



GREATER NEBRASKA
WORKFORCE DEVELOPMENT AREA

March 16, 2023

Meeting

Greater Nebraska

Opportunity + Innovation

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Schedule

March 15, 2023

STRATEGIC PLANNING MEETING

DURATION: 1:00pm-3:00pm

LOCATION: Hybrid

In Person: Hampton Inn 200 Platte Oasis Pkwy, North Platte, NE 69101

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

SYSTEM COORDINATION MEETING

DURATION: 3:00pm-5:00pm

LOCATION: Hybrid

In Person: Hampton Inn 200 Platte Oasis Pkwy, North Platte, NE 69101

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

BOARD RECEPTION:

DURATION: 5:30pm-8:00pm

LOCATION: Good Life 402 N. Dewey, North Platte, NE 69101

March 16, 2023

WORKFORCE DEVELOPMENT BOARD & CHIEF ELECTED OFFICIALS BOARD

DURATION: 10:00am-12:00pm

LOCATION: Hybrid

In Person: Hampton Inn 200 Platte Oasis Pkwy, North Platte, NE 69101

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**
- 2. Roll Call **Stanley Clouse**
- 3. Notice of Publications **Lisa Wilson**
- 4. Approval of Minutes **Stanley Clouse**
 - A. Joint Meeting Minutes 9/15/2022*** **Bobbi Jo Howard**
- 5. Announcements **Lisa Wilson**
- 6. New Business **Stanley Clouse**
 - Board Appointments** **Lisa Wilson**
 - A. Board Appointments***
 - Administrative Entity**
 - B. Service Agreement (OSO)*** Bobbi Jo Howard
 - C. Regional Updates Managers
 - D. Labor Market Information Bobbi Jo Howard
 - System Coordination Committee Updates** **Stacey Weaver**
 - Program Updates**
 - E. Enrollments
 - F. Active Participants by County
 - G. Priority of Service
 - H. Performance
 - I. USDOL ETA Administration KPR and Response
 - J. Internal Audits/Local Monitoring
 - K. State Monitoring Report
 - L. Local Plan***
 - M. State Plan Alignment Workgroup
 - N. Policy*

Strategic Planning Committee Updates

Roy Lamb II

Finance Report

- O. Finance Report***
- P. Funds Transfer from DLW to Adult***

One-Stop Operations

- Q. AJC Certifications***
- R. OSO Report
- S. Partner Programs
- T. Letter of Support
- U. Regional Plan***
- V. Industry Sector Survey
- W. Customer Satisfaction Survey Results
- X. Employer Satisfaction Survey Results

7. Public Comment

Lisa Wilson
Stanley Clouse

8. Upcoming Meetings

Lisa Wilson
Stanley Clouse

9. Adjournment***

Lisa Wilson
Stanley Clouse

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



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

DATE: Thursday, September 15, 2022

LOCATION: Beatrice AJC, Beatrice NE and Video Conference

DURATION: 10:00 am to 11:59 pm (CT)

AGENDA ITEM #1: Call to Order

Lisa Wilson, Greater Nebraska Workforce Development Board (GNWDB) Chair, called the GNWDB Meeting to order on September 15, 2022 at approximately 10:00 am (CT).

Stanley Clouse, Chief Elected Officials Board (CEOB) Chair, called the CEOB meeting to order on September 15, 2022 at approximately 10:01 am (CT).

AGENDA ITEM #2: Roll Call

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

<p>GNWDB Members Present (14): Elaine Anderson* Erin Brandyberry Emily Duncan Michelle Engel Alicia Fries* Amy Gerloff Gary Kelly Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Karen Stohs Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>
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*Board member attending remotely from a place not included in Notice of Publication and abstained from all voting to avoid violation of the Open Meetings Act.

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

<p>CEOB Members For (4): Stanley Clouse Hal Haeker Joe Hewgley Troy Uhler</p>	<p>CEOB Members Absent (3): Bryan Bequette Tony Kaufman William Stewart</p>
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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

Stacey Weaver proposed a correction to the minutes showing Emily Duncan and Mindie Druery had abstained from voting toward the end of the previous meeting, when they had left the meeting early. A correction was made to show them each as absent.

Roy Lamb motioned to approve the May 26, 2022 CEOB and GNWDB Joint Meeting Minutes as amended. Kim Schumacher seconded. A GNWDB voice vote was taken and the motion carried.

<p>GNWDB Members For (9): Erin Brandyberry Emily Duncan Michelle Engel Amy Gerloff Gary Kelly Roy Lamb II Denise Pfeifer Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (5): Elaine Anderson Alicia Fries Dan Mauk Kim Schumacher Karen Stohs</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

Bryan Bequette motioned to approve the May 26, 2022 CEOB and GNWDB Joint Meeting Minutes as amended. Stanley Clouse seconded. A CEOB voice vote was taken and the motion carried.

<p>CEOB Members For (4): Stanley Clouse Hal Haeker Joe Hewgley Troy Uhlir</p>	<p>CEOB Members Against (0):</p>
<p>CEOB Members Abstain (0):</p>	<p>CEOB Members Absent (3): Bryan Bequette Tony Kaufman William Stewart</p>

AGENDA ITEM #5: Announcements

Autumn Schleicher has accepted the position of Regional Manager in the Mid-Plains region and will oversee the North Platte and Lexington offices.

Jami Canham has accepted the position of Greater Nebraska Program Coordinator and will oversee the WIOA Title I Adult, Dislocated Worker, and Youth programs.

NEW BUSINESS:

AGENDA ITEM #6A Board Appointments

The CEOB voted to extend the terms of Kim Schumacher and Matt Gottschall. Stanley Clouse initiated the motion with a second from Hal Haeker. This motion was called for a voice vote and the motion carried.

The Greater Nebraska Workforce Development Board voted to appoint Jana Dye to the System Coordination Committee and Autumn Schleicher to the Strategic Planning Committee. Dan initiated the vote with a second from Denise Pfeifer. This motion was called for a voice vote and the motion carried.

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

AGENDA ITEM #6B Service Agreements

The current agreements are set to expire June 30, 2023 and may be renewed for one two-year period. Bobbi Jo presented each agreement to the Board. No changes, other than the extension and updated signatures, were proposed.

GNWDB Members For (12): Erin Brandyberry Emily Duncan Michelle Engel Amy Gerloff Gary Kelly Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Karen Stohs Stacey Weaver Lisa Wilson	GNWDB Members Against (0):
GNWDB Members Abstained (2): Elaine Anderson Alicia Fries	GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland

Chief Elected Officials Agreement

Stanley Clouse moved to approve the extension. Hal Haeker seconded. A GNCEOB roll-call vote was taken and the motion carried.

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

Responsibilities & Duties (GNWDB & CEOB)

Stacey Weaver moved to approve the extension. Denise Pfeifer seconded. A GNWDB roll-call vote was taken and the motion carried.

<p>GNWDB Members For (12): Erin Brandyberry Dan Mauk Emily Duncan Denise Pfeifer Michelle Engel Kim Schumacher Amy Gerloff Karen Stohs Gary Kelly Stacey Weaver Roy Lamb II Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (2): Elaine Anderson Alicia Fries</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

Hal Haeker moved to approve the extension. Stanley Clouse seconded. A GNCEOB roll-call vote was taken and the motion carried.

Grant Recipient Services (NDOL, Governor, & CEOB)

Stanley Clouse moved to approve the extension. Hal Haeker seconded. A GNCEOB roll-call vote was taken and the motion carried.

<p>CEOB Members For (4): Stanley Clouse Hal Haeker Joe Hewgley Troy Uhlir</p>	<p>CEOB Members Against (0):</p>
<p>CEOB Members Abstain (0):</p>	<p>CEOB Members Absent (3): Bryan Bequette Tony Kaufman William Stewart</p>

Service Agreement Adult & DLW (NDOL, CEOB, & GNWDB)

Dan Mauk moved to approve the extension. Roy Lamb seconded. A GNWDB roll-call vote was taken and the motion carried.

<p>GNWDB Members For (12): Erin Brandyberry Dan Mauk Emily Duncan Denise Pfeifer Michelle Engel Kim Schumacher Amy Gerloff Karen Stohs Gary Kelly Stacey Weaver Roy Lamb II Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (2): Elaine Anderson Alicia Fries</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

Hal Haeker moved to approve the extension. Stanley Clouse seconded. A GNCEOB roll-call vote was taken and the motion carried.

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

Service Agreement Youth (NDOL, CEOB, & GNWDB)

Denise Pfeifer moved to approve the extension. Kim Schumacher seconded. A GNWDB roll-call vote was taken and the motion carried.

GNWDB Members For (12): Erin Brandyberry Dan Mauk Emily Duncan Denise Pfeifer Michelle Engel Kim Schumacher Amy Gerloff Karen Stohs Gary Kelly Stacey Weaver Roy Lamb II Lisa Wilson	GNWDB Members Against (0):
GNWDB Members Abstained (2): Elaine Anderson Alicia Fries	GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland

Stanley Clouse moved to approve the extension. Hal Haeker seconded. A GNCEOB roll-call vote was taken and the motion carried.

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

AGENDA ITEM #6C Employer Led Initiatives (Ignite Nebraska)

Joni Wheeler presented on the Ignite Nebraska project led by Blue Cross Blue Shield to take individuals who have work experience in any field and interest in the tech sector, but did not have the support and resources needed to complete training to enter the industry and provide Customized Training in an Apprenticeship setting. The project provides participants with classroom training, on the job training, mentorship, and a support system for navigating and preparing for the benefits cliff. Blue Cross Blue Shield works heavily with DHHS, NDOL, and Title I providers to create a care team for each individual. The first cohort has an 80% success rate and the second cohort began in early September. Ignite Nebraska is looking to expand to other employers throughout the state in 2023.

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AGENDA ITEM #6D State Initiative (ARPA)

Brad Pierce and Jana Dye were unable to present. A video recording outlining this initiative will be emailed to the Board.

AGENDA ITEM #6E Regional Updates

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

AGENDA ITEM #6F Labor Market Information

Josh walked the Board through openings and expansions and highlighted articles from recent Nebraska Trends issues.

Bobbi Jo walked the Board through economic indicators and by county maps showing unemployment, employment, and recruiting data.

SYSTEM COORDINATION COMMITTEE

AGENDA ITEM #6G Enrollments

Stacey directed the Board to and reviewed the Enrollments map.

AGENDA ITEM #6H Active Participants by County

Stacey reviewed the Active Participants by County map.

AGENDA ITEM #6I Priority of Service

Stacey reviewed the Priority of Service data. 86.67% of enrollments during PY22 to date have been Priority Level Two.

AGENDA ITEM #6J Limited English Proficiency Plan

Stacey provided the Boards with an update on the Limited English Proficiency Plan activities discussed during the System Coordination Committee.

AGENDA ITEM #6K Performance

Stacey reviewed the PY21 Quarter 3 and Quarter 4 performance charts, noting all measures were met for the program year.

AGENDA ITEM #6L State Monitoring Event

Stacey walked the Board through the Monitoring report received from the State and the corrective action plan submitted in response. Greater Nebraska received one finding, one area of concern, and recognition for two best practices.

AGENDA ITEM #6M Internal Audits/Local Area Monitoring

Stacey reported on the Internal Audits discussed during the System Coordination Committee. Case Notes have been a strong focal point at this time.

AGENDA ITEM #6N Local Plan

Stacey recapped the Career Pathway report out provided by Josh Hanson during the System Coordination Committee.

AGENDA ITEM #6O State Plan Alignment Workgroup

Stacey provided an updated on the Alignment Workgroup activities. The group is currently hosting monthly cross trainings for all partners and will be focusing on Common Intake items beginning in October.

AGENDA ITEM #6P Policy

The Board was presented with the Basic Skills Deficiency policy, developed to provide staff with more defined guidance on measuring BSD. The intent of this policy is to reduce barriers to enrollment and improve Measurable Skills Gains.

Gary Kelly moved to approve the policy. Roy Lamb seconded. A voice vote was called and the motion carried.

<p>GNWDB Members For (12): Erin Brandyberry Emily Duncan Michelle Engel Amy Gerloff Gary Kelly Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Karen Stohs Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (2): Elaine Anderson Alicia Fries</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

STRATEGIC PLANNING COMMITTEE

AGENDA ITEM #6Q Finance Report

Roy provided the Board with an update on the finance report as discussed during the Strategic Planning Committee.

AGENDA ITEM #6R Transfer of Funds

It was noted that Greater Nebraska is experiencing a decrease in Dislocated Worker enrollments due to very low unemployment and high employment participation. A motion was made by Erin Brandyberry to transfer \$300,000.00 from Dislocated Worker to Adult to allow Managers to better plan and increase capacity. Dan Mauk seconded. A voice vote was called and the motion carried.

<p>GNWDB Members For (12): Erin Brandyberry Emily Duncan Michelle Engel Amy Gerloff Gary Kelly Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Karen Stohs Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (2): Elaine Anderson Alicia Fries</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

<p>GNWDB Members For (12): Erin Brandyberry Emily Duncan Michelle Engel Amy Gerloff Gary Kelly Roy Lamb II Dan Mauk Denise Pfeifer Kim Schumacher Karen Stohs Stacey Weaver Lisa Wilson</p>	<p>GNWDB Members Against (0):</p>
<p>GNWDB Members Abstained (2): Elaine Anderson Alicia Fries</p>	<p>GNWDB Members Absent (5): Wayne Brozek Mindie Druery Michael Gage Matt Gotschall Greta Kickland</p>

AGENDA ITEM #6S High Poverty Areas

Roy provided the Board with an update on the high poverty areas identified by the State. Greater Nebraska will be focusing outreach in these areas to increase enrollments and service delivery.

AGENDA ITEM #6T AJC Certifications

Roy advised the Board that AJC Certifications will need to be completed in 2023 and that committees will be formed. Erin Brandyberry and Stacey Weaver volunteered for the Grand Island committee. Dan Mauk and Stacey Weaver volunteered for the Beatrice committee.

AGENDA ITEM #6U One-Stop Operator Report

Roy updated the Board on the Economic Mobility Task Force activities and the APHSA grant received by DHHS and NDOL to drive Career Pathways.

AGENDA ITEM #6V Partner Programs

The Board was joined by Jason Hudson and Aaron Grill with US Department of Labor Employment and Training Administration, who were in Nebraska to monitor the Trade grant. Jason and Aaron provided an overview of their roles and what they look for in a monitoring event. They also discussed how the Board can improve collaboration and coordination in the Local Area.

AGENDA ITEM #6W Regional Plan

Roy provided the boards with an update on the Library project, which will expand to include NCBVI and Nebraska VR partners.

AGENDA ITEM #6X Industry Sector Survey

Roy walked the Board through the latest Industry Sector survey data. 20% of employers indicated wages are a significant barrier to employee retention. Greater Nebraska Business Service field staff are utilizing area labor market information to assist in identifying wages and additional benefit options, in addition to offering workforce incentives and work-based training programs to assist employers in increasing their competitiveness and investment in new and existing employees.

AGENDA ITEM #6Y Customer Satisfaction Survey Results

March 16, 2023 Meeting

Roy shared the Customer Satisfaction Survey Results. 94 responses were received from April through August. Distance traveled was reviewed, highlighting the need for the Library project and additional outreach.

AGENDA ITEM #6Z Employer Satisfaction Survey Results

Roy shared the Employer Satisfaction Survey Results. 74 responses were received from April through August. The local area is still showing a high rate of employers reporting they are unfamiliar with various services.

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:

Stanley Clouse reviewed the upcoming meeting schedule:

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 11:58pm (CST).

Hal Haeker motioned to adjourn the GNCEOB Meeting. Stanley Clouse seconded. A GNCEOB voice vote was taken, and the motion carried. The GNCEOB meeting was adjourned at 11:59pm (CST).

Committees

Strategic Planning Committee

*Requires motion and vote.

Date: Wednesday, March 15, 2023

Location: Hampton Inn 200 Platte Oasis Pkwy, North Platte, NE 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. AJC Certification | Josh Hanson |
| | d. One-Stop Operator Report | Josh Hanson |
| | e. Partner Programs | Partner Staff / OSO |
| | f. Letter of Support | Bobbi Jo Howard |
| | g. Regional Plan | Bobbi Jo Howard |
| | 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, September 14, 2022

Location: Beatrice AJC, Beatrice NE and Video Conference

Duration: 1:00 p.m. – 3:00 p.m.

CALL TO ORDER

Roy Lamb II called the Strategic Planning Committee (SPC) Meeting to order at approximately 1:00 p.m. (CST) on Wednesday, September 14, 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
- Alicia Fries
- Matt Gotschall
- Randy Kissinger
- Roy Lamb II
- Dan Mauk
- Denise Pfeifer

SPC Members Absent (3):

- Mindie Druery
- Michelle Engel
- Kim Schumacher

REVIEW OF MINUTES:

All members received and reviewed the May 25, 2022 Strategic Planning Committee Meeting Minutes. No discussion or corrections were made. Randy Kissinger motioned to approve the minutes, Erin Brandyberry seconded, and a voice vote was called. This motion carried.

Members For (8): Erin Brandyberry Pat Comfort Alicia Fries Matt Gotschall Randy Kissinger Roy Lamb II Dan Mauk Denise Pfeifer	Members Against (0):
Members Absent (3): Mindie Druery Michelle Engel Kim Schumacher	Members Abstain (0):

NEW BUSINESS:

FINANCE REPORT

Bobbi Jo Howard reviewed the financials located on pages 67-69 in the Board Book. Bobbi Jo advised the Board that Greater Nebraska had received a Governor’s Set Aside grant to fund the Macy JAG summer work experience project.

March 16, 2023 Meeting

TRANSFER FROM DISLOCATED WORKER TO ADULT

Bobbi Jo Howard explained that, due to spending trends and the current DLW enrollments during historically low unemployment rates, the Administrative entity recommended transferring \$300,000 from FY22 DLW to the Adult program.

HIGH POVERTY AREAS

Autumn Schleicher updated the Board on high poverty areas in Nebraska.

AJC CERTIFICATIONS

Bobbi Jo Howard advised the Board that AJC certifications will need to be completed in 2023. Volunteers were requested for the Beatrice and Grand Island committees.

ONE-STOP OPERATOR REPORT

Josh Hanson provided the One-Stop Operator report located on pages 71-72 in the Board Book. Updates focused on the Limited English Proficiency Plan and committee, Economic Mobility Task Force, American Public Human Services Association.

PARTNER PROGRAMS

Josh Hanson reviewed Partner Program Data found on pages 73-74 of the Board Book. Partner representatives provided the updates on their respective programs: Stef DenBesten reported out on reentry. Kim Neesen reported out on Worker Training Grant. Erin Brandyberry reported out on NCBVI and adaptive equipment donated to the workforce centers across the state. Julie Henningsen reported out on the SNAP Next Step program and the collaboration with WIOA Title I. Jon Lokamas provided a report out on JVSG. Jody Easter reported out on the Trade Adjustment Assistance program. Bobbi Jo Howard reported out on SCSEP.

REGIONAL PLAN UPDATE

Josh Hanson provided an update on the Regional Plan and library partnership.

INDUSTRY SECTOR SURVEY

Josh reviewed the latest results from the Industry Sector Survey. A discussion was held as to whether real time wages and UI numbers in other areas could be obtained to help employers with strategic planning.

CUSTOMER SURVEY RESULTS

Josh Hanson reviewed the Customer Survey results beginning on page 81 of the Board Book.

EMPLOYER SURVEY RESULTS

Josh Hanson reviewed the Employer Survey results beginning on page 96 of the Board Book.

PUBLIC COMMENT:

There were no public comments.

MEETING DATES

Roy reviewed the upcoming meeting dates and locations.

ADJOURNMENT:

Roy Lamb requested a motion to adjourn. Erin Brandyberry made the motion and Denise Pfeifer seconded. A voice vote was taken and the meeting adjourned at 1:39 p.m.

System Coordination Committee

*Requires motion and vote.

Date: Wednesday, March 15, 2023

Location: Hampton Inn 200 Platte Oasis Pkwy, North Platte, NE 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, Jana Dye

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

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|--|-----------------|
| 1. Welcome | Stacey Weaver |
| 2. Roll Call | Bobbi Jo Howard |
| 3. Review of Minutes* | Stacey Weaver |
| 4. New Business | |
| a. Enrollments | Bobbi Jo Howard |
| b. Active Participants by County | Bobbi Jo Howard |
| c. Priority of Service | Bobbi Jo Howard |
| d. Performance | Bobbi Jo Howard |
| e. USDOL ETA Administration KPR and Response | Bobbi Jo Howard |
| f. Internal Audits/Local Monitoring | Bobbi Jo Howard |
| g. State Monitoring Report | Bobbi Jo Howard |
| h. Local Plan | Bobbi Jo Howard |
| i. State Plan Alignment Workgroup | Jody Easter |
| j. Policy Review/Approval | Bobbi Jo Howard |
| k. Customer Survey Results | Josh Hanson |
| 5. Public Comment | Stacey Weaver |
| 6. Upcoming Meeting Dates | Stacey Weaver |
| 7. Adjournment* | Stacey Weaver |

Agenda Item **System 3**: Motion to Approve Minutes System Coordination Committee Meeting Minutes

Date: Wednesday, September 14, 2022

Location: Beatrice AJC, Beatrice NE and Video Conference

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, September 14, 2022.

ROLL CALL

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

SCC Members Present (7):

Emily Duncan
Bernie Hansen
Amy Gerloff
Gary Kelly
Lisa Laws
Becky Maggart
Stacey Weaver

SCC Members Absent (4):

Elaine Anderson
Wayne Brozek
Mike Gage
Greta Kickland

REVIEW OF MINUTES:

All members received and reviewed the May 25, 2022 System Coordination Committee Meeting Minutes. No corrections were made. Gary Kelly motioned to approve the minutes and Emily Duncan seconded. A voice vote was taken and the motion carried.

