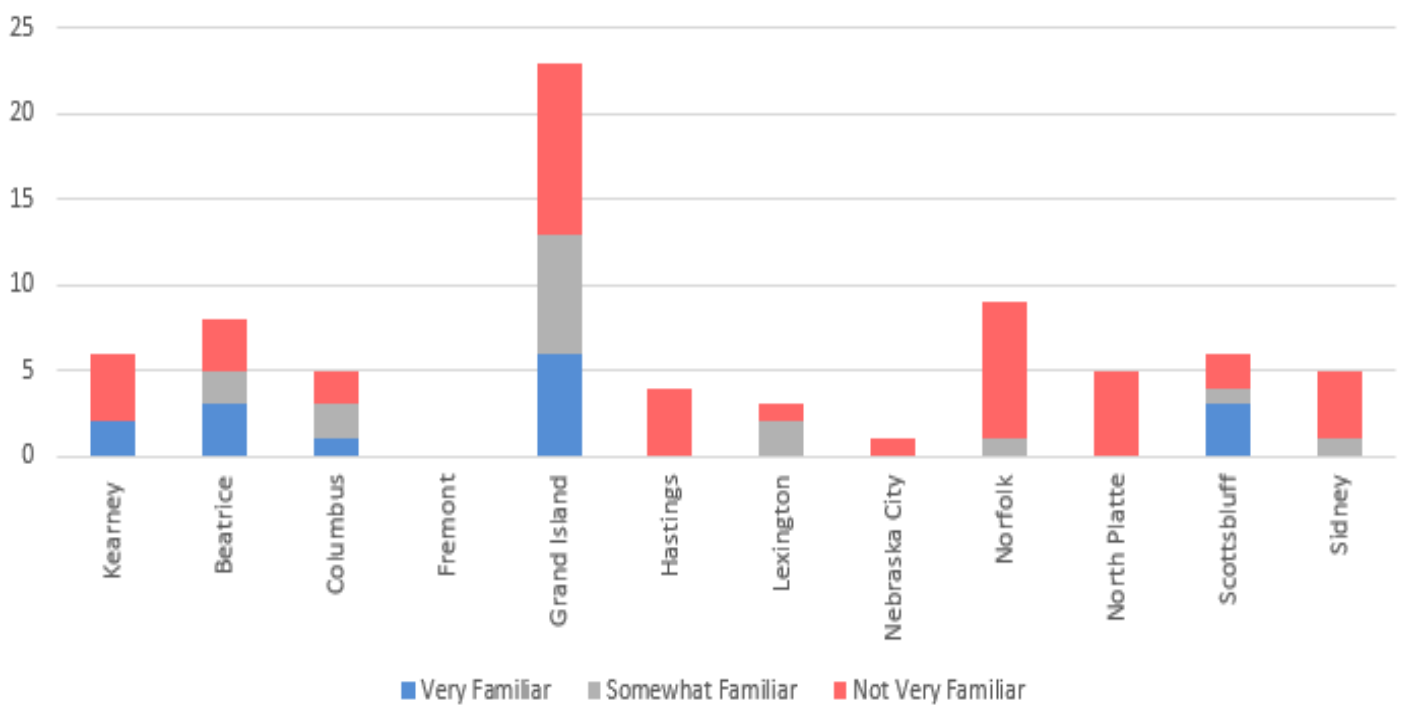
Labor Market Reports



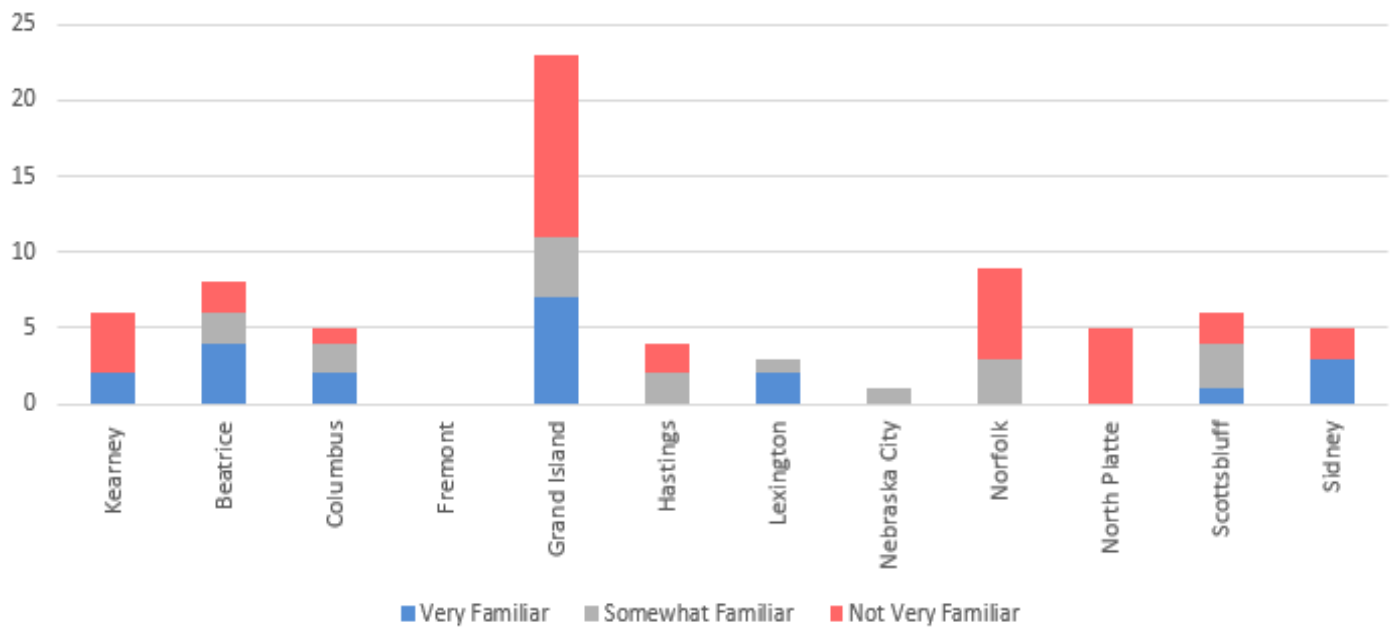
Customized Training



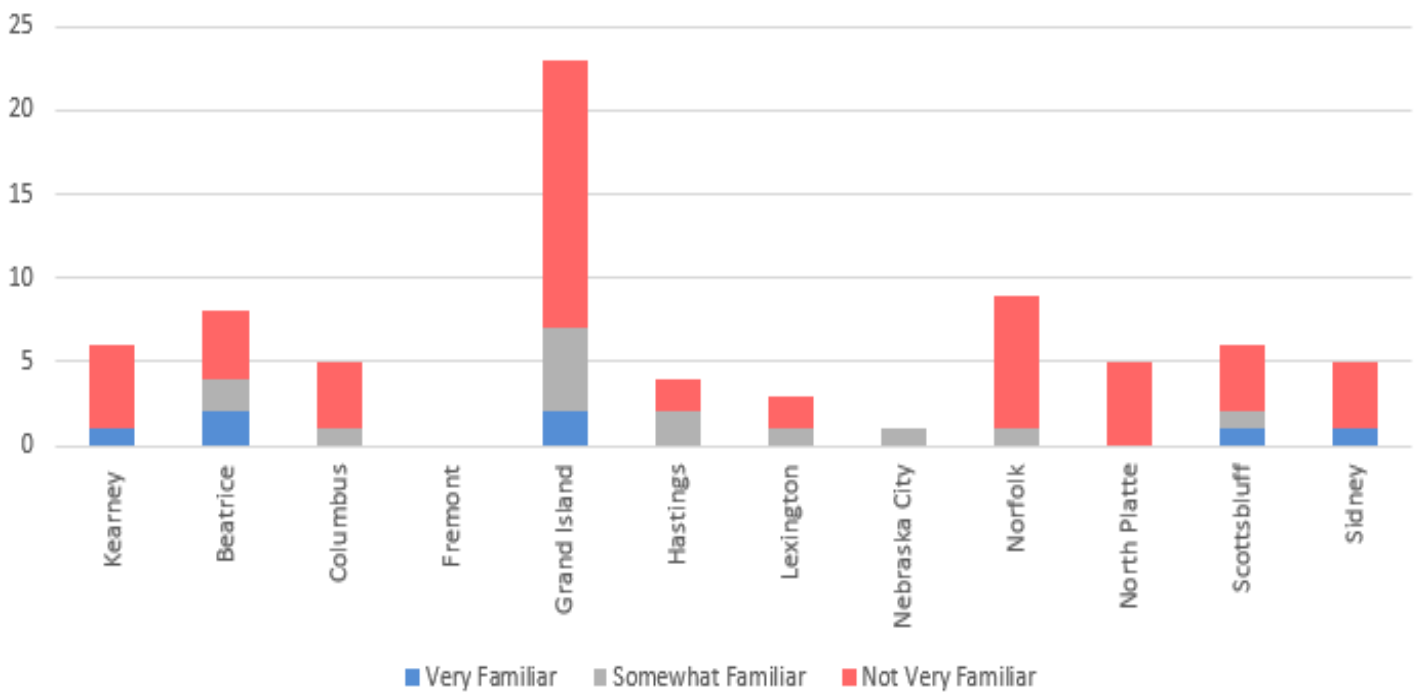
Customized Recruitment