Members For (7): Emily Duncan Bernie Hansen Gary Kelly Lisa Laws Becky Maggart Stacey Weaver	Members Against (0):
Members Absent (4): Elaine Anderson Wayne Brozek Mike Gage Greta Kickland	Members Abstain (0):

NEW BUSINESS:

ENROLLMENTS

Autumn Schleicher provided the committee with current enrollment numbers found on p. 44 of the Board Book.

ACTIVE PARTICIPANTS BY COUNTY

Autumn Schleicher on the current active participants as of August 27, 2022 found on p. 45 of the Board Book.

PRIORITY OF SERVICE

Autumn Schleicher updated the committee on Priority of Service enrollment data found on p. 46 of the Board book.

LIMITED ENGLISH PROFICIENCY PLAN

Josh Hanson provided information on the Limited English Proficiency Plan committee activities.

PERFORMANCE

Autumn Schleicher provided the committee with current Performance data found on p. 47 and 48 for PY21 Q3 and p. 51 and 52 for PY21 Q4.

March 16, 2023 Meeting

STATE MONITORING EVENT

Autumn Schleicher reviewed the results of the latest State Monitoring Event and Greater Nebraska's response. Autumn advised the Board that Greater Nebraska received a finding for timeliness of case notes and reviewed the training provided to address this issues. Autumn highlighted two best practices identified in the monitoring report, including local business outreach and Career Pathway efforts.

INTERNAL AUDITS

Autumn Schleicher provided an updated on Internal Auditing scores for April through August.

LOCAL PLAN:

Josh Hanson provided an updated on the Local Plan, focusing on selection and prioritization of career pathways.

STATE PLAN ALIGNMENT WORKGROUP

Bobbi Jo Howard provided the committee an update on trainings hosted by the State Plan Alignment Workgroup.

POLICY REVIEW

Autumn Schleicher reviewed the Basic Skills Deficiency policy with the committee.

CUSTOMER SURVEY RESULTS

Josh Hanson reviewed the Customer Survey Results with the committee.

PUBLIC COMMENT

No public comment received.

MEETING DATES:

Stacey reviewed the upcoming meeting dates and locations.

ADJOURNMENT:

Gary Kelly motioned to adjourn the meeting and Emily Duncan seconded. A voice vote was taken and the meeting adjourned at 4:15 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).

Erin Brandyberry has accepted a new position with Nebraska Commission for the Blind and Visually Impaired and will not be able to maintain her position on the Greater Nebraska Workforce Development Board. It is proposed that the Chief Elected Officials Board appoint Cristal Dismas 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.

It is recommended the Greater Nebraska Workforce Development Board appoint Cristal Dismas to the Strategic Planning Committee.

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

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

- One-Stop Operator Agreement

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

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 Ib (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 Ib (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)

2023 Goals

Increase service delivery in underserved and high poverty counties (Dawes, Kimball, Cheyenne, Sheridan).

Wagner-Peyser

Empowering Families—Board of Directors Meeting

Empowering Families—presentation to students on NDOL services

Western Nebraska Community College—presentation on Job Search and LMI to GED classes

Scottsbluff High School—student job fair

WIOA Title Ib

Western Nebraska Community College—presentation to Aviation students

Western Nebraska Community College—presentation to Healthcare students

Western Nebraska Community College—presentation to Powerline students

Contacted 25 School Counselors to set up visits with schools
Contacted PALS
Adult Education—presentation
Dalton, NE City Manager

Reentry

Ten individuals referred for services

JVSG

DVOP/LVER visited Dalton, Gurley, and Sidney
Veteran Entrepreneur Town Hall meeting
Point in Time (PIT) count for homeless
Connected with VMFERO, CAPWN, HUD-VASH, SSVF, VSO, and State VSO

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 Ib (Adult, DLW, In-School Youth, Out-of-School Youth), Reentry
Regina Ielacqua | Wagner-Peyser Job Seeker, NEres
Brooks Turnbow | JVSG (DVOP, LVER)
Haley Burford | Wagner-Peyser (Business Services, Job Seeker), FLC
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

Title Ib/JVSG/Reentry

Lincoln County Alcohol & Drug Forum meetings
McCook Work Ethic Camp

All Staff

North Platte/Lincoln County Interagency meetings

Business Services/JVSG

Hope-Esperanza
Mid-Plains Community College JobFest
EmployNP Meetings

EQUUS, the TANF service provider for DHHS, recently entered into an agreement to rent a cube in the North Platte office. TANF staff, including the BSR, have scheduled time in the office to meet with participants and collaborate with Greater Nebraska staff. Greater Nebraska staff meet with TANF participants to assist with resume preparation, job search, and co-enrollment into Title Ib. Utilizing the partnership that has been developed between TANF and Title Ib in the North Platte and Columbus offices, a Standard Operating Procedure for co-case management is currently in development, with plans for a Memorandum of Understanding.

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

Brenda Schmidt | Wagner-Peyser Job Seeker

Eddie Bruyere | UI Claims Specialist

Rhonda Jenkins | Wagner-Peyser Job Seeker, NEres

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

Vicki Pflasterer | Wagner-Peyser Employer/Job Seeker

Liane Philmalee | Wagner-Peyser Job Seeker/Reemployment Services

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

Carrie Keene | Wagner-Peyser Business Services

Tony Chaulk | Veterans Outreach and Placement

Dena Hawkes | Foreign Labor Certification, MSFW Outreach

Hastings Office

Jennifer Andersen | Wagner-Peyser Job Seeker, NEres

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

Vacant | Local Veteran Employment Representative

Lisa Hubl | Wagner-Peyser Business Services

Alicia Schutte | Wagner-Peyser Business Services, NEres

Kearney Office

Deb Wilken | Wagner-Peyser

GRAND ISLAND:

Staff have partnered in a recruitment effort with the new Grand Island Casino. Casino staff on site hiring fairs on Wednesdays in the career center to hire and recruit individuals for the opening. This was a special recruitment effort initiated by staff conducting outreach to this employer and offering services.

HASTINGS:

Staff partnered with local employers to host a hiring fair for the Eaton Plant closure. This event was held on site and had ten local manufacturing partners, with 38 individuals participating in the hiring event. From this rapid response and hiring fair, 15 individuals have been co-enrolled into WIOA and Trade. A majority of these individuals have obtained employment and services offered include On the Job Trainings, Occupational Skills Training, and supportive services. Employers included Nebraska Aluminum Castings, Flowserve, Bruckman Rubber, Hornady MFG, CNH industrial, Nebraska Department of Transportation, and City of Hastings Police Department.

Staff presented to ESU9 on the WIOA youth program, with a focus on Work Experience, post secondary assistance, job search, and On the Job Training. Schools we have met with specifically regarding Work Experience from this presentation are Hastings High, Kenesaw, Blue Hill, Aurora.

One of the first successes for WIOA from this presentation has been the development of a partnership with Hastings College to enroll a student teacher into the Adult program for reimbursement of work experience hours while this individual student teaches.

KEARNEY:

Staff partnered with the Chamber of Commerce to facilitate an EmployKrnny meeting bringing partners together regarding services, referrals, recruitment, and program supports. Staff also partnered with Kearney High School on interview prep, interviews, and resume assistance. Staff have developed a partnership with UNK related to student recruitment and services to Veterans.

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

Tiffany Rasmussen | Title Ib Adult/Dislocated Worker, Trade

Sandra Grigg | JVSG (DVOP, LVER)

Lisa Sand | NEres

Jaci Brockmeyer | Title Ib Youth

Brian Koch | Wagner-Peyser Business Services

Marcia McCabe | UI Claims Specialist

Nebraska City Office

Corrie Crook | Wagner-Peyser (Job Seekers, Business Services)

Malco Tools in De Witt, NE has begun laying off in what will be a full closure. Beatrice staff planned and executed a hiring fair at DeWitt Community Center with 24 employers. Over 40 individuals received services, with 16 enrolled into WIOA Title Ib Dislocated Worker thus far. Participants are also evaluated to determine if they may be eligible for Trade Adjustment Assistance services under a prior Trade certified petition, with at least one co-enrollment.

Beatrice Title Ib staff have developed relationships with secondary and post-secondary schools in the Southeast service delivery area. Presentations have taken place at the following:

- Nebraska City High School
- Southeast Community College—Nursing
- Southeast Community College—Milford's Vendor Fair

The Beatrice Jobs for Veterans State Grant Disabled Veteran's Outreach Program staff connected with 12 County Veteran Service Officers to thank them for their partnership and discuss strategic partnerships during 2023. The DVOP has also kept regular attendance at the Veteran and Family Task Force meeting, working alongside partners in the community to plan and execute comprehensive services for veterans in the community.

Beatrice staff have resumed Workforce Academy workshops held at Nebraska Correctional Center for Women in York, NE.

Beatrice Business Services staff participate on the Gage County Chamber Board which recently started the Chamber Government Affairs committee.

SNAP Next Step has recently co-located in the Beatrice office. SNAP Next Step and WIOA Title Ib staff occupy adjacent cubes, fostering partnerships and collaboration. Program staff have begun planning joint outreach and confer regularly on coordination of services.

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

Outreach continued in Boone County with the Boone County Health Center and Applied Connective Technologies in Albion, NE for OJT and Work Experience plans. This resulted from a meeting with the Albion Chamber of Commerce.

Columbus staff spent a day at Central Community College Columbus in November touring the Skilled and Technical Sciences area for hands on learning and interactive participation in the areas of Plastic Injection Molding, Advanced Manufacturing, and Welding. This was scheduled as outreach for staff to become more aware and effective at promoting education and training and the H3 positions that will impact employment in our community. NDOL remains in communication with the Plastics Injection Molding Director about planning stages for an upcoming “bootcamp” that will result in students attaining a Master Molder certification from RJG, the premier training company for injection molding, and earning a certification that is recognized worldwide in the plastics industry.

Through relationships with the Columbus Area Chamber of Commerce as part of the Chamber’s Drive for Five Workplace Development Initiative, NDOL helped with preparing Juniors and Seniors in High school for interviews and career success. This partnership resulted in an upcoming enrollment of an In-School Youth Work Experience with Runza. This particular student is in a LIFE SKILLS class at Lakeview High School. NDOL is also working on what will hopefully be a future collaborative “Windmills” Training Program, in which our local Youth Coordinator will work with a certified trainer of this program from Nebraska VR whose focus is to overcome barriers to employ persons with disabilities

The Employ Columbus Group kicked off in October and is in full swing with promoting “work themes” each month, such as a “welding theme,” with the focus of having three employers represented to interact with agencies that provide services to job seekers. SNAP Next Step and NDOL staff shared program information about EmployColumbus with Duo Lift Mfg. and stated they will remain committed in trying to help with their employment struggles with hiring welders. Duo Lift and Behlen spoke to students at Columbus High School in January and will be featured speakers for EmployColumbus in April 2023.

NDOL staff have been added to a Career Advisory Group at Metropolitan Community College and the SNAP Next Step E&T Coordinator has been named a Spanish Advisory Board member for the Fremont Area Chamber of Commerce.

A resource that has been “untapped” lately is Probation. District 5 Probation is opening their doors to NDOL and SNAP Next Step E&T staff in January for a tour and discussion of programs, with the goal of continued education and career support.

Columbus staff took part in “A day in the Life of” a 911 dispatch operator tour and job shadowing. Staff were required to obtain PREA certification. This certification will enable staff to serve the “justice involved population” at the Platte County Detention Facility.

In December, WIOA Title Ib staff made a great connection with the CEO of Uniquely Yours Stability Support in Fremont. This organization addresses the dynamics of homelessness by collaborating with community partners through a comprehensive approach to establish permanent stability and independence. Services include, but are not limited to, basic needs assessments, rent and utilities, gas vouchers, transportation assistance, interview clothing, life skills classes, and workshops.

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

Michele travels to the South Sioux library on a monthly basis. One day when she was there, she assisted one of Leah's case managed veterans with his resume, as he had an interview that afternoon. He called Leah the next day to let her know that he got the job!

The Norfolk office participated in Norfolk's annual Project Homeless Connect. Approximately 350 people received help through the event during the span of 5 hours. There were over 80 volunteers, including volunteers from 43 service providers.

Leah & Michele attended Stand Up for Veterans event at the Norfolk library. There were approximately 40 veterans that attended. Three were referred to DVOP and are currently case managed. One of the 3 was enrolled into WIOA for supportive services.

Rapid Response was held for Northern Hills Day care, that closed at the end of December. 32 employees were affected. Most found other employment, as day care workers are in high demand – five attended the Rapid Response event.

North Fork Area Transit ForkLift suddenly suspended all operations on January 6, 2023, affecting approximately 68 employees, after it was discovered that the then General Manager was suspected of theft of more than \$740,000. ForkLift provided transportation to several people in the Norfolk and surrounding area. Services included transportation to school for children, rides for seniors, and many employees who relied on the service to get to work in nearby communities. The bus system counted 10,000 rides in December 2022.

Given the sudden closure, the Norfolk team was unable to provide a full Rapid Response event. However, when the dislocated workers started coming into the office to file their claims on Friday and Monday of the next week, the team quickly put together several mini Rapid Response sessions throughout the following couple of weeks. We had a total of 18 employees attend.

The Johnny Carson Foundation committed to a \$500,000 match if the City/Community could raise an equal amount by the end of February – which it did. The North Fork Transit system has resumed operations, but they have scaled back on routes and their annual budget decreased from \$3.4 million to \$2.5.

An RFP for office space bid proposals was opened February 9, 2023. Bids were received and opened March 3, 2023.

New Business

Agenda Item **CEOB 6D** / **GNWDB 6D**: 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.

July Openings & Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Construction, Mining, & Utilities	John Henry's Plumbing (Expansion)	Lincoln
	Midwest Master Finishes (Opening)	Columbus
Finance, Insurance, Real Estate, & Rental/Leasing	Antelope Towers (Opening)	Lincoln
	Cruise & Associates (Expansion)	Columbus
Food Services	4th Street Sweets (Opening)	Norfolk
	Fusion Ranch Jerky (Expansion)	Scottsbluff
	Lisa Mae's Southern Kitchen & Lounge (Opening)	Lincoln
	The Broken Mug (Expansion)	Columbus
Health Care & Social Assistance	Counseling and Enrichment Center (Expansion)	Norfolk
	Food Bank of Lincoln (Expansion)	Lincoln
Other Services	Firestone Complete Auto Care (Opening)	Lincoln
	Tommy's Car Wash (Opening)	Lincoln
Wholesale & Retail Trade	Brown's Shoe Fit (Expansion)	Beatrice
	J&S Blooming Co. (Opening)	Scottsbluff
	W.W. Galore (Expansion)	Wayne

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.

August Openings and Expansions

Kermit Spade, Research Analyst

Business Category	Business Name	Location
Agriculture, Forestry, Fishing & Hunting	Sugar Valley Stockyards (Opening)	Gering
Construction, Mining, & Utilities	Down to Earth Spreading (Opening)	Lincoln Columbus
Finance, Insurance, Real Estate, & Rental/Leasing	Aksarben Mortgage, LLC (Opening)	Columbus
	Aksarben Property Management (Opening)	Columbus
	King Agency - Family Heritage Division (Expansion)	Lincoln
	Pinnacle Bank (Opening)	Kearney
Health Care & Social Assistance	Active Family Chiropractic & Acupuncture (Opening)	Columbus
	Nebraska Cancer Specialists Clinic (Expansion)	Grand Island
	QC Kinetix (Opening)	Lincoln
Information	Central Data Storage (Opening)	Lincoln
Other Services	JT Handyman, LLC (Opening)	Columbus
Professional, Scientific, & Technical Services	Beatrice Animal Hospital (Expansion)	Beatrice
	Maly Marketing (Opening)	Lincoln
Transportation	Western Nebraska Regional Airport (Expansion)	Scottsbluff
Wholesale & Retail Trade	Brown's Shoes (Relocated)	Nebraska City
	Buff City Soap (Opening)	Grand Island
	Butler Ag (Opening)	Kearney
	Custom Blinds & Design (Opening)	Lincoln
	Relentless Merchandise (Opening)	Lincoln
	Terrace Brooks (Opening)	Columbus

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.

September Openings & Expansions

Kermit Spade, Research Analyst

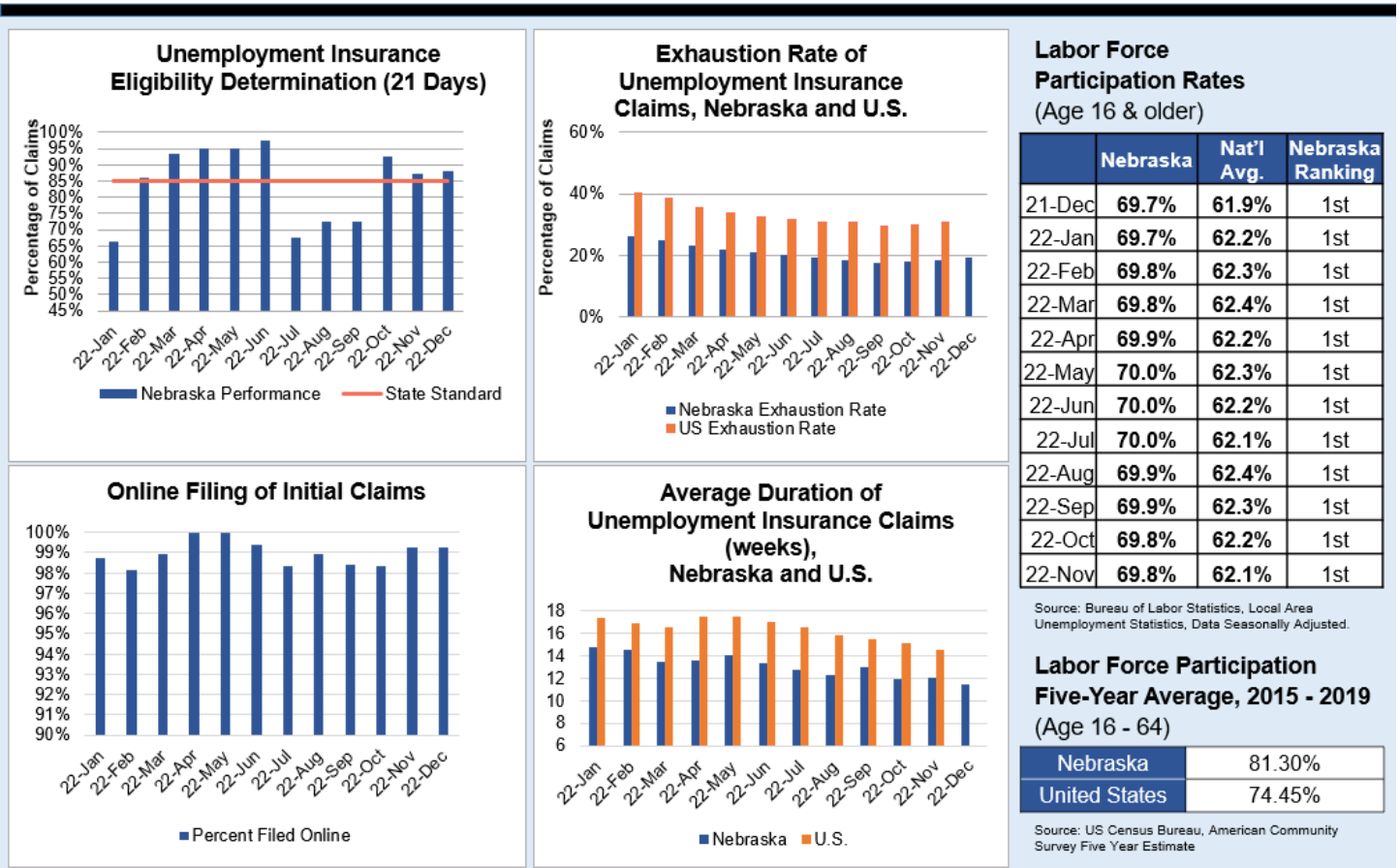
Business Category	Business Name	Location
Agriculture, Forestry, Fishing & Hunting	Nutrien Ag Solutions (Expansion)	Adams
Education	Gold Star ATA Martial Arts (Opening)	Lincoln
Food Services	De Mi Tierra (Opening)	Columbus
	Blazin Wings (Expansion)	Grand Island
	Jimmy John's (Opening)	Grand Island
Health Care & Social Assistance	COR Therapeutic Services (Opening)	Columbus
	Grand Island Mental Health Clinic (Expansion)	Grand Island
	Priority Family Medicine (Opening)	Norfolk
Other Services	Queen Body Sculpting (Opening)	Columbus
	Studio T Hair Salon (Opening)	Sidney
Transportation	Western Nebraska Regional Airport (Expansion)	Scottsbluff
Wholesale & Retail Trade	The Sage Barn (Opening)	Alliance
	Applied Connective Technologies (Opening)	Columbus
	Olga's Shop (Opening)	Columbus
	Post 60 Market (Opening)	Emerson
	Mabid Market (Opening)	Grand Island
	The Market Grocery Store (Expansion)	Peru
	M&M Thriftporium (Opening)	West Point

Source: Nebraska Department of Labor

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

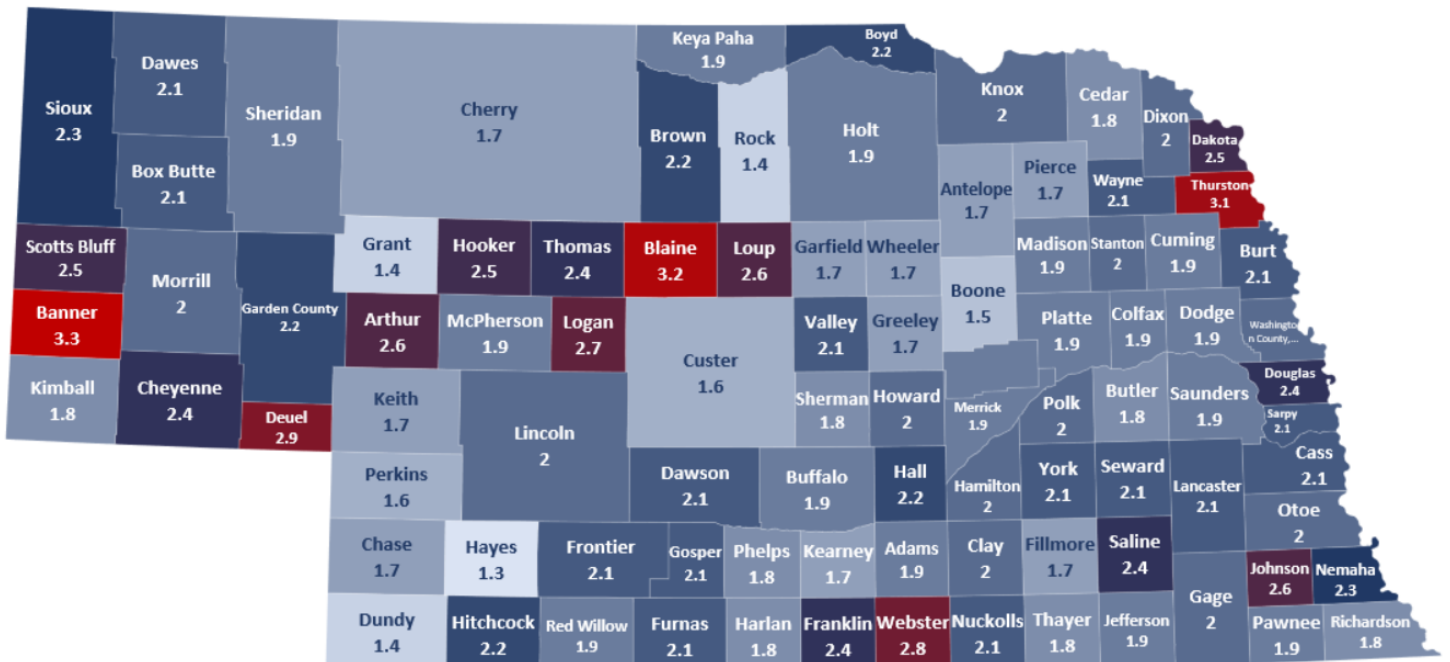
Department of Labor – Monthly Report

December 2022



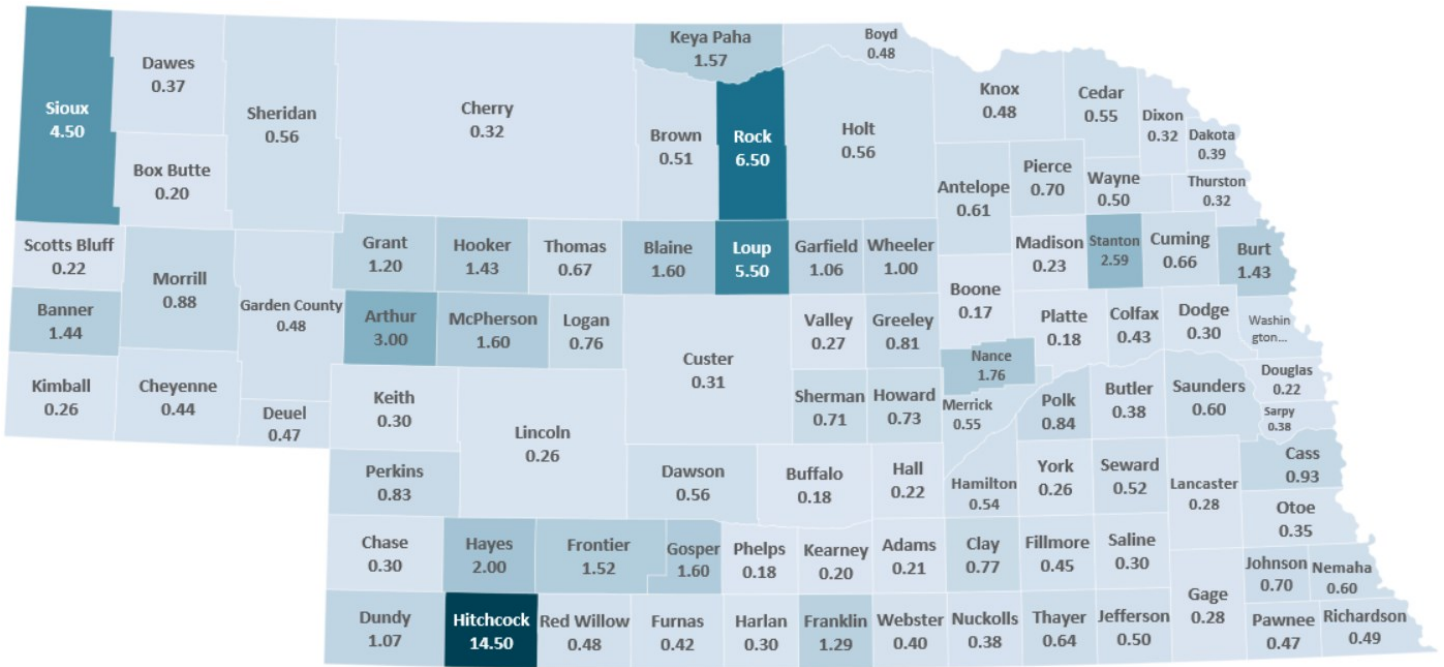
Unemployment Rate by County

December 2022



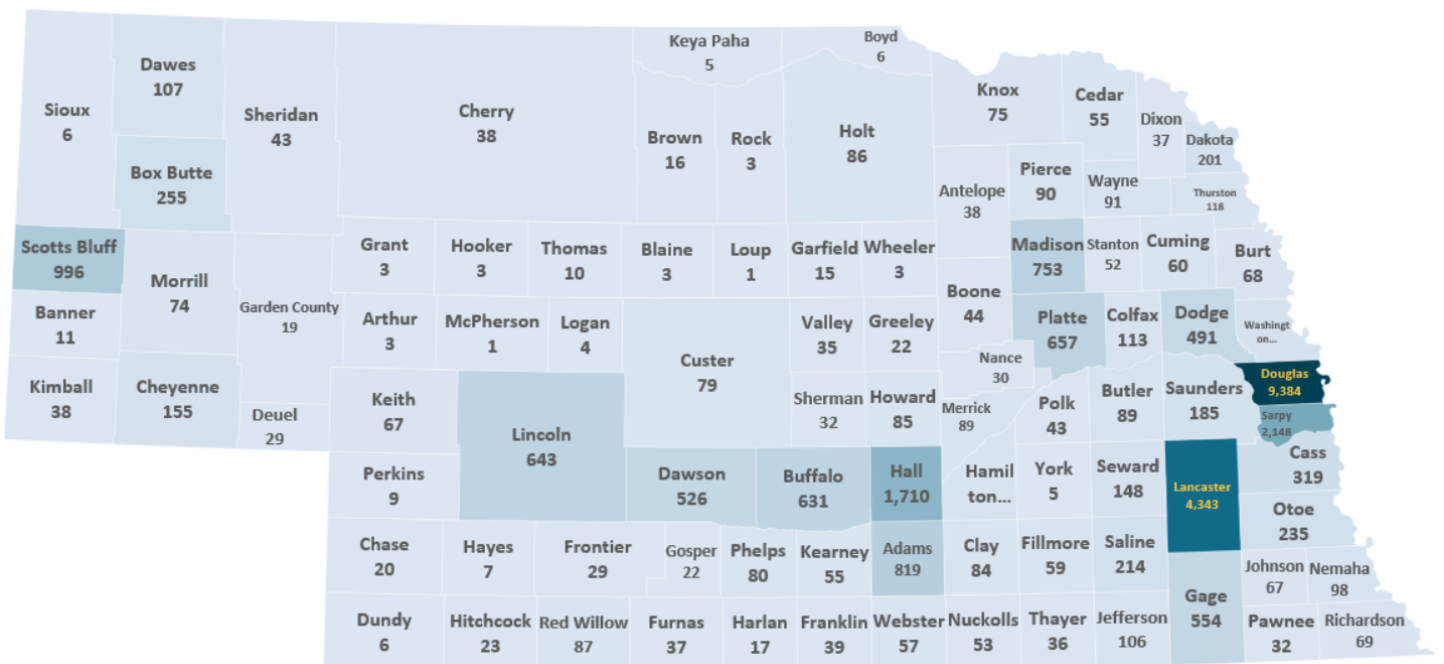
Number Unemployed per Job Posting

December 2022



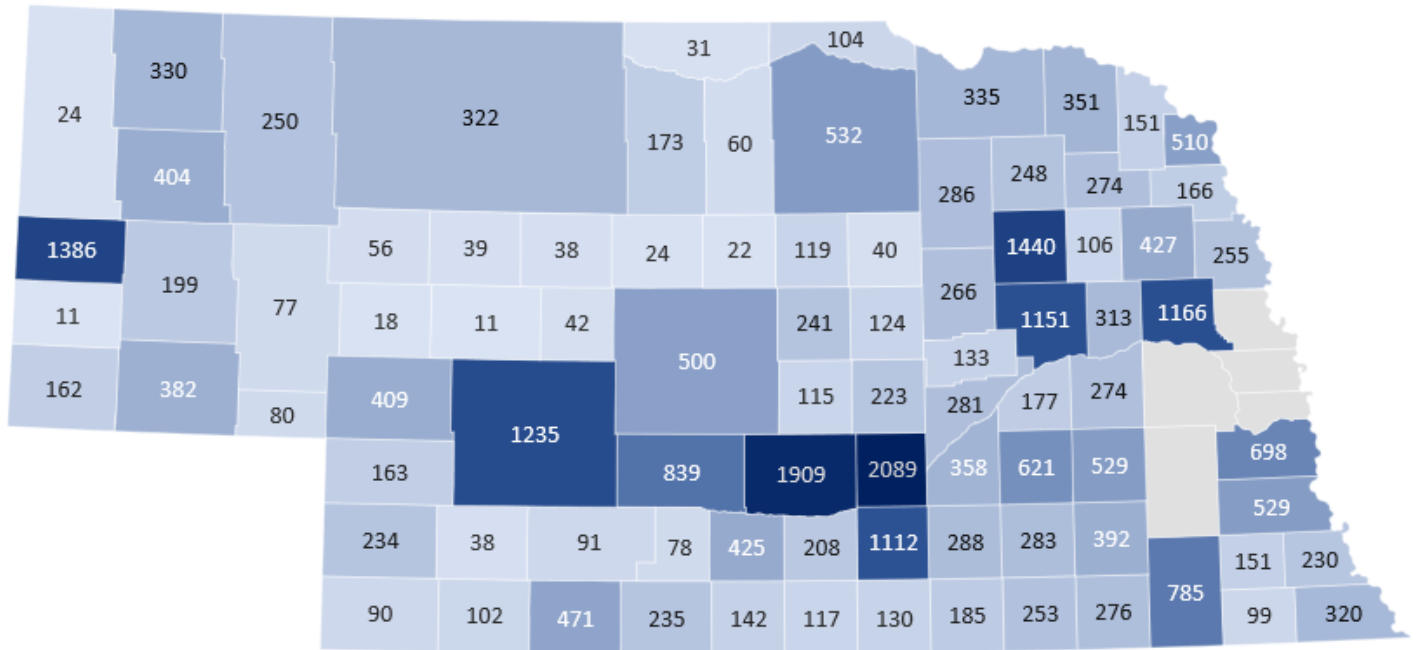
Job Seekers Served

1/1/2022-12/31/2022



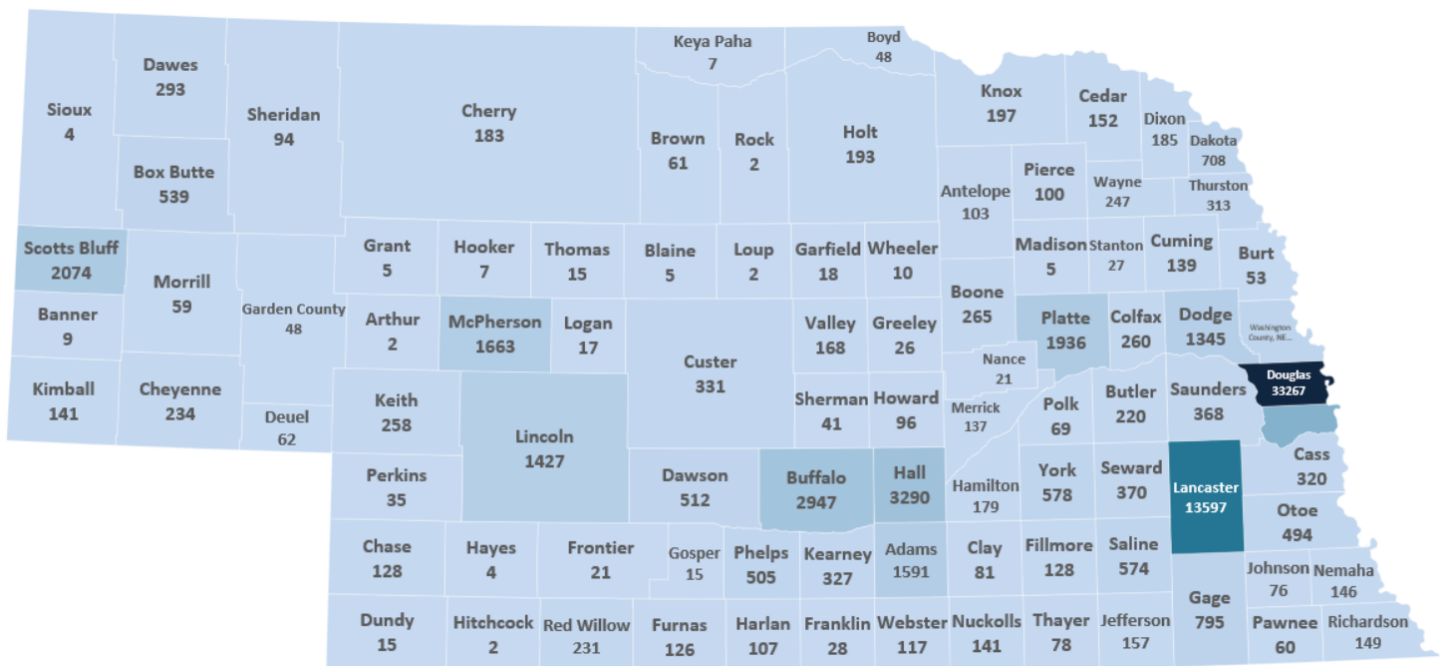
Number of Establishments by County

April 2022



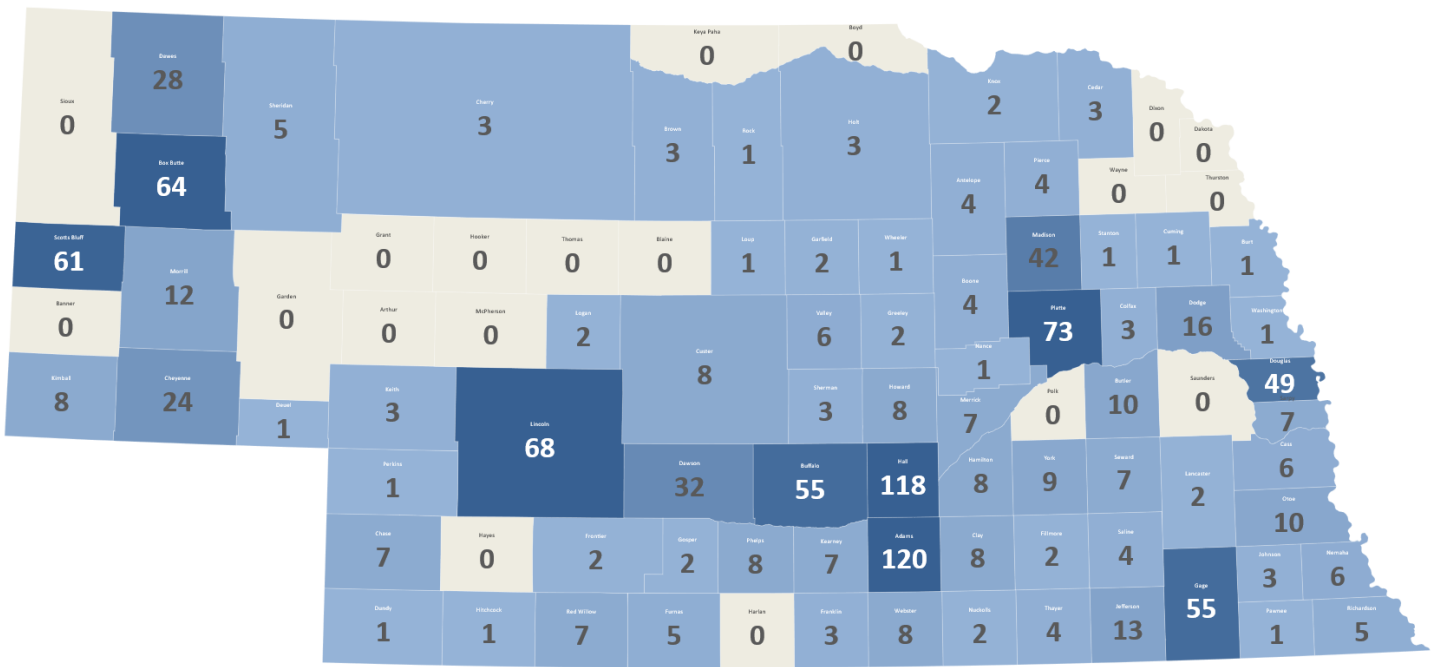
Job Postings by County

December 2022



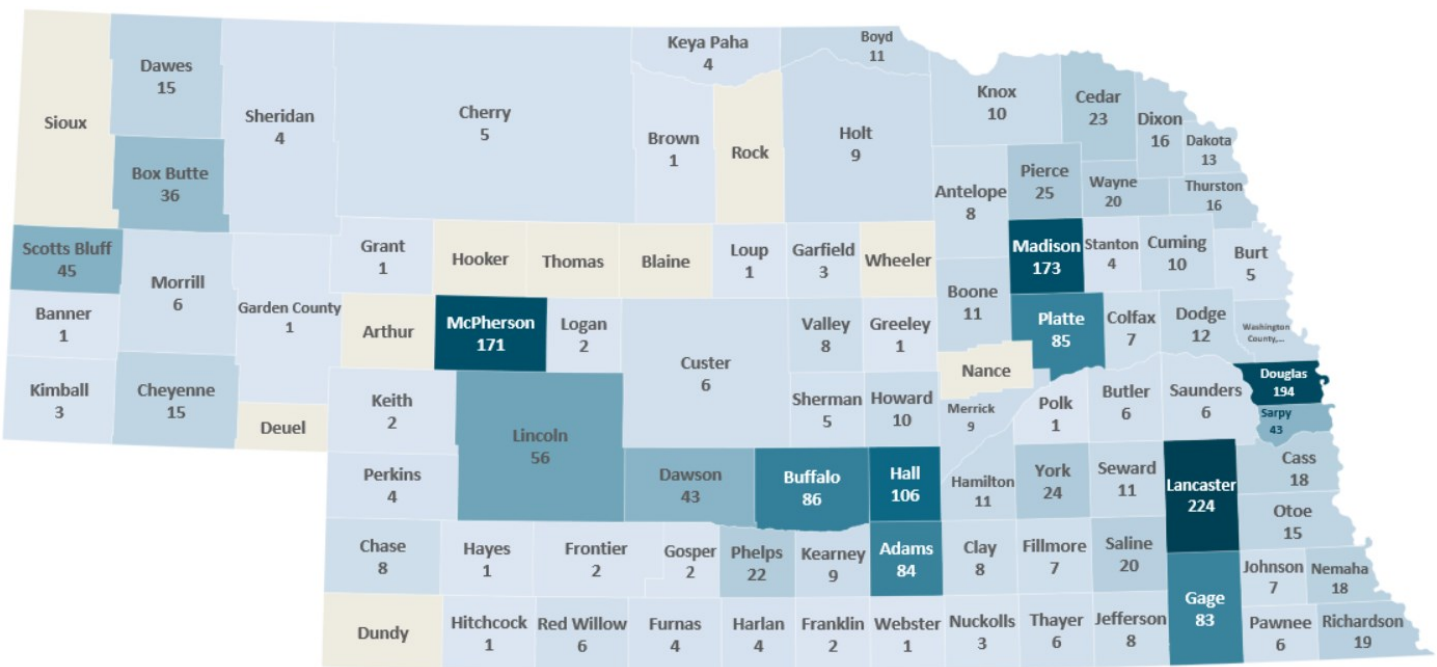
Employers Served

1/1/2021-12/31/2021



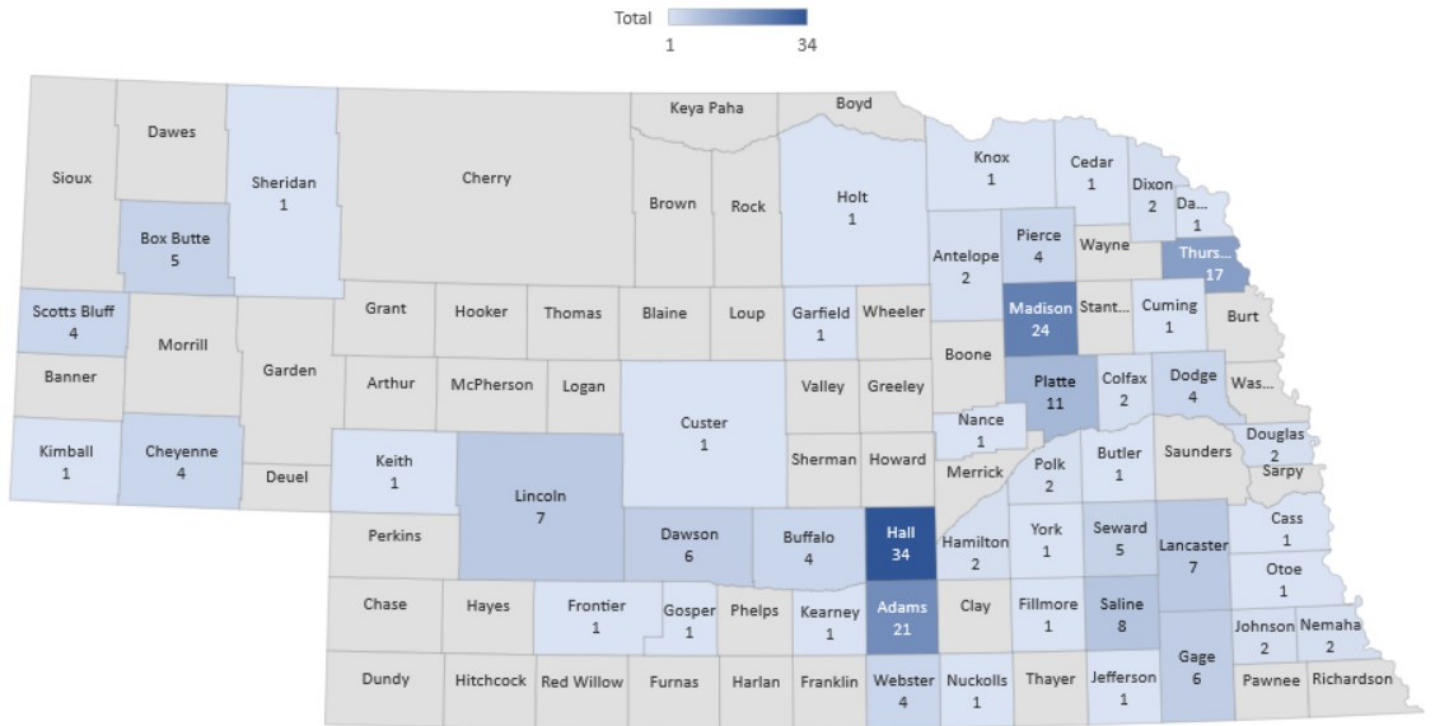
Employers Served

1/1/2022-12/31/2022

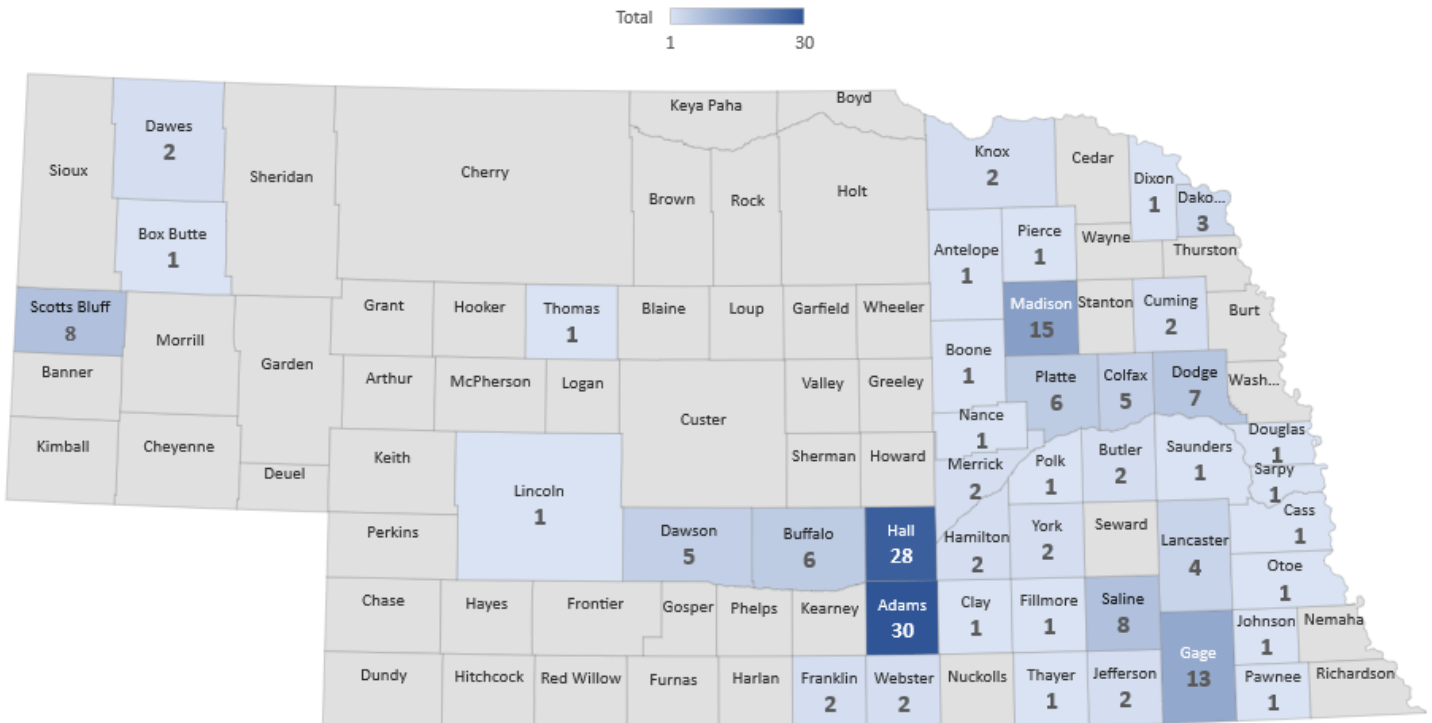


Agenda Item **GNWDB 6E / System 4a**: New Enrollments by County

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

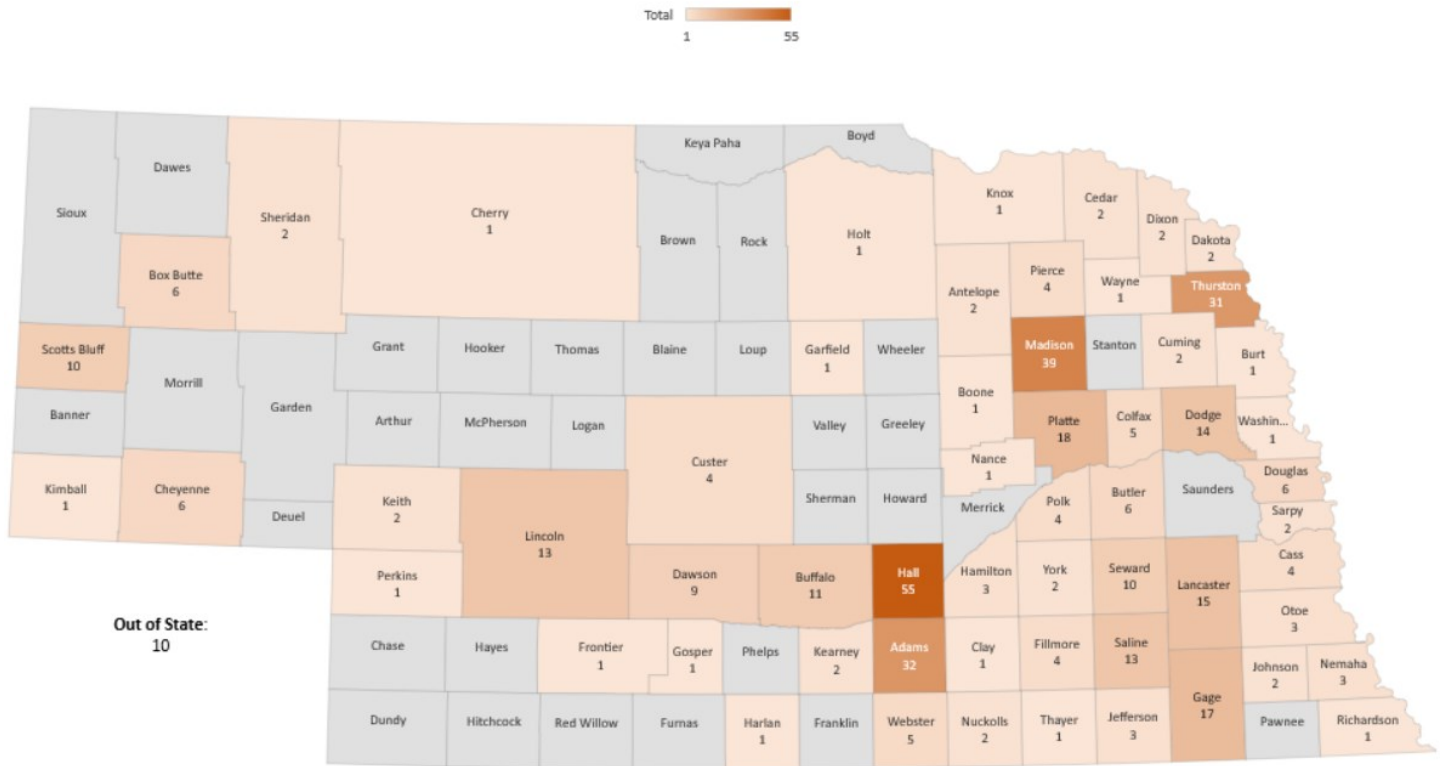


New Enrollments by County
7/1/2022-3/4/2023
Total: 177

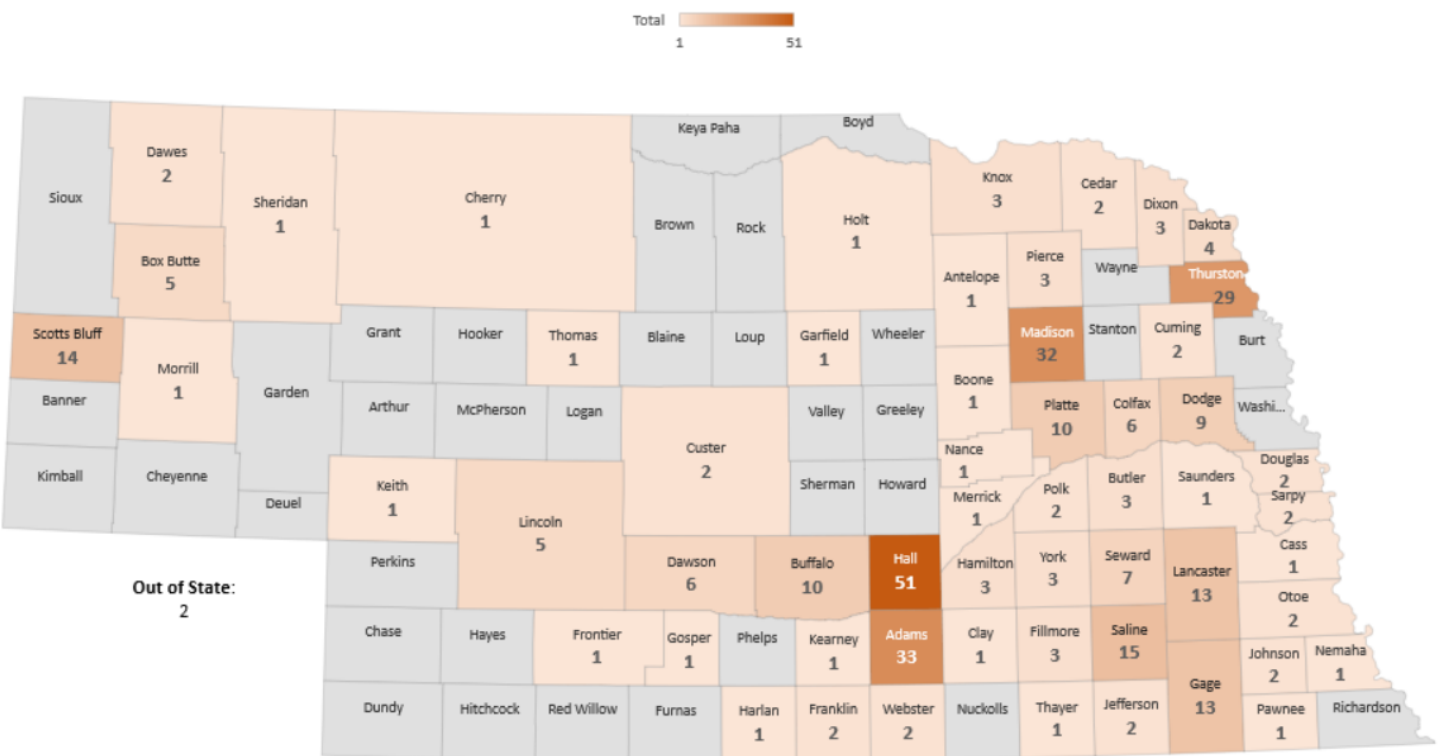


Agenda Item GNWDB 6F / System 4b: Active Participants by County

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



Active Participants by County
As Of 7/1/2022-2/4/2023
Total: 330



Agenda Item GNWDB 6G / 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 (Adult): 82.4% (State policy requires 75% or more)

Priority Level	Total Eligibility Priority	Enrolled Priority	Diff	% Eligible	% Enrolled	Rcvd Indiv or Career Svc or Training	% Indiv Career Svc or Training	Priority of Service Rate
1 - Veterans and Eligible Spouses who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	<u>6</u>	<u>6</u>	0	5.88%	5.88%	<u>5</u>	5.32%	83.33%
2 - Non-Covered Persons who are Public Assistance Recipient OR Low Income OR Basic Skills Deficient	<u>91</u>	<u>91</u>	0	77.45%	77.45%	<u>88</u>	82.24%	96.7%
3 - Veterans and Eligible Spouses who are not included in Priority Group 1	<u>1</u>	<u>1</u>	0	0.98%	0.98%	0	0.00%	0.00%
5 - Non-Covered Persons Outside the WIOA-Priority Groups	<u>21</u>	<u>21</u>	0	15.69%	15.69%	<u>14</u>	13.08%	66.67%
Totals	119	119	0	100.00%	100.00%	107	100.00%	89.92%

Area	Total Served	Public Assistance (TANF)	Public Assistance (SSI/SSDI)	Public Assistance (SNAP)	Other Public Assistance	Low Income	BSD	Rcvd Indiv Career Svcs or Training	Rcvd Basic Career Svcs (Staff-Assisted)	Met Adult Priority of Service	% of Priority of Svcs
Panhandle	<u>5</u>	0	0	<u>3</u>	0	<u>5</u>	<u>3</u>	<u>5</u>	0	<u>5</u>	100.00%
Mid-Plains	<u>4</u>	0	0	<u>4</u>	0	<u>4</u>	0	<u>4</u>	0	<u>4</u>	100.00%
Central	<u>57</u>	0	0	<u>37</u>	<u>3</u>	<u>55</u>	<u>4</u>	<u>57</u>	0	<u>55</u>	96.49%
Southeast	<u>25</u>	0	0	<u>12</u>	0	<u>23</u>	<u>4</u>	<u>25</u>	0	<u>24</u>	96.00%
Northeast	<u>47</u>	0	<u>1</u>	<u>27</u>	0	<u>41</u>	<u>5</u>	<u>47</u>	0	<u>41</u>	87.23%

Youth with Barriers

Area	Total	English Learner	Drop out	BSD	Homeless	Runaway	Justice Involved	Pregnant / Parenting	Foster Care	Out of Home Placement	Section 477 of the SSA	Disabled	Additional Assistance
Panhandle	<u>3</u>	0	0	<u>1</u>	0	0	0	0	0	0	0	<u>1</u>	<u>1</u>
Mid-Plains	0	0	0	0	0	0	0	0	0	0	0	0	0
Central	<u>37</u>	0	<u>1</u>	<u>14</u>	<u>1</u>	0	<u>2</u>	<u>6</u>	0	0	0	<u>13</u>	0
Southeast	<u>25</u>	<u>1</u>	0	<u>6</u>	0	0	<u>1</u>	<u>2</u>	0	0	0	<u>14</u>	<u>1</u>
Northeast	<u>61</u>	<u>4</u>	<u>1</u>	<u>29</u>	0	0	<u>1</u>	<u>3</u>	<u>2</u>	<u>4</u>	0	<u>12</u>	<u>5</u>

Outreach:

Outreach efforts have focused on Dislocated Workers, Justice Involved, and Voc Rehab. Examples include: Mid-Plains and Southeast staff travel to their local Nebraska Department of Correctional Services facilities to provide services and educate individuals transitioning back into the community about the services available through local offices and program.