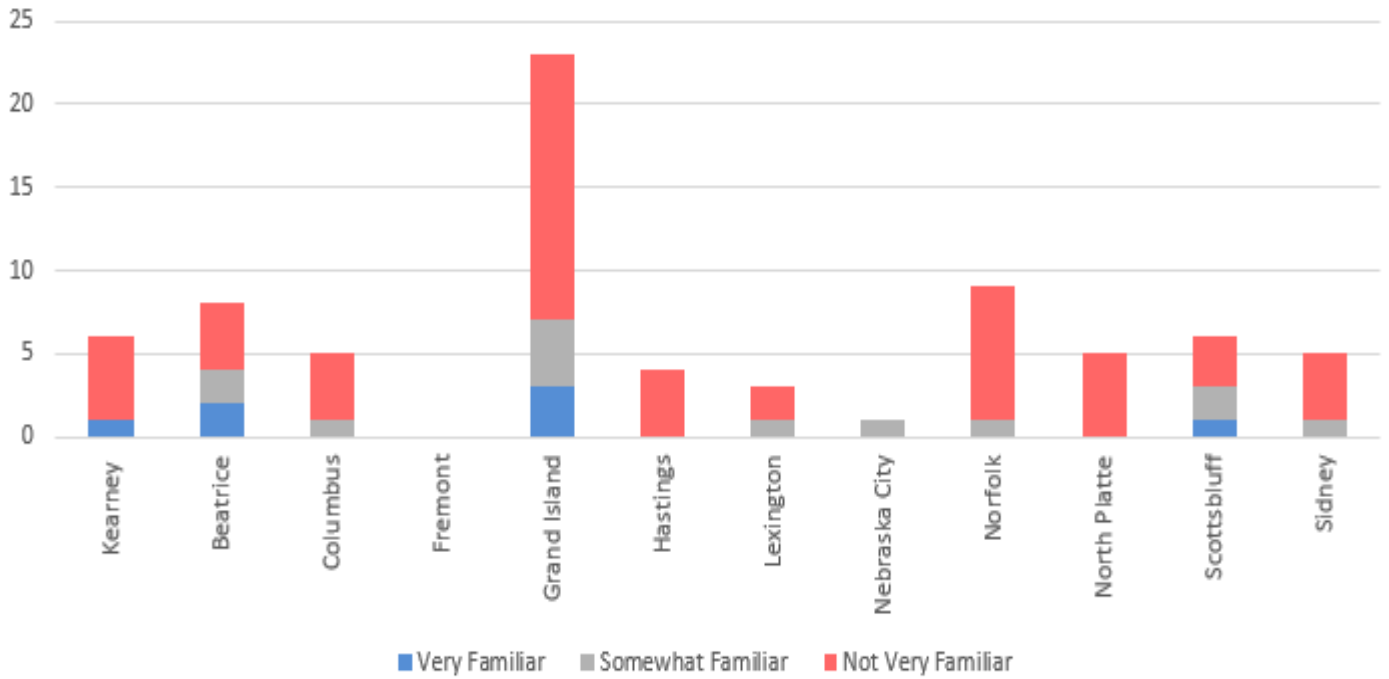
On-the-job Training



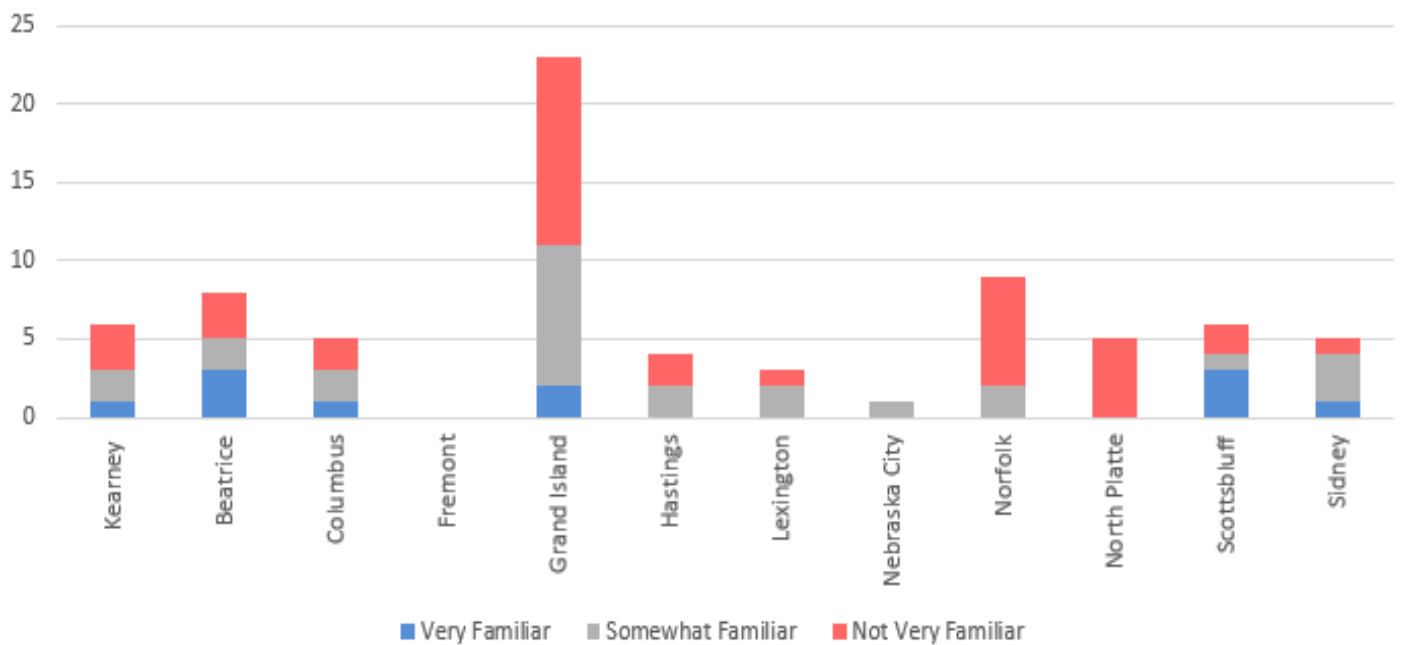
Trade Adjustment Assistance Program



Rapid Response or Layoff Transition