Central, Northeast, and Southeast staff have been busy with Dislocated Worker outreach efforts due to substantial layoffs in the area.

Panhandle staff have presented to Western Nebraska Community College programs, including Aviation, Nursing, and Powerline school.

Agenda Item GNWDB 6H / System 4d: Performance

PY 2022 Quarter 1

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%	75.7%	97.1%	77.0%	98.7%
2. Employment Rate (Q4)	75.5%	73.3%	97.1%	75.9%	100.5%
3. Median Earnings	\$6500.00	\$8034.00	123.6%	\$7948.00	122.3%
4. Credential Rate	62.0%	63.2%	101.9%	63.1%	101.8%
5. Measurable Skill Gains	57.0%	29.5%	51.8%	59.1%	103.7%
Aggregate Score			94.3%		105.4%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	85.0%	76.3%	89.8%	83.4%	98.1%
2. Employment Rate (Q4)	82.9%	94.3%	113.8%	86.7%	104.6%
3. Median Earnings	\$8300.00	\$10277.00	123.8%	\$10312.00	124.2%
4. Credential Rate	61.0%	69.2%	113.4%	65.2%	106.9%
5. Measurable Skill Gains	69.0%	18.9%	27.4%	65.5%	94.9%
Aggregate Score			93.6%		105.8%

Youth Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	75.0%	60.7%	80.9%	80.3%	107.1%
2. Employment, Education or Training Placement Rate (Q4)	74.0%	77.4%	104.6%	79.8%	107.8%
3. Median Earnings	\$3800.00	\$2541.00	66.9%	\$4053.00	106.7%
4. Credential Rate	47.0%	40.0%	85.1%	48.0%	102.1%
5. Measurable Skill Gains	45.0%	17.8%	39.6%	38.0%	84.4%
Aggregate Score			75.4%		101.6%

Source: ETA Form 9173

Greater Nebraska

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	82.0%	86.4%	105.4%	89.7%	109.4%
2. Employment Rate (Q4)	79.5%	87.2%	109.7%	87.3%	109.8%
3. Median Earnings	\$6550.00	\$8348.00	127.5%	\$8229.00	125.6%
4. Credential Rate	63.5%	65.2%	102.7%	65.7%	103.5%
5. Measurable Skill Gains	62.0%	17.8%	28.7%	55.3%	89.2
Aggregate Score			94.8%		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)	89.0%	84.6%	95.1%	90.2%	101.3%
2. Employment Rate (Q4)	86.0%	96.7%	112.4%	90.6%	105.3%
3. Median Earnings	\$8050.00	\$10157.00	126.2%	\$10400.00	129.2%
4. Credential Rate	62.5%	72.7%	116.3%	76.1%	121.8%
5. Measurable Skill Gains	69.5%	15.0%	21.6%	73.7%	106.0%
Aggregate Score			94.3%		112.7%

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%	71.4%	86.0%	88.6%	106.7%
2. Employment, Education or Training Placement Rate (Q4)	80.0%	81.8%	102.3%	90.9%	113.6%
3. Median Earnings	\$5000.00	\$2541.00	50.8%	\$5478.00	109.6%
4. Credential Rate	55.8%	45.5%	81.5%	56.7%	101.6%
5. Measurable Skill Gains	55.5%	3.8%	7.2%	25.0%	47.6%
Aggregate Score			65.6%		95.8%

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)	79.0%	68.5%	86.7%	71.2%	90.1%
2. Employment Rate (Q4)	80.0%	68.1%	85.1%	70.0%	87.5%
3. Median Earnings	\$7000.00	\$7784.00	111.2%	\$7948.00	113.5%
4. Credential Rate	63.0%	63.6%	101.0%	64.3%	102.1%
5. Measurable Skill Gains	57.0%	37.5%	65.8%	59.2%	103.9%
Aggregate Score			90.0%		99.4%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	88.0%	50.0%	56.8%	56.5%	64.2%
2. Employment Rate (Q4)	86.0%	66.7%	77.6%	73.1%	85.0%
3. Median Earnings	\$8400.00	\$10978.00	130.7%	\$10978.00	130.7%
4. Credential Rate	64.0%	N/A	N/A	50.0%	78.1%
5. Measurable Skill Gains	69.0%	20.0%	29.0%	40.0%	58.0%
Aggregate Score			73.5%		83.2%

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)	79.0%	45.5%	57.6%	78.2%	99.0%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	75.0%	97.4%	76.3%	99.1%
3. Median Earnings	\$3800.00	\$3900.00	102.6%	\$3812.00	100.3%
4. Credential Rate	55.0%	33.3%	60.5%	42.9%	78.0%
5. Measurable Skill Gains	45.0%	57.1%	126.9%	51.7%	114.9%
Aggregate Score			89.0%		98.3%

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)	76.0%	71.4%	93.9%	70.4%	92.6%
2. Employment Rate (Q4)	75.5%	57.9%	76.7%	74.6%	98.8%
3. Median Earnings	\$7577.00	\$8645.00	114.1%	\$6714.00	88.6%
4. Credential Rate	69.0%	58.3%	84.5%	52.5%	76.1%
5. Measurable Skill Gains	57.0%	29.5%	51.8%	65.8%	115.4%
Aggregate Score			84.2%		94.3%