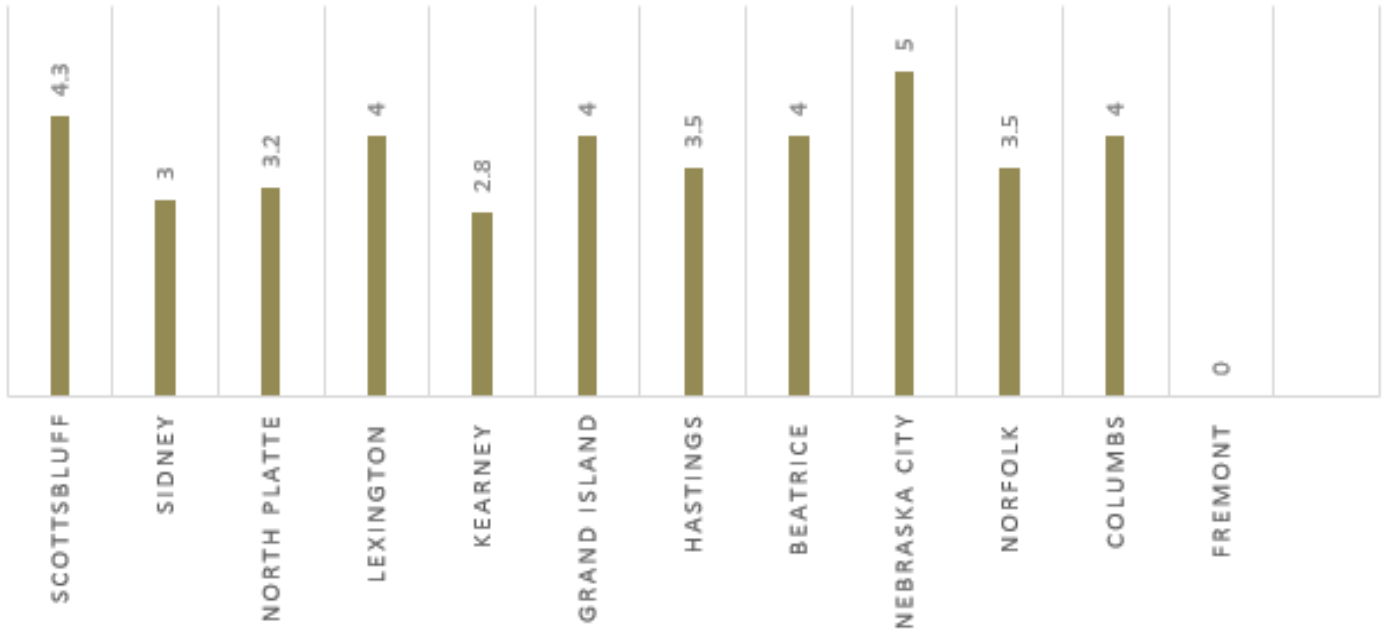


Veteran Services

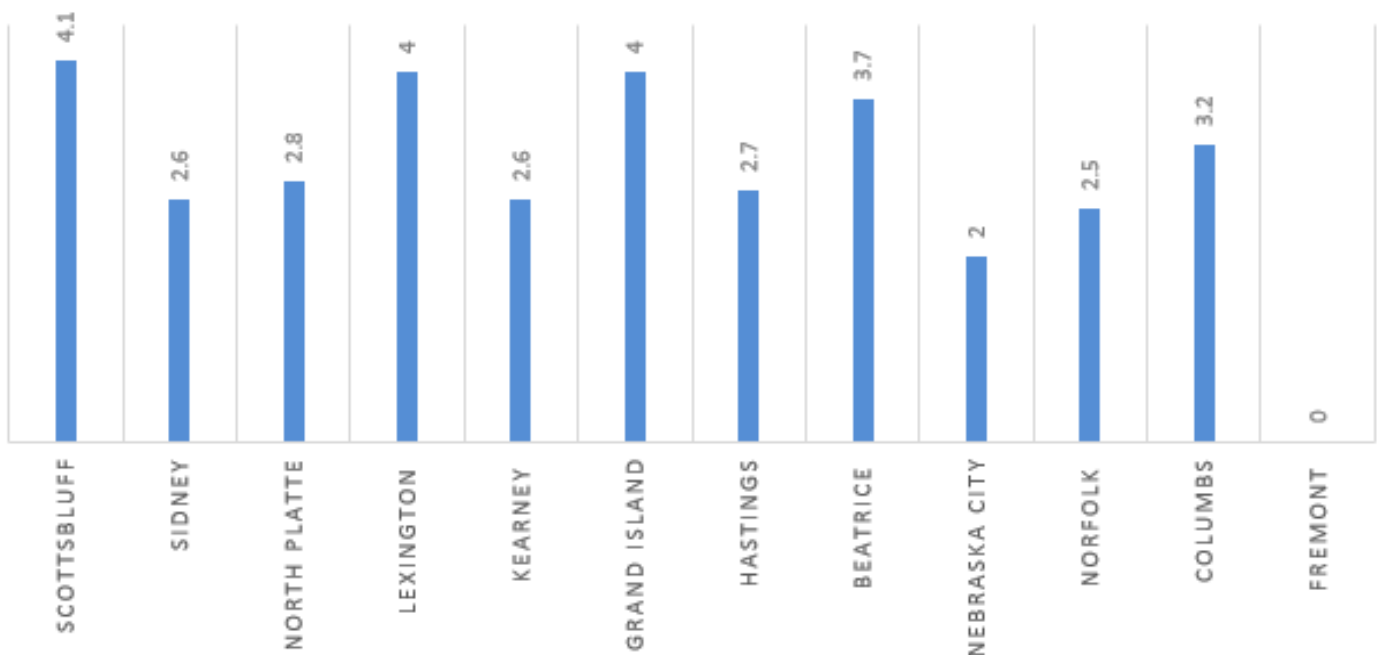


On a scale from 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services:

HELP WITH NAVIGATING THE NETWORKS