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%	66.7%	77.2%	72.7%	84.1%
2. Employment Rate (Q4)	89.0%	100.0%	112.4%	89.5%	100.6%
3. Median Earnings	\$8805.00	\$7277.00	82.6%	\$9153.00	104.0%
4. Credential Rate	66.0%	50.0%	75.8%	45.5%	68.9%
5. Measurable Skill Gains	65.0%	20.0%	30.8	81.8%	125.8%
Aggregate Score			75.7		96.7%

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)	73.9%	88.2%	119.4%	81.0%	109.6%
2. Employment, Education or Training Placement Rate (Q4)	75.4%	85.7%	113.7%	81.1%	107.6%
3. Median Earnings	\$3650.00	\$2007.00	55.0%	4510.00	123.6%
4. Credential Rate	43.0%	50.0%	116.3%	46.2%	107.4%
5. Measurable Skill Gains	43.5%	N/A	N/A	25.9%	59.5%
Aggregate Score			101.1%		101.5%

Source: ETA Form 9173

PY 2022 Quarter 2

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%	78.8%	101.0%	77.8%	99.7%
2. Employment Rate (Q4)	75.5%	75.0%	99.3%	76.1%	100.8%
3. Median Earnings	\$6500.00	\$8629.00	132.8%	\$8235.00	126.7%
4. Credential Rate	62.0%	67.7%	109.2%	64.0%	103.2%
5. Measurable Skill Gains	57.0%	50.4%	88.4%	65.8%	1154%
Aggregate Score			106.1%		109.2%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	85.0%	70.0%	82.4%	84.6%	99.5%
2. Employment Rate (Q4)	82.9%	89.2%	107.6%	86.2%	104.0%
3. Median Earnings	\$8300.00	\$8938.00	107.7%	\$10312.00	124.2%
4. Credential Rate	61.0%	82.4%	135.1%	71.6%	117.4%
5. Measurable Skill Gains	69.0%	32.7%	47.4%	50.7%	73.5%
Aggregate Score			96.0%		103.7%

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)	75.0%	78.9%	105.2%	80.3%	107.3%
2. Employment, Education or Training Placement Rate (Q4)	74.0%	77.1%	104.2%	80.6%	108.9%
3. Median Earnings	\$3800.00	\$2867.00	75.4%	\$3769.00	99.2%
4. Credential Rate	47.0%	56.8%	120.9%	48.0%	102.1%
5. Measurable Skill Gains	45.0%	29.8%	66.2%	39.5%	87.8%
Aggregate Score			94.4%		101.1%

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)	82.0%	83.3%	101.6%	87.3%	106.5%
2. Employment Rate (Q4)	79.5%	90.3%	113.6%	90.2%	113.5%
3. Median Earnings	\$6550.00	\$9855.00	150.5%	\$8594.00	131.2%
4. Credential Rate	63.5%	78.6%	123.8%	68.5%	107.9%
5. Measurable Skill Gains	62.0%	57.8%	93.2%	64.7%	104.4%
Aggregate Score			116.5%		112.7%

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%	73.3%	82.4%	88.9%	99.9%
2. Employment Rate (Q4)	86.0%	96.4%	112.1%	91.7%	106.6%
3. Median Earnings	\$8050.00	\$8128.00	101.0%	\$10149.00	126.1%
4. Credential Rate	62.5%	91.7%	146.7%	80.4%	128.6%
5. Measurable Skill Gains	69.5%	37.9%	54.5%	53.3%	76.7%
Aggregate Score			99.3%		107.6%

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%	90.7%	109.3%
2. Employment, Education or Training Placement Rate (Q4)	80.0%	84.6%	105.8%	88.2%	110.3%
3. Median Earnings	\$5000.00	\$2399.00	48.0%	\$4820.00	96.4%
4. Credential Rate	55.8%	81.8%	146.6%	58.6%	105.0%
5. Measurable Skill Gains	55.5%	22.9%	43.6%	30.2%	57.5%
Aggregate Score			90.7%		95.7%

Overall local-area single indicator score	Emp Rate Q2	Emp Rate Q4	Median Earnings	Credential Rate	Measurable Skill Gains
Current Quarter (NOT ADJUSTED)	97.8%	110.5%	99.8%	139.0%	63.8%
Rolling Four Quarters (NOT ADJUSTED)	105.2%	110.1%	117.9%	113.8%	79.5%

Greater Omaha

Adult Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	79.0%	75.8%	95.9%	73.5%	93.0%
2. Employment Rate (Q4)	80.0%	74.5%	93.1%	72.0%	90.0%
3. Median Earnings	\$7000.00	\$8508.00	121.5%	\$8332.00	119.0%
4. Credential Rate	63.0%	68.8%	109.2%	64.5%	102.4%
5. Measurable Skill Gains	57.0%	42.4%	74.4%	66.2%	116.1%
Aggregate Score			98.8%		104.1%

Dislocated Worker Program	PY Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	88.0%	33.3%	37.8%	57.9%	65.8%
2. Employment Rate (Q4)	86.0%	66.7%	77.6%	66.7%	77.6%
3. Median Earnings	\$8400.00	\$10065.00	119.8%	\$10277.00	122.3%
4. Credential Rate	64.0%	0.0%	N/A	58.3%	91.1%
5. Measurable Skill Gains	69.0%	18.2%	26.4%	35.3%	51.2%
Aggregate Score			65.4%		81.6%

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%	72.7%	92.0%	76.6%	97.0%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	78.9%	102.5%	80.0%	103.9%
3. Median Earnings	\$3800.00	\$2867.00	75.4%	\$3472.00	91.4%
4. Credential Rate	55.0%	42.9%	78.0%	41.5%	75.5%
5. Measurable Skill Gains	45.0%	5.0%	11.1%	35.4%	78.7%
Aggregate Score			71.8%		89.3%

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)	76.0%	81.8%	107.6%	71.8%	94.5%
2. Employment Rate (Q4)	75.5%	59.3%	78.5%	68.2%	90.3%
3. Median Earnings	\$7577.00	\$2473.00	32.6%	\$4725.00	62.4%
4. Credential Rate	69.0%	60.0%	87.0%	58.5%	84.8%
5. Measurable Skill Gains	57.0%	55.8%	97.9%	67.6%	118.6%
Aggregate Score			80.7%		90.1%

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%	100.0%	115.7%	88.9%	102.9%
2. Employment Rate (Q4)	89.0%	83.3%	93.6%	88.5%	99.4%
3. Median Earnings	\$8805.00	\$11160.00	126.7%	\$10994.00	124.9%
4. Credential Rate	66.0%	66.7%	101.1%	58.8%	89.1%
5. Measurable Skill Gains	65.0%	36.4%	56.0%	75.0%	115.4%
Aggregate Score			98.6%		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)	73.9%	80.0%	108.3%	83.3%	112.7%
2. Employment, Education or Training Placement Rate (Q4)	75.4%	68.4%	90.7%	76.6%	101.6%
3. Median Earnings	\$3650.00	\$4925.00	134.9%	4510.00	123.6%
4. Credential Rate	43.0%	50.0%	116.3%	46.9%	109.1%
5. Measurable Skill Gains	43.5%	81.3%	186.9%	74.1%	170.3%
Aggregate Score			127.4%		123.5%

Source: ETA Form 9173

Workforce Development Activities (Title I of WIOA)

PY21 Adjusted Levels of Performance

Greater Nebraska

	PY21 Negotiated Performance Level	PY21 Actual Performance Level	PY21 Adjusted Performance Level	<u>PY21 Percentage of Goal Met</u>
<u>Adult</u>				
Employment Rate 2 nd Quarter after Exit	83.00%	88.10%	85.58%	102.95%
Employment Rate 4 th Quarter after Exit	79.00%	81.70%	N/A	N/A
Median Earnings 2 nd Quarter after Exit	\$6,300.00	\$8,229.00	\$7,577.03	108.60%
Credential Attainment within 4 Quarters after Exit	63.00%	66.70%	N/A	N/A
Measurable Skills Gains	62.00%	63.40%	N/A	N/A
<u>Dislocated Worker</u>				
Employment Rate 2 nd Quarter after Exit	89.00%	89.90%	89.15%	100.84%
Employment Rate 4 th Quarter after Exit	86.00%	88.90%	N/A	N/A
Median Earnings 2 nd Quarter after Exit	\$8,250.00	\$9,632.00	\$9,107.33	105.76%
Credential Attainment within 4 Quarters after Exit	61.00%	76.20%	N/A	N/A
Measurable Skills Gains	68.00%	64.70%	N/A	N/A
<u>Youth</u>				
Employment Rate 2 nd Quarter after Exit	83.00%	91.20%	80.77%	112.92%
Employment Rate 4 th Quarter after Exit	81.00%	91.40%	N/A	N/A
Median Earnings 2 nd Quarter after Exit	\$5,290.00	\$6,235.00	\$5,237.11	119.05%
Credential Attainment within 4 Quarters after Exit	55.80%	65.50%	N/A	N/A
Measurable Skills Gains	56.00%	52.90%	N/A	N/A
<u>Overall Local Area Single Indicator Score</u>				
Employment Rate 2 nd Quarter after Exit				105.57%
Employment Rate 4 th Quarter after Exit				N/A
Median Earnings 2 nd Quarter after Exit				111.14%
Credential Attainment within 4 Quarters after Exit				N/A
Measurable Skills Gains				N/A
<u>Overall Local Area Single Program Score</u>				
Adult				105.78%
Dislocated Worker				103.30%
Youth				115.99%

Agenda Item **GNWDB 6I / System 4e**: USDOL Employment and Training Administration Key Provisions Review and Response

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR



Pete Ricketts, Governor

February 10, 2023

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

Dear Chris,

Attached to this letter is the State's response to the WIOA Youth Enhanced Desk Monitoring Review (EMDR), conducted November 28 – December 2, 2022 for the following programs:

- Program Year 2020/21 WIOA Adult, Dislocated Worker and Wagner Peyser: ES-33453-19-55-A-31; ES-35355-20-55-A-31; AA-33243-19-55-A-31; AA-34780-20-55-A-31

Sincerely,



John H. Albin
Commissioner/State WIOA Liaison
Nebraska Department of Labor (NDOL)

cc: Katie Thurber, General Counsel, NDOL
Ashley Pick, Reemployment Services Administrator, NDOL
Derek Ahrens, State Monitoring Unit Supervisor, NDOL
Deb Andersen, State Policy Unit Coordinator, NDOL
Luke Miller, State Policy Unit Coordinator, NDOL
Lisa Wilson, Chair, Greater Nebraska Workforce Development Board
Bobbi Jo Howard, Reemployment Services Administrator, NDOL, Greater Nebraska Workforce Development Area

Attachment: Response to the WIOA Key Provisions monitoring report

Attachment: Response to the WIOA Key Provisions monitoring report

Finding 1: Insufficient Monitoring – Greater Nebraska

(Indicator 2.f.4: Subrecipient Monitoring)

The Nebraska Department of Labor (NDOL) does not conduct a comprehensive monitoring of its WIOA local areas. Monitoring is performed by NDOL, but it is limited to remote participant file review.

The Greater Nebraska Local Workforce Development Board (LWDB) has an agreement in place that the Nebraska Department of Labor will act as the administrative entity for the local area and will conduct monitoring of the local area operations. The NDOL monitors its local areas monthly by reviewing a sample of case files. The review consists of sampling random case files by using a case file review form. The NDOL then provides an unofficial report to the local offices of what was found during the review, and sets up a technical assistance call with the local area office to discuss its findings.

At quarterly board meetings, a verbal update is provided on the findings. There is no official report provided to the local area offices or to the LWDB. In addition, NDOL monitoring does not cover the following areas: reviewing LWDB policies and compliance with such policies, priority of service, and delivery of rapid response services.

In accordance with 20 CFR 683.410:

- (a) Each recipient and subrecipient of funds under title I of WIOA and under the Wagner-Peyser Act must conduct regular oversight and monitoring of its WIOA and Wagner-Peyser Act program(s) and those of its subrecipients and contractors as required under title I of WIOA and the Wagner-Peyser Act, as well as under 2 CFR part 200, including 2 CFR 200.327, 200.328, 200.330, 200.331, and Department exceptions at 2 CFR part 200, in order to:
 - (1) Determine that expenditures have been made against the proper cost categories and within the cost limitations specified in WIOA and the regulations in this part;
 - (2) Determine whether there is compliance with other provisions of WIOA and the WIOA regulations and other applicable laws and regulations;
 - (3) Assure compliance with 2 CFR part 200; and
 - (4) Determine compliance with the nondiscrimination, disability, and equal opportunity requirements of sec. 188 of WIOA, including the Assistive Technology Act of 1998 (29 U.S.C. 3003).

As long as the NDOL is not conducting a comprehensive review of all LWDB functions in each local area, it is at risk of being non-compliant with a wide variety of State and/or Federal guidelines.

Required Action. The State must ensure that sufficient monitoring of the Greater Nebraska and other local areas occurs. The NDOL must identify staff who will be responsible for conducting the reviews. In addition, the NDOL must develop a comprehensive monitoring policy that will outline the review process, which must include production of an official report of its findings and any required corrective action. These reports must then be provided to the LWDBs to drive compliance and continuous improvement. A copy of the state's revised monitoring policy, which provides for monitoring of all of the above-described areas and a formal reporting process, must be provided to the Regional Office in order to resolve this finding. The Regional Office is available for technical assistance.

State response:

There are two levels of review that NDOL is involved in, however, they are conducted by separate units. The State has identified the WIOA Title I State Monitor as Derek Ahrens carry out the below monitoring responsibilities at a State level. The State has identified the Greater Nebraska local area monitor as the WIOA Title I program coordinator to carry out the monitoring responsibilities of the local board.

The NDOL State WIOA monitoring team conducts annual comprehensive monitoring of each local area. The annual comprehensive monitoring covers the following core activities:

- planning and program design;
- implementation of the one-stop delivery system;
- business services and employer engagement;
- participant services;
- property management;
- procurement and contract administration;
- subrecipient management and oversight;
- records management;
- personnel;
- rights, complaints, grievances, and incident reporting;
- internal controls;
- payment and cash management;
- program income; and
- audits and audit resolution.

The State WIOA review consists of a desktop review of requested materials and participant case files. The reviews also include interviews with local area administrative entity staff and Title I program staff and participants. NDOL will ensure these interviews are onsite.

NDOL's State WIOA Workforce Development Boards and Chief Elected Officials, Change 1 policy outlines the monitoring responsibilities for local boards including:

1. Conducting oversight and monitoring of adult, dislocated worker, and youth program activities and the entire one-stop delivery system in the local area
2. Ensuring appropriate use and management of funds provided under WIOA Title IB for adult, dislocated worker, and youth activities and the one-stop delivery system in the local area
3. For workforce development activities, ensuring appropriate use, management, and investment of funds to maximize performance outcomes described under WIOA Sec.

4. Providing oversight and monitoring of local area operations and activities supported by WIOA Title IB funding
5. Monitoring local board activities to:
 - 1) assure compliance with applicable Federal requirements; and
 - 2) assure performance expectations are being achieved
6. Conducting monitoring of subawards to one-stop operators, service providers, and other subrecipients to ensure
 - 1) subawards are used for authorized purposes in compliance with Federal statutes, regulations, and the terms and conditions of the subaward and
 - 2) subaward performance goals are achieved, which must include:
 - a. reviewing financial and performance reports required of the subrecipient by the local board;
 - b. ensuring that subrecipients take timely and appropriate action on all deficiencies detected through audits, onsite reviews, and other means; and
 - c. issuing a management decision for audit findings as required by 2 CFR § 200.521
7. Ensuring contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders
8. Evaluating and monitoring the local board's compliance with statutes, regulations and the terms and conditions of its WIOA grant agreement

NDOL's State WIOA Records Management, Change 2 policy outlines quarterly data validation and reporting responsibilities for local areas.

Following the completion of data validation, the local area administrative entity must generate a report that:

- indicates the number of participant cases evaluated from each program population;
- identifies anomalies in the data that may cause inaccurate reporting;
- identifies trends in common data accuracy issues;
- identifies participant cases with data accuracy issues; and
- identifies corrective actions that were taken during the quarterly data validation process.

On or before the report due date, the local area administrative entity must then provide the report to the NDOL Quality Control Administrator and State Monitoring Unit Supervisor for evaluation and implementation of any additional corrective action, in collaboration with the State Policy Unit and the Performance Program Coordinator.

NDOL's State Monitoring Program policy explains the State WIOA requirements for monitoring.

Greater Nebraska response:

As a local area, Greater Nebraska cooperates fully with the State policy team for all State level comprehensive monitoring reviews in accordance with the requirements outlined in the CFR. In addition to the State level comprehensive monitoring, Greater Nebraska conducts internal monitoring through the following processes:

- Data Validation Monitoring (DVM) conducted on all new enrollments
- Quarterly Data Validation Monitoring conducted on at least one active case for each case manager

- Quarterly Quality Assurance (QA) reviews conducted on at least three active cases for each case manager
- All case managers and office Managers are required to attend training with the Program Coordinator for any QA/DVM that scored less than 80%
- Review and approval of all expenditures prior to submission to Finance; followed by review and recording of all expenditures paid out by Finance
- Technical Assistance and additional training is provided to address issues identified during internal monitoring and State level comprehensive reviews
- Compliance with the nondiscrimination, disability, and equal opportunity requirements is evaluated as part of the American Job Center certification process and additionally as required
- Report out of findings identified and trainings conducted are made to the Chief Elected Officials and Greater Nebraska Workforce Development Boards during joint meetings.

Greater Nebraska is currently working to develop an official report template to provide to the Board and State for internal monitoring conducted. Greater Nebraska will also work with the State to update the existing local area monitoring policy. The Greater Nebraska Workforce Development Board will review and approve the proposed report and updates during the subcommittee and full board meetings scheduled for March 15th-16th, 2023. The updated policy will be provided to the State and USDOL upon approval.

Concern 1: Separation of Duties – State and Greater Nebraska
(Objective 1.B Implementation)

The Greater Nebraska local area is administered by the Nebraska Department of Labor, and NDOL does not appear to have clear guidelines in place to ensure adequate separation of duties in the performance of those local functions. The NDOL serves as the fiscal agent, One-Stop Operator, staff to the LWDB, and the service providers for the Greater Nebraska local area. Over the past several years, the State has issued RFPs to procure an entity that would provide administrative support for the Greater Nebraska local area. Due to a lack of qualified applicants, the State has been unable to secure such an entity for the Greater Nebraska local area. As such, the NDOL currently performs these administrative duties for the local area, in addition to all of the other functions described. The NDOL does not appear to have clear guidelines in place to ensure separation of duties.

The State should review its organizational charts and position descriptions for employees performing these duties for this local area to ensure that adequate separation of duties exists, especially with regard to performance reporting and fiscal administration. This will enable the State to detect conflicts of interest before they occur.

Recommended Action: The NDOL should develop policies and procedures to ensure that adequate separation of duties exists, given that a limited number of State staff are performing the multitude of local functions described above. The Regional office is available to provide technical assistance on this matter upon request.

State response:

Nebraska Department of Labor operates two administrative teams independent of each other to carry out State and Local Area WIOA responsibilities.

State WIOA Program Administrator responsibilities:

- State WIOA policy
- State WIOA performance reporting
- State Annual Comprehensive monitoring
- State WIOA annual data validation
- State workforce development board
- WIOA State plan

Local Area WIOA Program Administrator responsibilities

- Local area WIOA policy
- Local area one-stop operator
- Local area monthly monitoring
- Local area quarterly data validation
- Local area workforce development board
- Local area plan
- Local area WIOA Title I program coordinator

Greater Nebraska response:

The Local Area and State responsibilities are separated, and we will continue to implement this separation. Greater Nebraska will work with the State to update policies and procedures as necessary to ensure adequate separation of duties.

Agenda Item GNWDB 6J / System 4f: 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.

Greater Nebraska has added a review of One-Stop operations, including accessibility, customer service, branding, and security.

Greater Nebraska has developed an official monitoring report to summarize the results of these reviews for oversight by the Greater Nebraska Workforce Development Board.



GREATER NEBRASKA
WORKFORCE DEVELOPMENT BOARD

Jim Pillen, Governor



Greater Nebraska WIOA Title I Adult, Dislocated Worker, Youth Program Review

Reviewers

Jami Canham
Autumn Schleicher
Bobbi Jo Howard

Time Frame of Review

October 1, 2022 – March 7, 2023

Program Years Covered

PY21 – July 1, 2021 through June 30, 2022
PY22 – July 1, 2022 through June 30, 2023

Number of files reviewed

A total of 30 files were reviewed using the old process
A total of 55 files were reviewed using the new process.

Tools Utilized

Data Validation Monitoring review form
Data Validation Monitoring workbook
Quality Assurance review form

Findings/Areas of Concern

Case Notes: With the implementation of the new Data Validation Monitoring workbook, reviewers are now able to see dates of activity extension. In the majority of files, there was not a corresponding case note to explain the reasoning for extending the activity. Reviewers also noted quite a few activities that were started or closed with no corresponding case note or very vague case notes that did not address the activity. One particular staff member case noted activities only and did not include contact details.

Activity Closure Reasons: There is a need for clearer guidance pertaining to closure reasons of activities. Reviewers noted:

- Successful closures of OJTs after one day on the job
- Activities marked as "dropped out" when the participant decided not to begin prior to the start date and for which no funds were expended (which should have been marked as "void" instead)
- Confusion regarding when to use unsuccessful closure vs dropped out

Closure Dates: Activity closure dates, and by extension, case file closure, must match the last date the service was provided. In several cases, reviewers noted activity and case closures took place on the last date an attempted contact was made.