WEBSITE (NETWORKS.NEBRASKA.GOV)



HELP PROVIDING JOB CANDIDATE REFERRALS

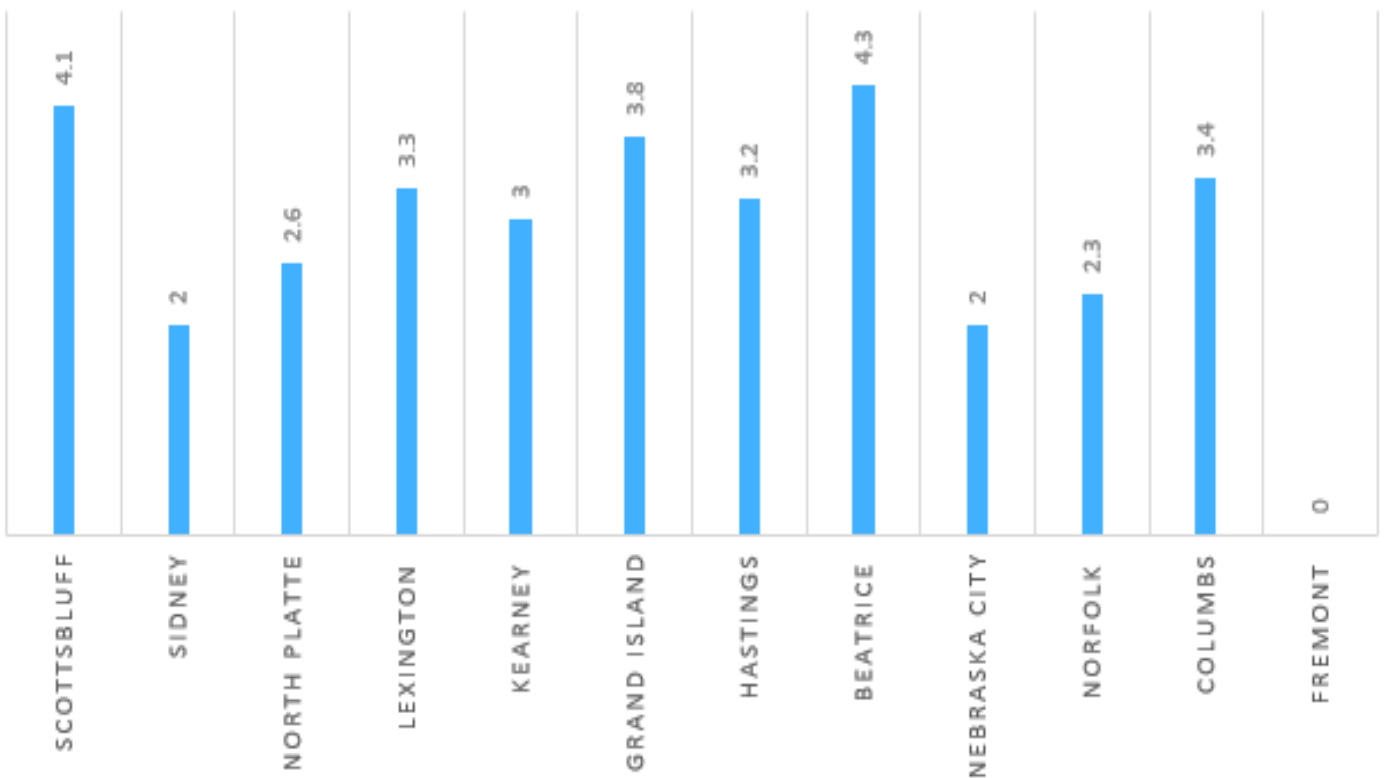


On a scale from 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services:

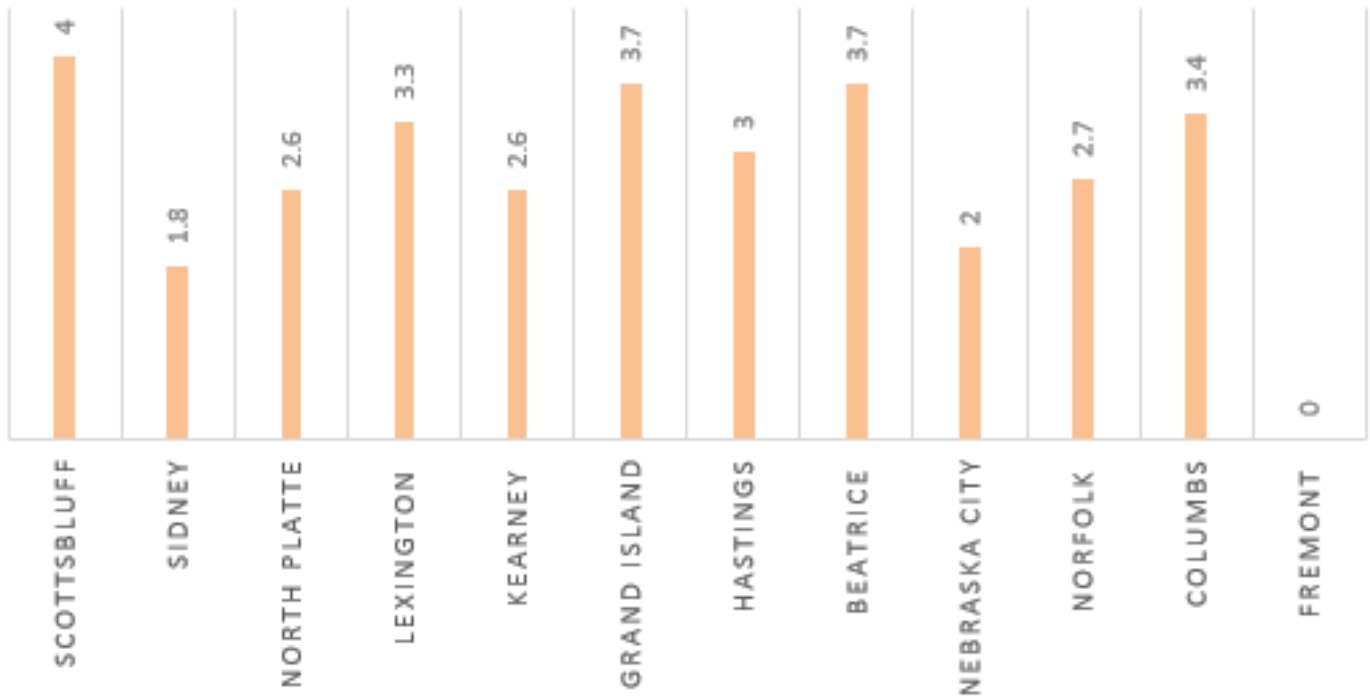
HELP POSTING JOBS



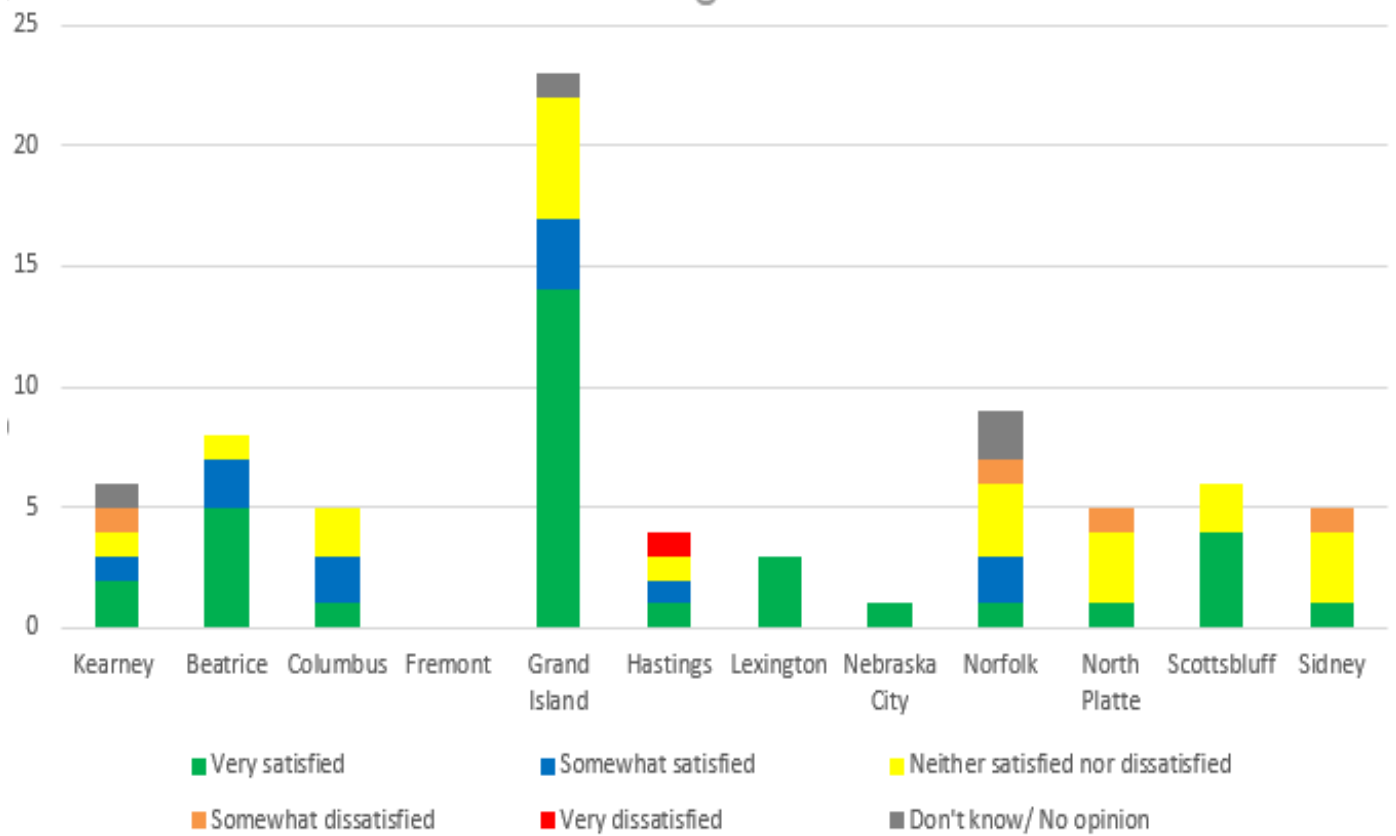
HELP WITH A JOB FAIR



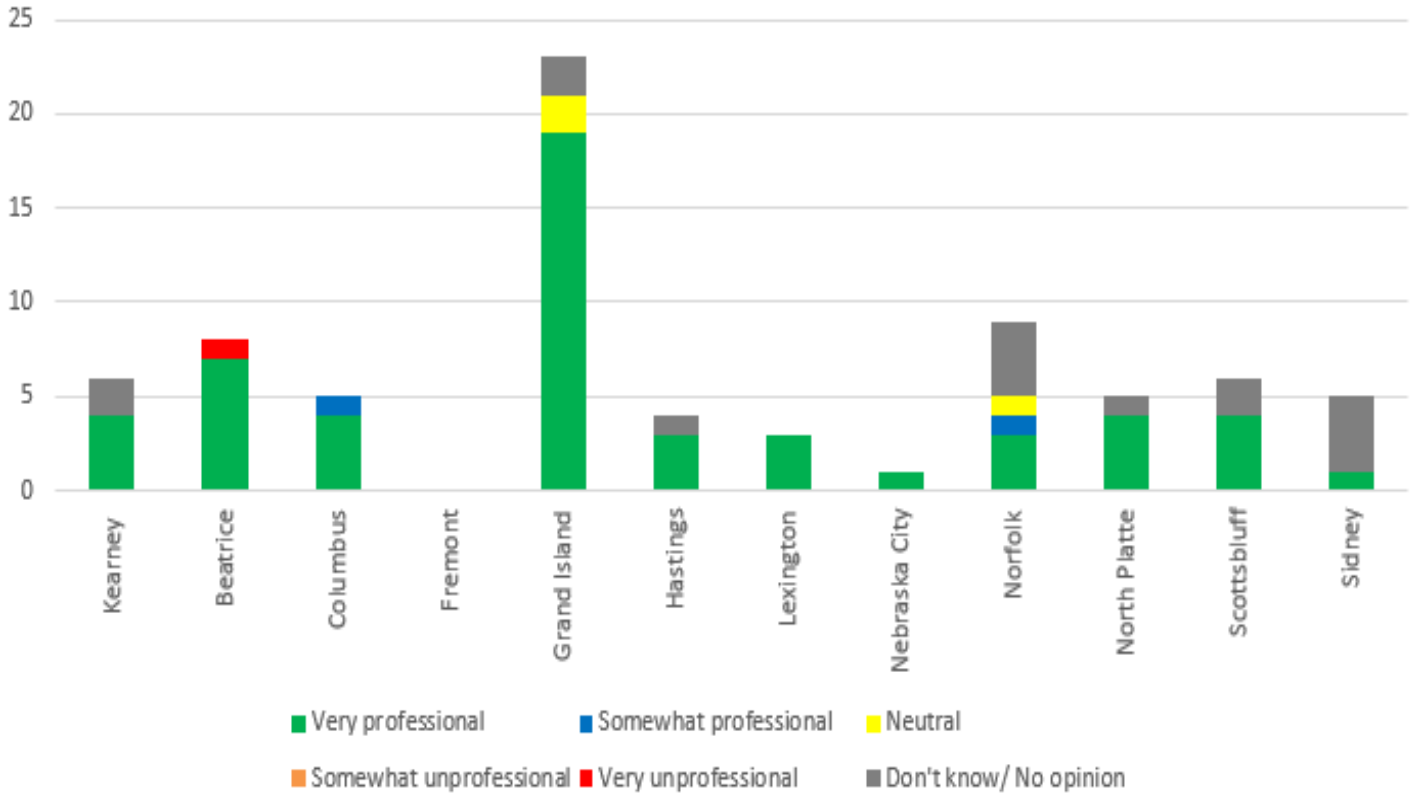