Lisa Wilson, Greater Nebraska Workforce Development Board Chair
Stanley Clouse, Chief Elected Officials Board Chair

ndol.greatenebraska@nebraska.gov
(402) 471-9878
550 S. 16th Street, PO Box 94800
Lincoln, Nebraska 68509-4800

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Documentation: There is a need for additional training and guidance on documentation. Reviewers noted documents that were completed in the system, but not printed and signed. Work Experience training plans were missing final signoff of skills gained. There is also a need for Manager training on what to review when providing approvals for enrollment.

Technical Assistance

A Technical Assistance call was co-hosted with the Trade Program Coordinator on January 18, 2023. Topics covered included:

- Trade Petitions
- Upcoming Trade training
- Confidential Documents and NEworks Document Manager
- CareerScope
- On the Job Training – Length Determination Form, parameters for successful completion and Measurable Skills Gains
- Updated to WIOA and Trade applications
- GeoSolutions – issues reported to NEworks Help team
- Mileage Reimbursement – calculations and rounding

One on One Trainings

- Individualized onboarding trainings

Group Trainings

An in person group training was held November 9, 2022. Topics covered included:

- Training Activities
- IEPs and IEP Activity
- OJT Services
- Census Tract Outreach
- Work Experience Outreach
- Negotiated Performance
- Predictive Reports
- Statistical Adjustment Model and serving high barrier participants
- Co-enrollment Requirements
- Referrals
- NEworks Document Manager rollout

Small group training for new staff on case notes held on January 17, 2023



Greater Nebraska One-Stop Operator Review

Reviewers

Josh Hanson
Bobbi Jo Howard

Time Frame of Review

October 1, 2022 – March 7, 2023

Program Years Covered

PY22 – July 1, 2022 through June 30, 2023

Tools Utilized

Complaint Log
Surveys
Triennial American Job Center Certification
Annual Assessment of Physical and Programmatic Accessibility
Equal Opportunity Review/ADA Compliance
Risk Assessments
Incident Log
Site Visits

Surveys

Areas of Opportunity

Distance traveled has increased in several areas. This may be attributed to increased outreach by staff in those areas to ensure job seekers are aware of the office and services provided. It could also be attributed to individuals visiting the office when they have been unable to get through to the UI call center. This is an area to explore further and determine if there are libraries in some of these communities further out where we can partner to connect our services and potentially identify SCSEP participants for Workforce Navigator opportunities.

Awareness of Veteran services has decreased. With very low unemployment, our teams have struggled with connecting with the numbers of Veterans we previously saw. With the two-year modification of the State Plan, Nebraska Department of Labor

Areas of Improvement

Scores increased for:

- Help with job search
- Help with resume and/or cover letter
- Help with job application

Highlights

Number of responses has increased since adding additional survey collection methods. Offices are providing job seekers and employers with links to the survey through email and via QR codes on printed cards. The survey is also being added to the Resource Room computers.



Complaints

Date Complaint Filed	Type of Complaint or Apparent Violation	ES Only: Category	MSFW	Program/ Grant	Alleged Discrimination Category (if applicable)	Date of Resolution	Resolution Status
10/17/2022	Non-ES All Other	Other Career Center/Multiple Career Centers	No	N/A	N/A	10/18/2022	Informal Resolution
11/19/2022	Program/ Other Non-Employment	N/A	No	WIOA	N/A	11/18/2022	Informal Resolution
11/23/2022	Non-ES All Other	N/A	No	N/A	N/A	11/23/2022	Informal Resolution
11/28/2022	Non-ES All Other	N/A	No	N/A	N/A	12/2/2022	Informal Resolution
11/29/2022	ES Employer Related	Terms & Conditions Violation	No	N/A	N/A	11/29/2022	Informal Resolution
11/30/2022	Non-ES All Other	N/A	No	N/A	N/A	12/1/2022	Informal Resolution
12/1/2022	Program/ Other Discrimination	Employer Discrimination	No	N/A	Race	12/1/2022	Referred
12/5/2022	ES Employer Related	N/A	No	N/A	N/A	12/5/2022	Informal Resolution
12/1/2022	Program/ Other Non-Employment	N/A	No	Wagner-Peyser	N/A	12/2/2022	Informal Resolution
12/19/2022	ES Agency Related	N/A	No	UI	N/A	TBD	TBD
12/21/2022	ES Agency Related	N/A	No	UI	N/A	TBD	
1/3/2023	ES Employer Related	Cat 4: Employer Discrimination	No	N/A	Disability	TBD	
1/3/2023	ES Employer Related	Cat 3: Terms & Conditions Violation	No	N/A	N/A		
1/9/2023	Non-ES All Other	N/A	No	UI	N/A	1/10/2023	
1/12/2023	Non-ES All Other	N/A	No	N/A	N/A	1/12/2023	
1/24/2023	ES Employer Related	Cat 1: Wagner-Peyser Violation	No	N/A	N/A		
2/4/2023			No	N/A	N/A		
2/21/2023	ES Agency Related	N/A	No	N/A	N/A	2/21/2023	
2/22/2023	Non-ES MSFW	N/A	Yes	Wagner-Peyser / MSFW	N/A		



One-Stop Centers

Accessibility

ADA Checklists were completed in Beatrice and Grand Island as part of the American Job Center certification process. Questions were submitted to the State EO Officer regarding the hand dryer height in both locations and the water fountains in Beatrice. Both sites were found to be compliant.

The State EO Officer completed an ADA Checklist in Kearney. The site was mostly compliant with the exception of a door handle. The door handle has been replaced.

Branding

The Beatrice and Grand Island offices were reviewed as part of the American Job Center certification process and found to be in compliance.

Security

Risk assessments were completed as part of the American Job Center certification process. Further review and guidance are needed. This will take place through the Greater Nebraska Workforce Development Board Safety Committee. Recommendations will be developed and presented to the Board.

Technical Assistance

Group Trainings/Professional Development

7/19/2022: Workforce System Structure Training to Title II Adult Education Instructions with WNCC

7/20/2022: WIOA Umbrella (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

7/22/2022: Accessible Technology Training

7/26/2022: Job Corps Industry Council NEworks, Title I, and LMI

8/17/2022: WIOA Title Ib Adult and Dislocated Worker (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

9/6/2022: Title III Wagner-Peyser Staff onboarding training – Workforce System Structure Training

9/21/2022: WIOA Title Ib Youth (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

10/13/2022: Workforce System Structure Training to Title IV Career Pathways Advancement Program

10/17/2022: Building Cross-Functional Teams, NDOL Staff

10/19/2022: Title I Job Corps ((Statewide Alignment Workgroup Cross Training for all WIOA Partners)

11/4/2022: Title III Wagner-Peyser Staff onboarding training – Workforce System Structure Training

11/16/2022: Title I Native American programs (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

11/23/2022: St Paul Library NEworks, Title I, Title III, JVSG and One-Stop System

12/21/2022: Migrant and Seasonal Farmworker programs (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

1/17/2023: Title III Wagner-Peyser Staff onboarding training – Workforce System Structure Training

1/18/2023: Title II Adult Education and Family Literacy (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

2/15/2023: Title III Wagner-Peyser (Statewide Alignment Workgroup Cross Training for all WIOA Partners)

Agenda Item **GNWDB 6K / System 4g**: State Monitoring

Case Note Finding Update

Training Date	8/24/2022		
Location	Microosoft Teams		
Name	Region	Attended Initial Training	Watched Recording
Donna Kuskie	1	8/24/2022	N/A
Kim Lyons	1	8/24/2022	N/A
Dan Krueger	2	8/24/2022	N/A
Sherri Thienel	3	8/24/2022	N/A
Josie Young	3	8/24/2022	N/A
Michelle Loeffelholz	3	8/24/2022	N/A
Hannah Bradney	4	8/24/2022	N/A
Jaci Brockmeyer	4	8/24/2022	N/A
Tiffany Rasmussen	4	N/A	2/9/2023
Marie Brandt	5	N/A	11/14/2022
Rebecca Perkins	5	8/24/2022	N/A
Ian Slama	5	8/24/2022	N/A
Jami Canham	5	8/24/2022	N/A

Training Date	Due by 9/30/2022		
Location	In Person		
Name	Region	Initial 1:1 with Manager	Date Completed
Donna Kuskie	1	Yes	9/6/2022
Kim Lyons	1	Yes	9/6/2022
Dan Krueger	2	Yes	8/30/2022
Sherri Thienel	3	Yes	9/7/2022
Josie Young	3	Yes	9/7/2022
Michelle Loeffelholz	3	Yes	9/7/2022
Hannah Bradney	4	Yes	8/26/2022
Jaci Brockmeyer	4	Yes	8/26/2022
Rebecca Perkins	5	Yes	8/25/2022
Ian Slama	5	Yes	9/7/2022
Jami Canham	5	Yes	8/31/2022

Training Date	Due by 3/31/2023		
Location	In Person		
Name	Region	Updated 1:1 with Manager	Date Completed
Donna Kuskie	1	Yes	No Report
Kim Lyons	1	Yes	No Report
Dan Krueger	2	Yes	2/10/2023
Sherri Thienel	3	Yes	2/17/2023
Josie Young	3	Yes	2/17/2023
Michelle Loeffelholz	3	Yes	2/17/2023
Tiffany Rasmussen	4	Yes	3/6/2023
Jaci Brockmeyer	4	Yes	3/6/2023
Rebecca Perkins	5	Yes	2/23/2023
Ian Slama	5	Yes	2/23/2023

Agenda Item **GNWDB 6L / System 4h**: Local Plan

Background: The GNWDB, in partnership with the CEOB, is required to submit and obtain approval for a four-year plan for the planning region and a two-year modification of that plan. The regional and local plan and modifications support the vision and strategic and operational goals of the state's plan and modification. The local plan modification includes local labor market and economic conditions and other factors significantly affecting the implementation of the plan, including financing available to support the WIOA Title I programs and partner-provided WIOA services, local board structure and a need to revise strategies to meet local performance goals established in the plan.

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 6M / System 4i**: State Plan Alignment Workgroup

Background: 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 6N / 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 policies are reviewed bi-annually and revised based on new or updated guidance, State policy alignment, and program changes to ensure equitable and efficient service delivery.



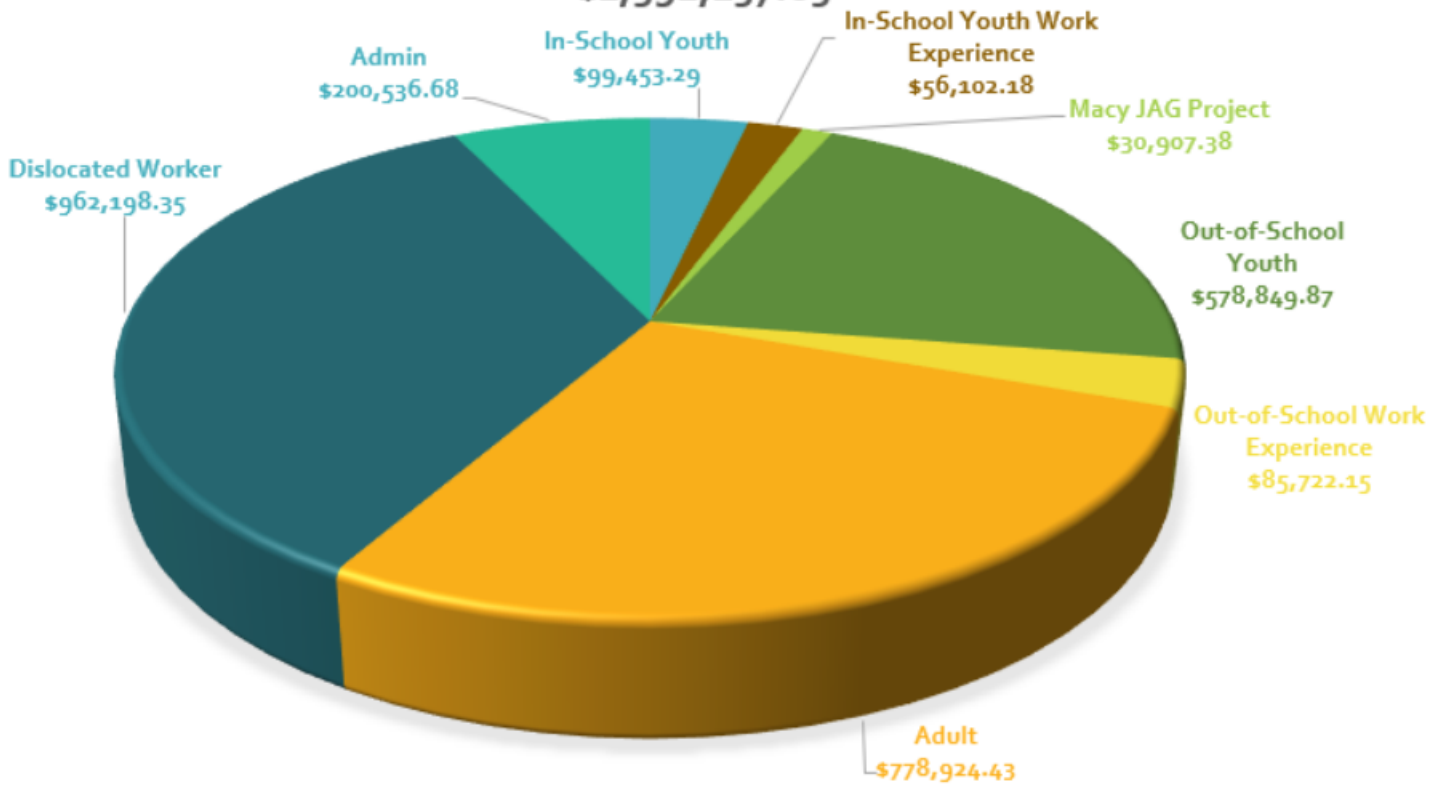
- **Administrative Cost Limitations and Fiscal Management**
 - Addition of Fiscal Management portion
- **Adult, Dislocated Worker, & Youth Eligibility**
 - Defined conditions affecting self-employment (p. 12-13)
 - Defined underemployment (p. 13)
 - Clarified DLW status for service members (p. 14)
 - Defined military spouse (p. 14)
 - Defined cessation of employment (p. 14-15)
 - Allows self-attestation to verify requires additional assistance (p. 23)
- **Adult & Dislocated Worker Program Services**
 - Allows additional assessments to be used for Basic Skills Deficiency (p. 29)
 - Adds requirement for priority of service for training services (p. 30)
 - Addition of services to Training Services list (p. 30-31)
- **Conflict of Interest**
 - Provides clarification on how services to family members of staff will be provided (p. 37)
 - Clarifies requirement of conflict of interest disclosures and how such disclosures should be submitted (p. 38)
 - Adds clarification on voting restrictions (p. 38)
 - Adds requirements for written standards (p. 38-39)
 - Updates roles of NDOL Administrative team (p. 39)
- **Monitoring**
 - Addresses requirement to certify all sites for inclusion in infrastructure funding agreements (p. 60)
 - Adds requirement for physical security (p. 61)
 - Addresses negotiated levels of performance and other factors in continuous improvement (p. 62)
 - Addition of annual physical and programmatic accessibility and risk assessment (p. 63)

- **Work Based Learning/On the Job Training**
 - Clarifies requirement for documentation and monitoring of placements (p. 65 and 67)
 - Clarifies and updates self-sufficient wage (p. 68)
 - Adds notification and appeal process to ineligible employers (p. 68)
 - Addresses wage increases as part of an OJT (p. 70)
 - Updates Contract and Assurances requirement (p. 70)
 - Adds SVP level 7 to length determination form (p. 70)
 - Updates documentation and monitoring requirement (p. 71, 73, 74, and 75)
- **Supportive Services**
 - No updates to vote on during this meeting; requesting Board input on supportive services for housing, computers, and internet (to be discussed)
- **Training Limits**
 - Added Work Experience category for student teachers (p. 95)
 - Separated Transitional Jobs from Work Experience (p. 95)
- **Youth Program**
 - Update to incentives to more closely align with current performance measures (p. 102-104)
- **Security and the One-Stop Delivery System**
 - New policy to meet requirements of new State policy (p. 117-122)

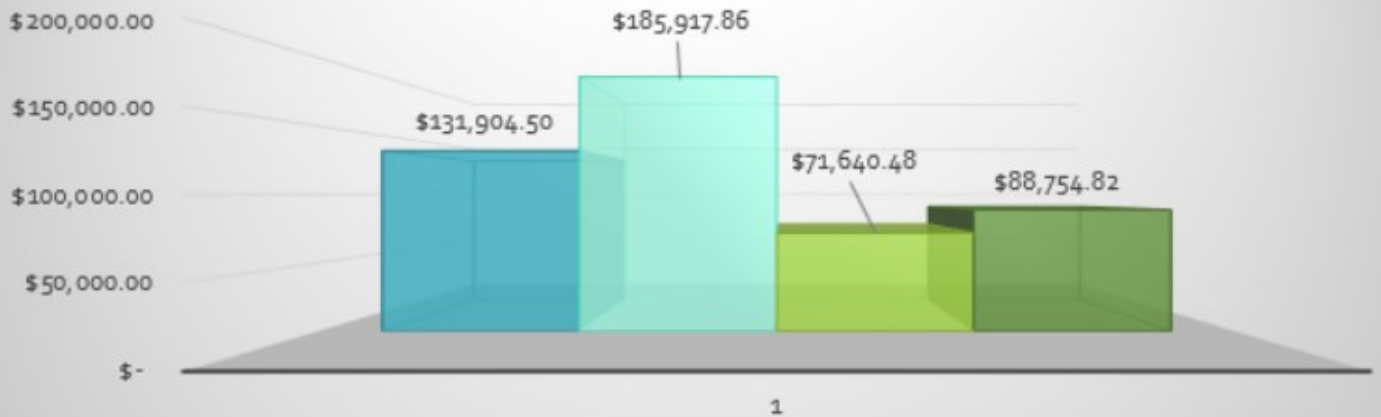
Agenda Item GNWDB 60 / Strategic 4a: Finance Report

CURRENT FUNDS AVAILABLE AS OF FEBRUARY 1, 2023

\$2,592,157.65

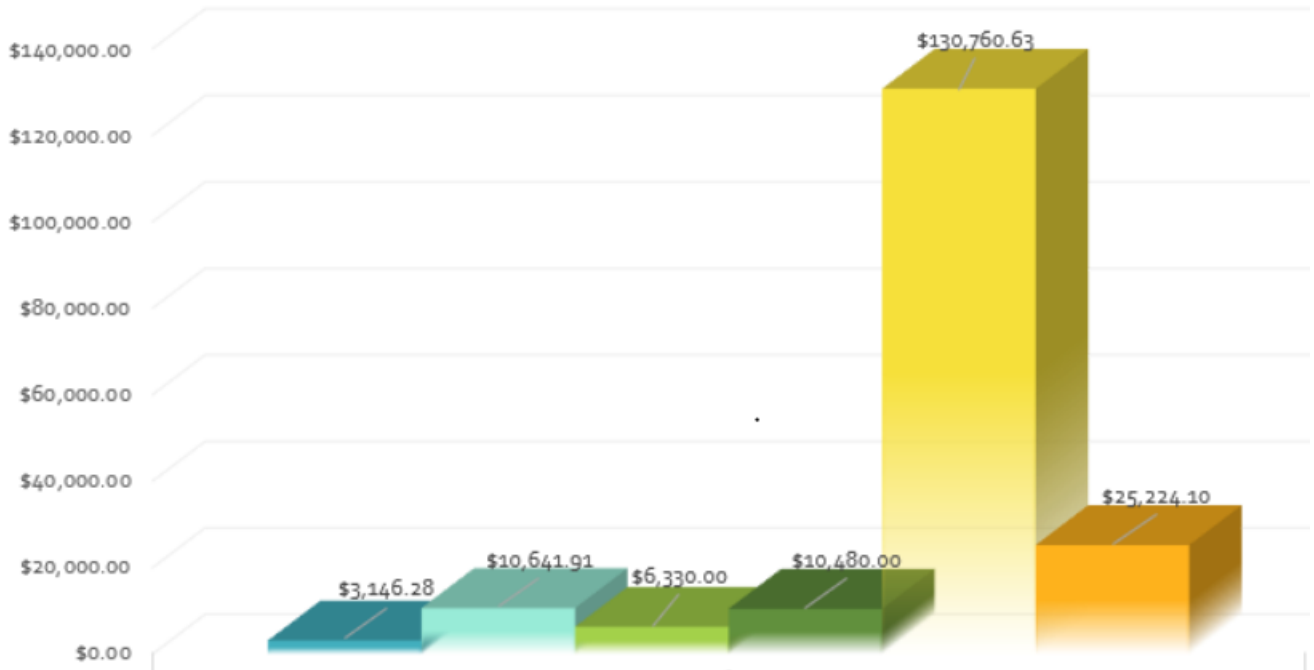


Projected 6 Month Staffing Expenses



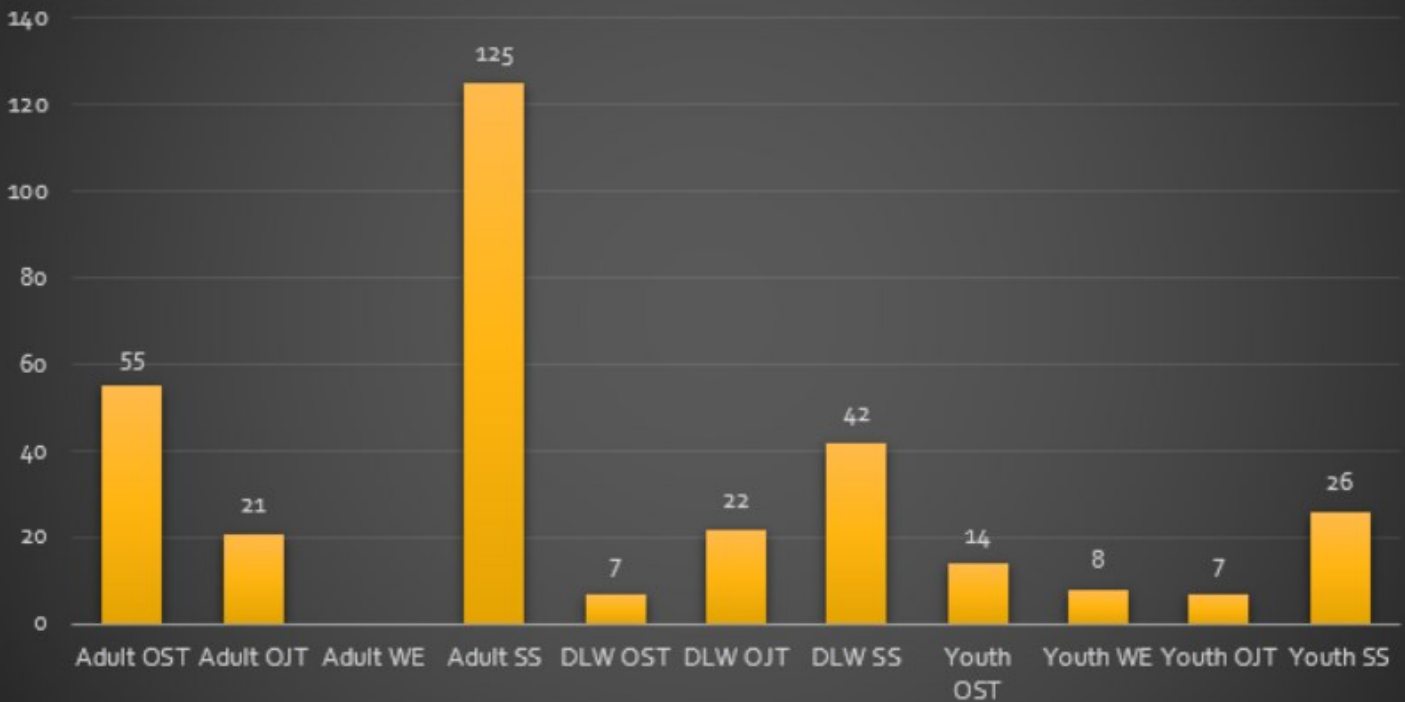
	1
Youth	\$131,904.50
Adult	\$185,917.86
Dislocated Worker	\$71,640.48
Admin	\$88,754.82

CURRENT OBLIGATIONS BY PROGRAM



In-School Youth	1	\$3,146.28
Out-of-School Youth		\$10,641.91
In-School Youth WE		\$6,330.00
Out-of-School Youth WE		\$10,480.00
Adult		\$130,760.63
Dislocated Worker		\$25,224.10

Activities Funded 7/1/2022-2/5/2023



Funds allocated to a local workforce development area for WIOA Title I adult, dislocated worker, and youth programs for a program year are available for expenditure during that Program Year and one succeeding Program Year, known as the period of performance. Funds not expended during the period of performance must be returned to NDOL.