HELP FINDING LABOR MARKET INFORMATION



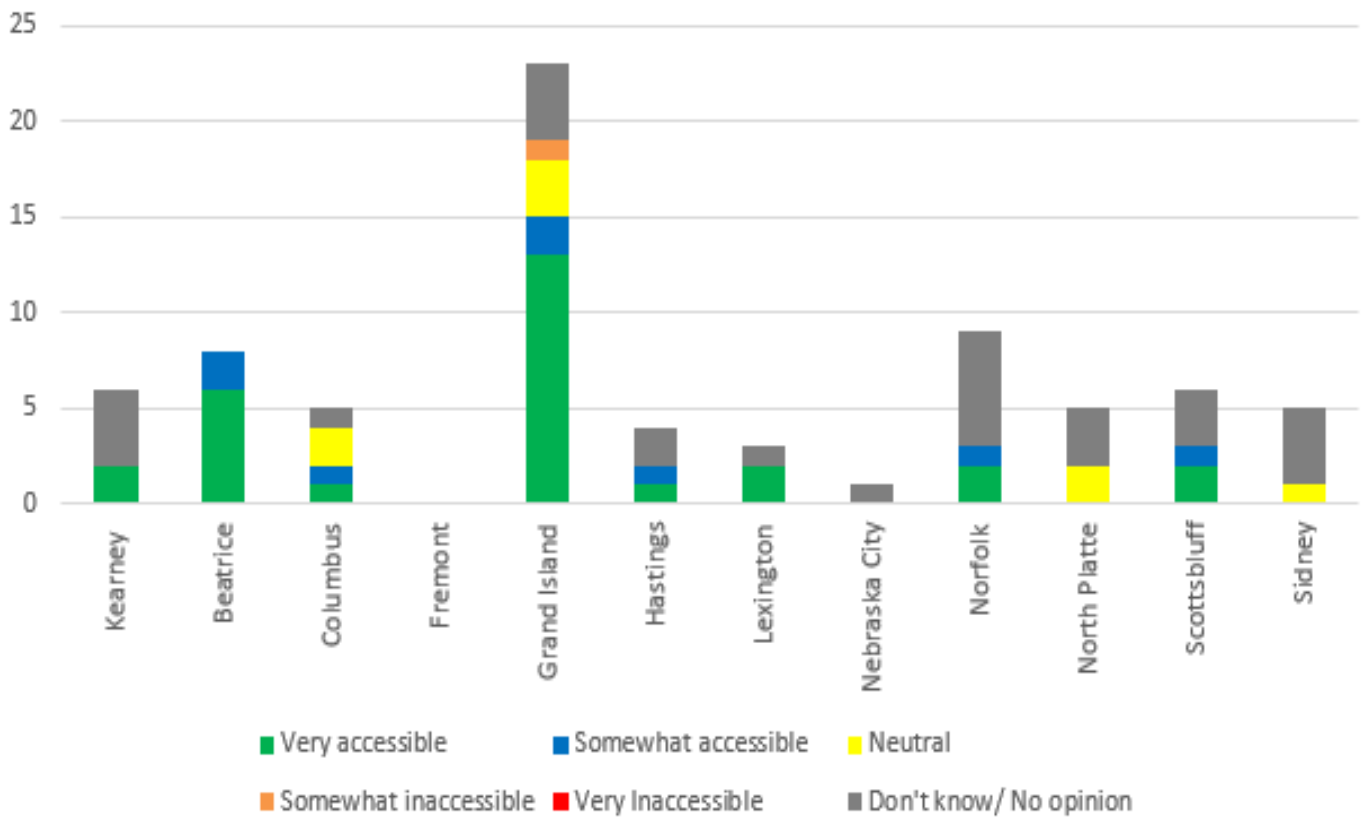
Overall, how satisfied or dissatisfied were you with the employment services provided to you?



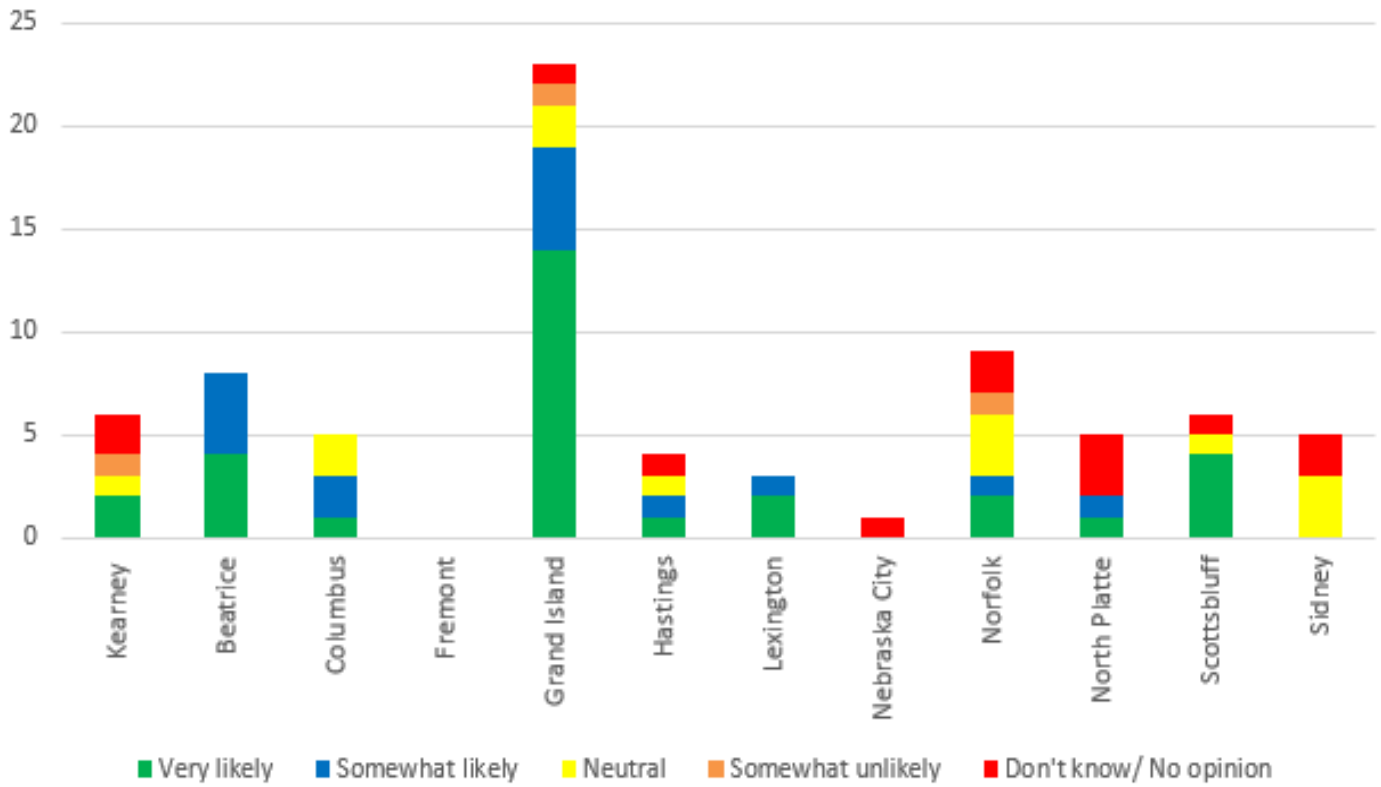
How professional (polite, accurate, and businesslike) or unprofessional (impolite, inaccurate, and unbusinesslike) were the staff you spoke with?