Period of Performance - Start Date	Period of Performance - End Date	Business Unit Description	Allocated \$	PY/FY funds	Expenditures as of 09/30/2022	Unexpended \$
04/01/2020	06/30/2022	GR NEB YOUTH IN SCH PY20	71,168.00	PY20	71,073.22	94.78
04/01/2020	06/30/2022	GR NEB YOUTH IN SCH WE PY20	47,448.00	PY20	45,958.82	1,489.18
04/01/2020	06/30/2022	GR NEB YOUTH OUT SCH PY20	284,678.00	PY20	281,368.15	3,309.85
04/01/2020	06/30/2022	GR NEB YOUTH OUT SCH WE PY20	71,169.00	PY20	20,939.34	50,229.66
04/01/2020	06/30/2022	GR LIN YOUTH IN SCH WE PY20	58,791.35	PY20	39,856.94	18,934.41
04/01/2020	06/30/2022	GR LIN YOUTH OUT SCH WE PY20	87,206.00	PY20	19,284.34	67,921.66
04/01/2020	06/30/2022	GR OMA YOUTH OUT SCH PY20	792,206.72	PY20	684,288.63	110,918.09
04/01/2020	06/30/2022	GR OMA YOUTH OUT SCH WE PY20	321,735.28	PY20	232,866.74	88,868.54
10/01/2020	06/30/2022	GR NEB LOCAL DLW FY21	129,123.00	FY21	26,043.88	103,079.12
10/01/2020	06/30/2022	GR NEB LOCAL DLW-ADULT FY21	500,00.00	FY21	444,058.51	55,941.49
Total Funds Returned						500,786.79

Local area	Returned \$
Greater Nebraska	214,144.08
Greater Lincoln	86,856.07
Greater Omaha	199,786.63
Total \$ returned	500,786.78

Projected Expiration Balances (6/30/2023)

	Adult	DLW	ISY	ISY WE	OSY	OSY WE
Award	784,647.00	449,643.00	103,105.00	80,777.00	309,317.00	122,329.00
Spent	412,331.02	122,493.79	75,272.21	51,998.98	71,238.00	86,521.63
Obligated	142,904.54	60,207.09	3185.60	24,540.25	9628.40	10,403.62
Remaining	229,411.44	266,942.12	24,647.19	4237.77	228,450.60	25,403.75
Projected Payroll	44,947.79	17,910.12	8921.17	4650.24	8868.57	10,536.15
Projected Remaining Balance	184,463.65	249,032.00	15,726.02	(412.47)	219,582.03	14,867.60

Direct Aid Percentages	
Adult	20%
Dislocated Worker	59%
In School Youth	51%
In School Work Experience	46%
Total In School Youth	49%
Out of School Youth	17%
Out of School Work Experience	49%
Total Out of School	35%
Total Youth	41%
Total Program	33%

Spending Requirements			
	Required	Current	Projected
Work Experience	20%	49.8%	53.15%
In School Youth	50% (Maximum)	42.64%	44.85%
Out of School Youth	50% (Minimum)	57.36%	55.15%

Nebraska has been approved for a waiver of the 75% / 25% requirement. This waiver allows NDOL, and its local areas, to spend up to 50% of Youth funds on In School Youth. **GN would not be required to spend exactly 50/50, we just have to spend at least 50% on OSY, allowing some flexibility.**

The waiver is approved through June 30, 2024.

Agenda Item **GNWDB 6P / 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 **\$100,000** from Dislocated Worker FY22 funds to the Adult program.

Agenda Item **GNWDB 6Q / Strategic 4c:** 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 6R / Strategic 4d**: One-Stop Operator Report



Greater Nebraska Workforce Development Board One-Stop Operator Report

September 2022 to February 2023

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.

- Greater Nebraska Office Hours
- Public Transportation in Greater Nebraska
- NE VR Career Pathways Advancement Project (CPAP 2.0)
- Pine Ridge Job Corps
- Equus Workforce Solutions
- GNWDA Quarterly Partner Meeting
- Heartland Center for Leadership Development
- Limited English Proficiency Committee

Public Transportation and Accessibility of American Job Centers

Public transportation is still limited in parts of Greater Nebraska. Most offices are located in communities with access to intercity transportation, with some served by intracity systems.

Beatrice—Blue Rivers Transportation System is open to riders of all ages and operates in Gage, Jefferson, Nemaha, Otoe and Thayer counties in Southeast Nebraska on a demand-response, portal-to-portal, 24-hour advance reservation basis. Vehicles are stationed in county communities and offer regular routed transportation services to 61 communities within the area. Blue Rivers has 2 Inter-City routes that provide transportation to Lincoln and Omaha. The system contracts with a private cab company in Beatrice for all off-hour or peak time transportation services.

Grand Island—CRANE Public Transit is the public transit system for all of Hall County, Nebraska including Grand Island, Doniphan, Wood River, Cairo and Alda. CRANE Public Transit offers a portal-to-portal, demand-response service which makes reasonable accommodations for individuals with disabilities.

Arrangements are made to provide services remotely or during outreach activities to areas that do not have public transportation available.

Greater Nebraska Office Hours

Both Comprehensive American Job Centers and most Affiliate One-Stop Career Centers in Greater Nebraska are open to the public from 8am to 5pm. The exception are the Fremont locations, which staff must travel to and the Nebraska City office, which is open part time. Some offices close over the lunch hour. Hours are set by local need and posted. All offices maintain flexibility to accommodate customers that may be receiving assistance during normal lunch hour closure. Staff are able flex their lunch time to accommodate the needs of both job seekers and employers. For individuals who need services outside of business hours, including evenings and weekends, processes are in place to provide such accommodations.

Limited English Proficiency Plan and Committee

Last quarter the Limited English Proficiency Committee was successful in identifying additional resources required to increase access to workforce partner programs and services by limited English speaking including:

- Dual handset phones which are currently being piloted in North Platte and Lexington
- Training provided by Language Line Solutions for interpretation services which will be provided on an annual basis
- Route for procuring interpreter access materials such as, language ID guides, Postcards, and other quick reference guides and
- Assistance with translating outreach documents, brochures, booklets, and recruitment information with assistance from State Unemployment Insurance as part of their equity grant

Moving forward into 2023, Nebraska Department of Labor is looking at expanding the Limited English Proficiency Committee to include two additional subcommittees that will focus their efforts on reviewing area practice in providing equitable services to individuals who require additional accommodations to include customers who are deaf, hard-of-hearing, or blind or low-sighted. The committee will also review all discrimination complaints to identify areas for improvement. The committee is currently identifying objectives that will serve as guiding principles which will assist partners in measuring the effectiveness of the current workforce service delivery model for customers that require such accommodations. These objectives will guide the committee in developing a unified standard to ensuring equitable services are rendered as seamlessly as possible and in compliance with the provisions of 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act.

Nebraska VR Career Pathways Advancement Project (CPAP 2.0)

Nebraska VR was awarded a Career Pathway Advancement Project 2.0 in 2021, which will continue until 2026. Greater Nebraska has been working with Rita Meier and Mary Kunes-Neary and their team to identify opportunities to support their mission in improving the likelihood of economic self-sufficiency for individuals with disabilities through a joint campaign of outreach, recruitment, and services to support worker advancement in the high demand career pathways of:

- Administrative Support
- Construction
- Healthcare
- Lodging
- Manufacturing
- Professional Sales
- Transportation, Distribution and Logistics

Utilizing the upskill/backfill business model. We are coordinating services and braiding funding to create opportunities for former VR eligible individuals to advance in their careers and provide new opportunities for other VR eligible individuals to backfill vacant positions. We are currently targeting two specific manufacturing companies to pilot this joint career pathway model that have a footprint throughout several Economic Development Areas in Greater Nebraska. Valmont Industries and Parker Hannifin will be the first businesses to experience our joint endeavor. We developed a virtual manufacturing summit structure that will allow our agencies to cross-assess the needs of these employers within this specific industry and create a foundation for our programs to braid the necessary resources to develop career pathways that will produce a well-trained workforce. Upon completion of the summit, this strategy will be implemented to additional employers and industries across Greater Nebraska.

Pine Ridge Job Corps

Greater Nebraska has received three referrals from Job Corps since the last board meeting. Greater Nebraska and Pine Ridge Job Corps (PRJC) have held several meetings to identify opportunities to further support students, leading to the development of a Standard Operating Procedure that serves as a best practice in coordinating services to increase access and cross referrals to all One-Stop Partners, maximizing the utilization of the American Job Center Network in pinpointing supportive services, job leads, and training opportunities, including work-based learning and apprenticeship opportunities when placing Job Corps graduates and former enrollees into high-demand careers.

In support of Job Corp students, WIOA Title Ib Youth Services administered by the Nebraska Department of Labor will provide workforce development workshops and corresponding services in alignment with Pine Ridge Job Corp's career development service system.

Equus

Equus is the subgrantee of DHHS providing targeted services to TANF participants. Greater Nebraska and Equus are currently working on developing strategies to partner and coordinate service delivery to TANF participants more intentionally through joint intake, enrollment, and co-case management practices which includes braided funding practices. Greater Nebraska is currently in the process of developing a joint process guide similar to what was developed with SNAP Next Step E&T to illustrate the coordination of services to TANF recipients from Equus, Title Ib, Title III and additional identified partners. The team in Greater Nebraska's Mid-Plains region has piloted these efforts between programs and are working on developing and supporting career pathways specifically focusing on healthcare occupations with Great Plains Health. Greater Nebraska hopes to use this experience in fine tuning the guide that will be expanded to all offices in Greater Nebraska. Equus is co-located in the North Platte office, with additional locations being considered.

Heartland Center for Leadership Development

Greater Nebraska has been working with Craig Schroeder and Milan Wall with the Heartland Center for Leadership development over last quarter in an effort to increase youth engagement within our workforce development programs. Craig and Milan recently engaged youth in the Southeast Economic development region using their youth engagement framework which focuses on assessing youth engagement opportunities and local development resources. We have had several meetings with both Craig and Milan to develop and implement a youth workforce strategy design for both the Southeast and Panhandle Economic development regions as a pilot project to aid us in increasing youth program participation. Our current design consists of:

1. Youth Assessment, workforce & LMI data
2. Data sharing of the assessment to local industries
3. Developing career exploration with students and parents
4. Forming job shadowing, work experiences, and internships with participating industries
5. Evaluation and employment plans
6. In-depth work-based training, post-secondary education & certification requirements
7. Employment and succession planning

We are still working with the Heartland Center to identify funding opportunities for them to assist in implementing these strategies and will continue to brainstorm opportunities to bring this initiative to fruition.

Sidney Strategic Plan

The lease for the Sidney office is set to expire June 30, 2023, prompting a closer look at data to determine the need in the area. An analysis provided an estimated of 8000+ jobs being added to the area over the next 30 years. Plans are also in place to identify businesses for the Cabela's corporate campus, which will add additional positions. Work will begin to add housing and infrastructure for 2000 individuals and families over the next five years.

Sidney High School is looking to expand their Career Pathway program and Kimball High School is planning to replicate the program, both with the help of the Greater Nebraska team.

Sidney has recently added an Entrepreneurship Navigator through the E3 Partnership, involving the City of Sidney, Cheyenne County Chamber, Nebraska Department of Labor, and other partners.

The Greater Nebraska One-Stop Operator, Panhandle Manager, and Greater Nebraska Administrator held a meeting with key stakeholders in the Sidney community to discuss current service delivery and traffic levels in the Sidney office. With the increase in workforce expected in the area, it was determined there will be an increased need, which the team is poised to fill. A strategic plan was developed to increase services and traffic, which will be evaluated annually. Components of the strategic plan include outreach, marketing, and increased staff support.

Since the inception of the strategic plan, traffic has increased substantially in the Sidney office. Staff continue to execute the plan and add capacity to the Sidney office. Staff are currently working with SCSEP to identify a placement to assist with office coverage, in addition to team members traveling from Scottsbluff.

Sidney office time to date:

1/11/2023 - JVSG LVER/DVOP

2/14/2023 - Adult/DLW

1/20/2023 - Adult/DLW

2/15-16/2023 - Wagner-Peyser

2/3/2023 - JVSG/DVOP

3/2/2023 - JVSG LVER/DVOP

2/6/2023 - Wagner-Peyser, Adult/DLW/Youth

3/7/2023 - JVSG DVOP

Week Ending	Vet	Non Vet	Unknown Veteran Status	Total Number of Guests	Staff Assisted	Unassisted	Total Number of Visit Reasons
07/15/2022	0	2	0	2	5	0	5
07/22/2022	0	2	0	2	4	0	4
07/29/2022	0	6	0	6	13	0	13
08/05/2022	0	5	0	5	12	0	12
08/12/2022	0	2	0	2	4	0	4
08/26/2022	0	2	0	2	2	0	2
09/09/2022	0	2	0	2	4	0	4
09/16/2022	0	2	0	2	3	0	3
10/14/2022	0	2	0	2	6	0	6
10/21/2022	0	2	0	2	4	0	4
10/28/2022	0	2	0	2	5	0	5
11/04/2022	0	1	0	1	2	0	2
12/23/2022	0	2	0	2	2	0	2
01/06/2023	0	2	0	2	5	0	5
01/13/2023	0	3	0	3	7	0	7
01/20/2023	0	2	0	2	6	0	6
01/27/2023	0	18	0	18	49	1	50
02/03/2023	0	13	0	13	30	0	30
02/10/2023	0	10	0	10	16	2	18
02/17/2023	0	8	0	8	20	0	20
02/24/2023	0	2	0	2	4	0	4
03/03/2023	0	16	0	16	28	0	28
03/10/2023	0	6	0	6	12	1	13

Agenda Item GNWDB 6S / Strategic 4e: Partner Programs

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

GNWDA Quarterly Partner Meeting

Our first quarterly partner meeting of the year was held on February 1st. We had 25 attendees including partners from Title I, II, III, IV, Trade, Equus, SNAP E&T, TANF, Community Action Partnerships, Housing and Urban Development, and NDOL Regional Managers. During the meeting, Greater Nebraska's One-Stop Operator covered a variety of workforce activities conducted by programs administered through NDOL and opened the floor to partners to provide updates on their specific programs including, program funding, enrollment numbers, trends identified with their targeted populations, barriers in serving job seekers and employers, barriers in working with other partners.

Title II Adult Education

- Working on enrolling AE students into college prior to completing their GED which can be coordinated with Title Ib and other partners to assist in training support.
- Experiencing barriers in working with students from other countries and researching opportunities to transfer credentials and courses to our Career and Technical Colleges and Universities.
- Employers in the Northeast are investing in their workforce by providing incentives for their workers to participate in ESL and GED classes.
- Experiencing many basic skills deficient students with the average age range in the mid-20s unable to reach proficiency in order take the GED test.
- See *MPCC Adult Education Program info sheet*

Title IV: Nebraska VR and NCBVI

- Looking for opportunities to expand outreach to diverse groups in Greater Nebraska
- Noticing an increase in referrals for mental health and addiction
- Job Seekers requiring computer literacy training
- Barriers in transportation among participants
- Working to increase the number of youths served in schools through benefit orientations which can be coordinated with Title Ib Youth Services.

Community Action Partnerships/CSBG

Currently experiencing a lack of funding and prioritizing clients that are current homeless with basic needs.

Equus Workforce Solutions (TANF)

Over 40% of TANF caseloads are currently non-English speaking participants from Afghanistan, Cuba, Ukraine, and Iraq who are petitioning for refugee status, but are currently not authorized to work in the United States.

Housing & Urban Development

Barriers in participants with mental health conditions and successfully retaining jobs.

Worker Training Grant

ARPA grants have been awarded. Awards are currently with the Governor's office for approval. Details will not be available until approval to proceed with selected grants has been received.

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 has moved a Workforce Coordinator position to Beatrice and will be serving Beatrice and surrounding areas.

SNAP Next Step E&T is working on wrapping up the second cohort of Ignite Nebraska with Blue Cross Blue Shield and the Nebraska Department of Labor. The third cohort will be starting in March with plans of expanding to other businesses and eventually other parts of Nebraska. 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.

For State Fiscal Year 23, 85 individuals enrolled with SNAP Next Step E&T between Workforce Coordinators and Third-Party partners, and 29 of those co-enrolled with WIOA Title 1. The total enrolled with SNAP Next Step E&T from 2016 to current is 803 and 462 co-enrolled.

Greater Nebraska and SNAP Next Step have developed a joint monthly report that will be rolled out in the future.

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 Ib WIOA Dislocated Worker program, when eligible. Since October 1, 2022, Trade has funded 30 OST and OJT's during this period, saving Dislocated Worker \$256,446.767 in participant expenditures.

Trade Adjustment Assistance expired on June 30, 2022. Trade can continue to serve current participants, any new workers that had 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 which closed in the fall of 2022. Workers received notification letters as threatened workers prior to the cutoff date, making them eligible for services. Trade has been funded under the new 2023 fiscal budget and is waiting on guidance to begin operating again. Petitions that are filed and pending in Nebraska are Paypal (Omaha), Michaels (David City), Savox Communications (Lincoln), Malco Products (Dewitt), and Fiserv (Lincoln).

Active Cases in Nebraska since October 1, 2022: 40

Co-enrolled with WIOA Title 1: 39 (97.5%)

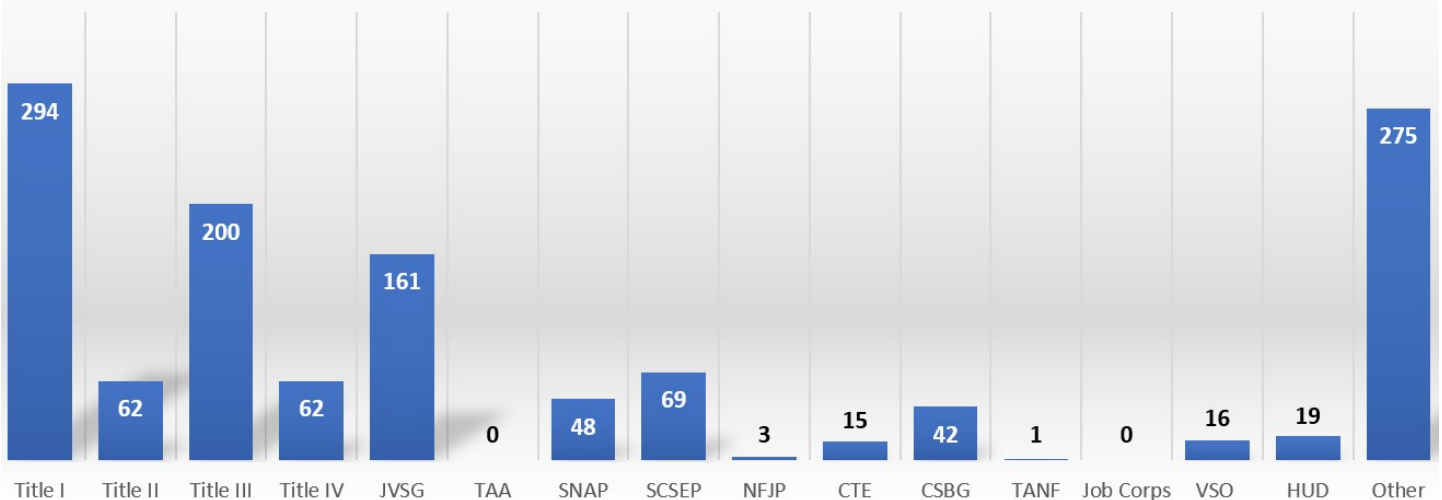
Of those active since October 1, 2022: 15 OST, 15 OJT, and 3 wage subsidies.