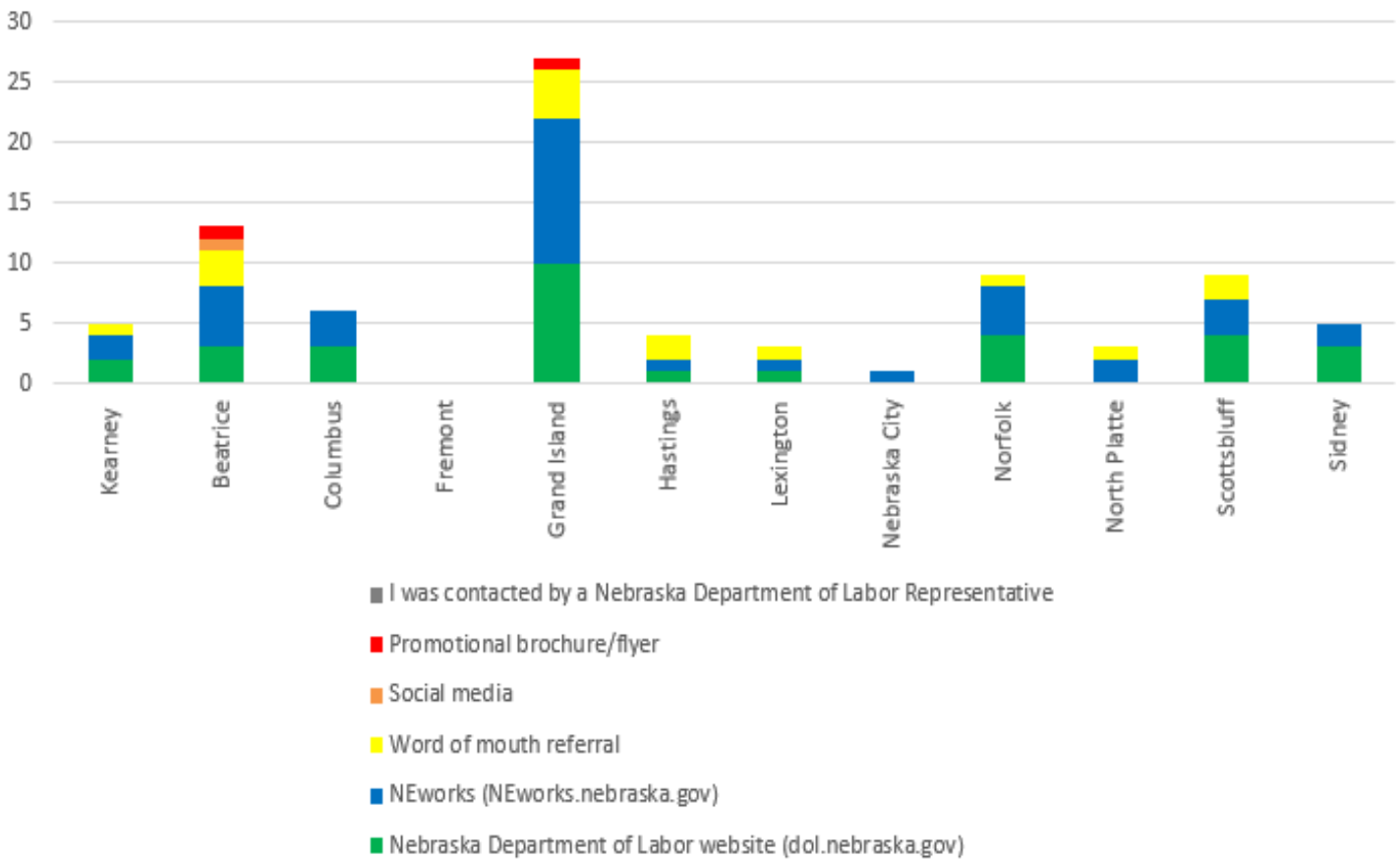
How accessible or inaccessible were the staff of the American Job Center (AJC)/ Career Center?



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



How did you hear about our employment services? (check all that apply)



Announcements

Mid-Plains Manager



Autumn Schleicher has taken on the role of Regional Manager for the Mid-Plains offices. Autumn has been with Nebraska Department of Labor for a little over a year in the Greater Nebraska Program Coordinator position and came to the agency from Department of Health and Human Services. Her experience with WIOA and partner programs will be a huge asset to the Mid-Plains region.

Greater Nebraska Program Coordinator



Jami Canham has taken on the role of Program Coordinator for the Greater Nebraska Title I programs. Jami has been with Nebraska Department of Labor for a little over eight years in the Greater Nebraska Adult/Dislocated Worker and Trade programs, serving the upper Northeast region out of the Norfolk office. Jami's experience includes time spent working as a Foster Care Case Coordinator and Homeless Prevention Case Coordinator. Jami has been integral to the success of the WIOA Title I and SNAP Next Step partnership, as well as several other collaborative initiatives in the Norfolk service delivery area.

Meeting Schedule

September 15, 2022	10 a.m–12 p.m (CT)	Beatrice	GNWDB & CEOB
March 16, 2023	10 a.m–12 p.m (CT)	North Platte	GNWDB & CEOB
September 14, 2023	10 a.m–12 p.m (CT)	Norfolk	GNWDB & CEOB

Agency Contacts

Topic

Contact

Meeting Schedules, Communication,
and Expense Reimbursement

Reemployment Services
Nebraska Department of Labor
NDOL.GreaterNebraska@nebraska.gov

Board Planning/Support, Program Coordination,
and Compliance

Jami Canham
Program Coordinator
Greater Nebraska Workforce Development Area
Nebraska Department of Labor
PHONE 402.405.6791
jami.canham@nebraska.gov

One-Stop Operator

Josh Hanson
Program Coordinator
Greater Nebraska Workforce Development Area
Nebraska Department of Labor
PHONE 308.636.8722
josh.hanson@nebraska.gov

Program Oversight

Bobbi Jo Howard
Workforce Administrator
Nebraska Department of Labor
PHONE 402.471.9848
bobbijo.howard@nebraska.gov

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

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

Meeting Date 9/15/2022