Partner Program Referral Tracker

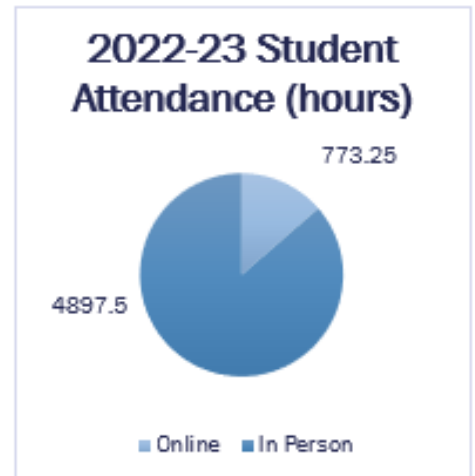
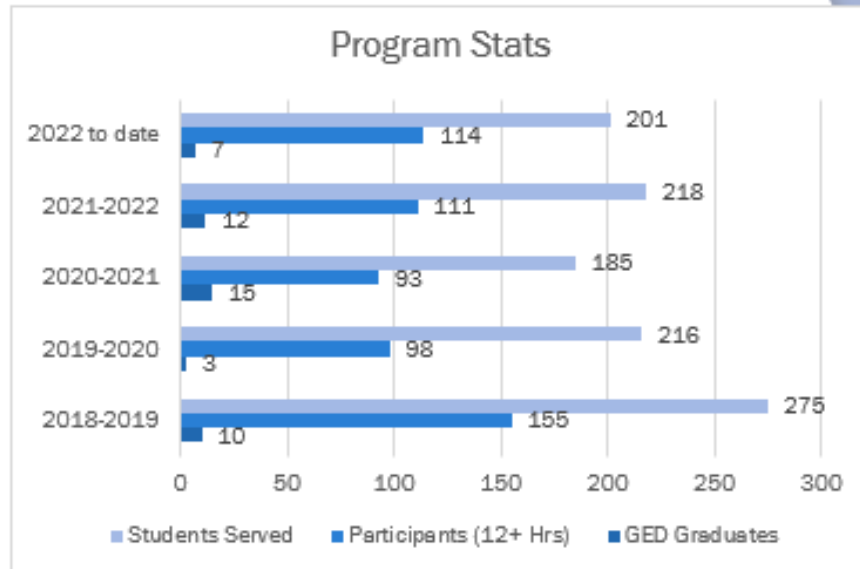
	Title I	Title II	Title III	Title IV	JVSG	TAA	SNAP E&T	SCSEP	NFJP	CTE	CSBG	TANF	Job Corps	VSO	HUD	Other
Total Referrals (Outgoing)	294	62	200	62	161	0	48	69	3	15	42	1	0	16	19	275
Panhandle	68	4	72	9	37		33	16	2	9	13	1		12	9	102
Mid-Plains	37	11		9	19		7	2		1	4			2		9
Central	83	28	14	21	24			7	1	1	5				5	73
Southeast	37	3	50	4	22		1	7		1	9			2	5	47
Northeast: Norfolk	63	15	64	14	49		5	33		3	11					44
Northeast: Columbus	6	1		5	10		2	4								

Total Referrals (Outgoing)

PY22 YTD
7/1/2022-3/4/2023

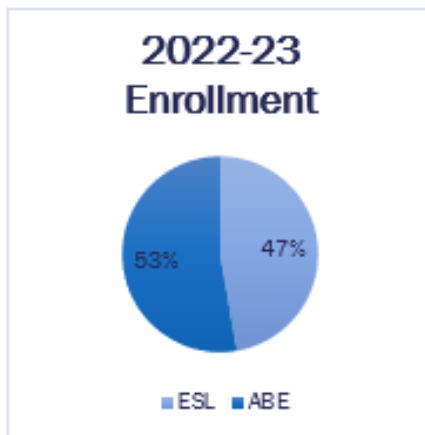


MPCC ADULT EDUCATION PROGRAM



Accomplishments

Doubled In Person Hours | Regular Staff Zoom Meetings | MPCC Student Life Inclusion | GED for Free | Highest Performance in State of Nebraska PY22 | New Remote Instructor



Program Components
Improve English Language
Obtain High School Equivalency (GED)
Advance Position at Job/ Obtain New Job
Explore Career Options with MPCC Career Services
Pre and Post Test with CASAS Exam to Prove Increased Skills
Increase Digital Literacy
Incentive Offered for Student Performance

Struggles

Student Limited Access to Technology | Lack of Childcare and Transportation | Covid Exposure & Quarantine | Increased Performance Expectations | Instructor Retention | Frequently Changing State Mandates |

Agenda Item **GNWDB 6T / Strategic 4f**: Letters of Support

Background:



GREATER NEBRASKA
WORKFORCE DEVELOPMENT BOARD

Jim Pillen, Governor



March 4, 2023

Nebraska Department of Economic Development
245 Fallbrook Blvd suite 002
Lincoln, NE 68521

RE: Western Nebraska Rural Workforce Housing Fund Application Support |

Dear Nebraska Department of Economic Development,

On behalf of the Greater Nebraska Workforce Development Board (GNWDB), it is my pleasure to express our support of the Twin Cities Development's 2023 Rural Workforce Housing Fund application. Housing is a critical need to keep our current workforce here in Nebraska and to attract more individuals and their families to the workforce. Our communities depend on housing initiatives to increase the local supply of quality and affordable housing. Yet, housing is also the biggest barrier to economic development in our region of western Nebraska.

Twin Cities Development (TCD) has been involved in housing for almost 20 years and has been working on creating new housing initiatives to decrease the shortage of housing. TCD applied for and received the Rural Workforce Housing Fund grant in 2020. This fund has made a huge impact in our area in the past two years. The fund made up of \$1.8 million has contributed to twelve projects including nine rehabilitation projects and three new construction projects, with two of the new construction projects classified as larger-scale projects.

Western Nebraska Economic Development (WNED) completed a housing study in 2022 showing a need for over 500 homes in the next five years in Scotts Bluff County alone. The need for all three counties within the study is over 700 homes in the next five years. To meet this need, over 100 homes per year will need to be built. One of the action items included in the housing study is to create and maintain local housing investment funding programs.

We have been pleased with the impact of the Rural Workforce Housing program thus far and support the program continuing and expanding with the potential for additional funds through the 2023 Rural Workforce Housing Fund.

Sincerely,

Lisa Wilson
Greater Nebraska Workforce Development Board Chair

CC: Bobbi Jo Howard, Greater Nebraska
Stanley Clouse, Chief Elected Officials Board

ndol.greaternebraska@nebraska.gov
(402) 471-9948
550 S. 16th Street, P.O. Box 94600
Lincoln, Nebraska 68509-4600

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

Background: The GNWDB, in partnership with the CEOB, is required to submit and obtain approval for a four-year plan for the planning region and a two-year modification of that plan. The regional and local plan and modifications support the vision and strategic and operational goals of the state’s plan and modification. The regional plan modification includes regional labor market and economic conditions as well as other factors affecting the implementation of the regional plan, including but not limited to changes in the financing available to support WIOA Title Ib programs and partner-provided WIOA services.

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

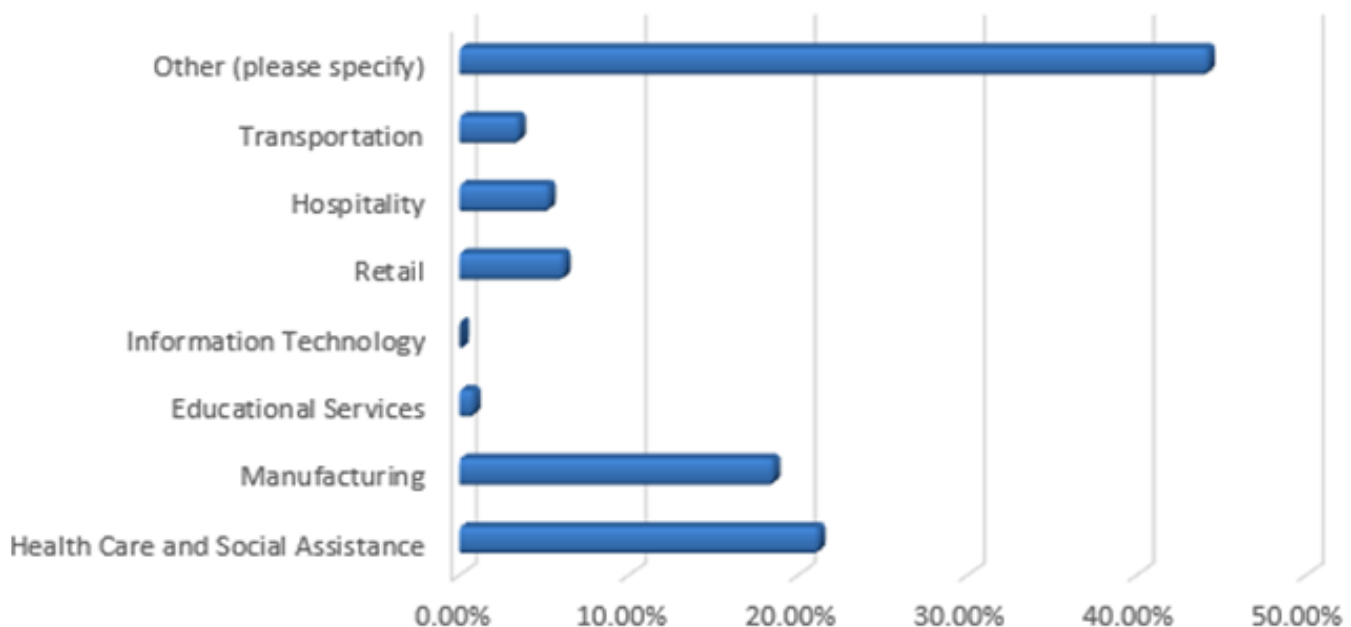
Data from the Regional Plan will drive decision making pertaining to prioritization of career pathways and other action items to support regional economic growth and economic self-sufficiency.

Areas of opportunity identified in Regional Plan include:

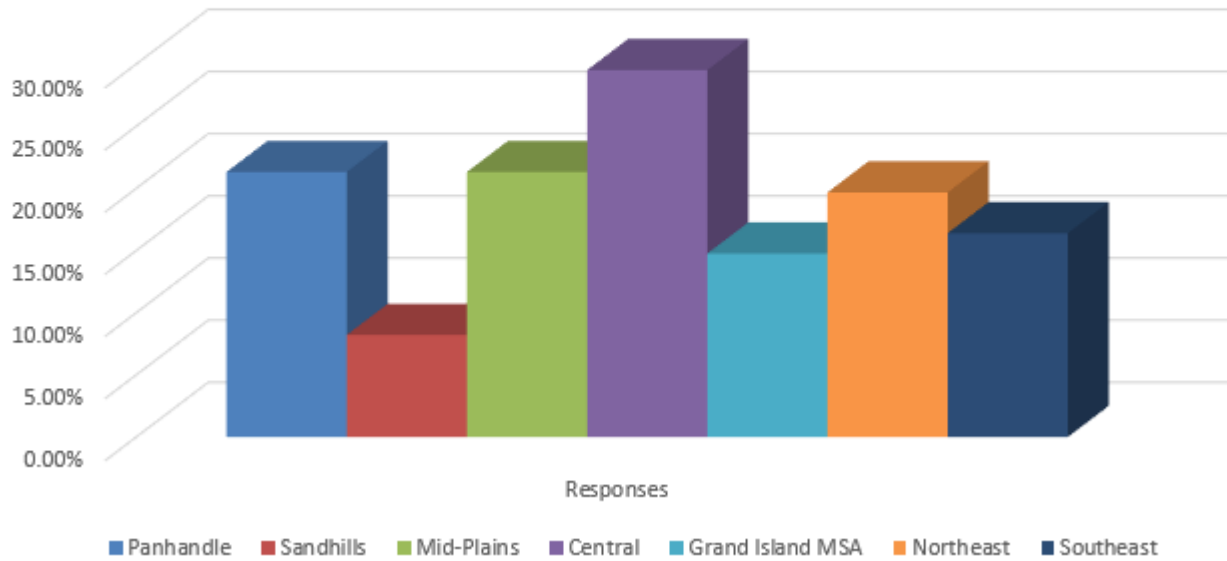
- Underutilized Strategies
- Need for strategies for serving widespread dispersion of various populations within the state
- Opportunities for more industry sector involvement in the workforce system
- Barriers to integrated intake processes, co-enrollment, co-case management, and coordination of workforce 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 6V / Strategic 4h**: Industry Sector Survey

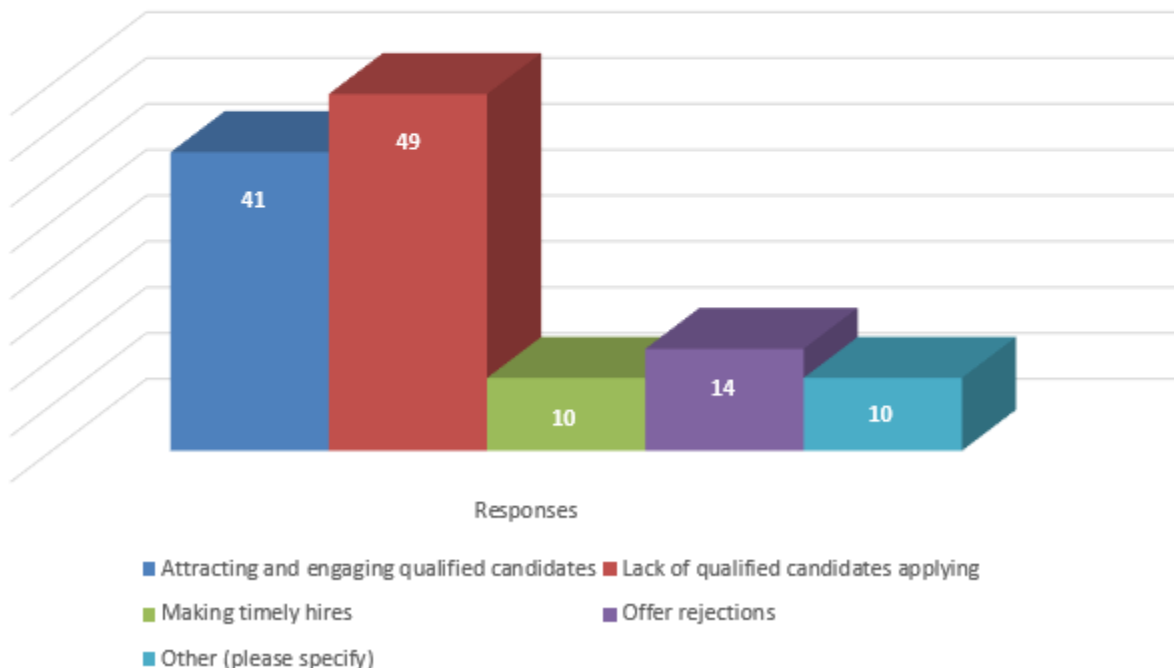
What is your Industry Sector?



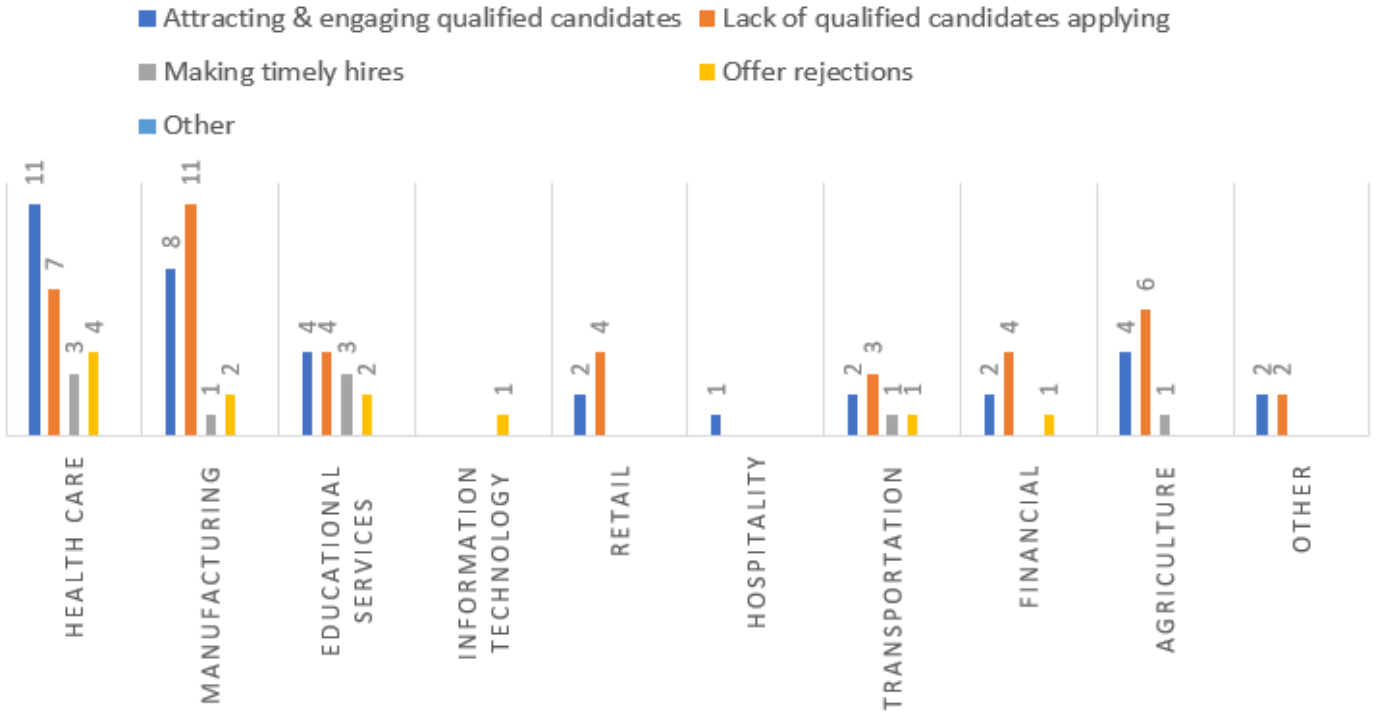
What Economic Development Region is your business located in? Please select all that apply.



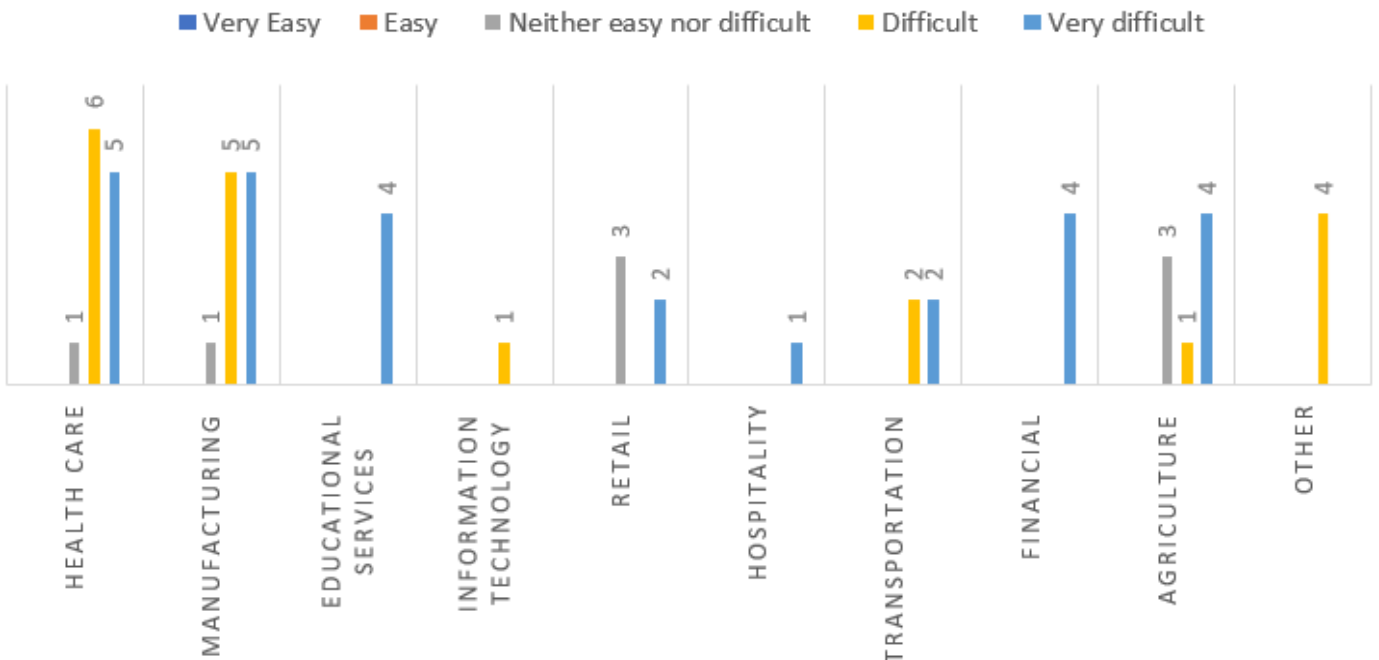
What barriers are you facing recruiting qualified applicants who have the requisite education, training and/or skills to fill the workforce needs of your company?



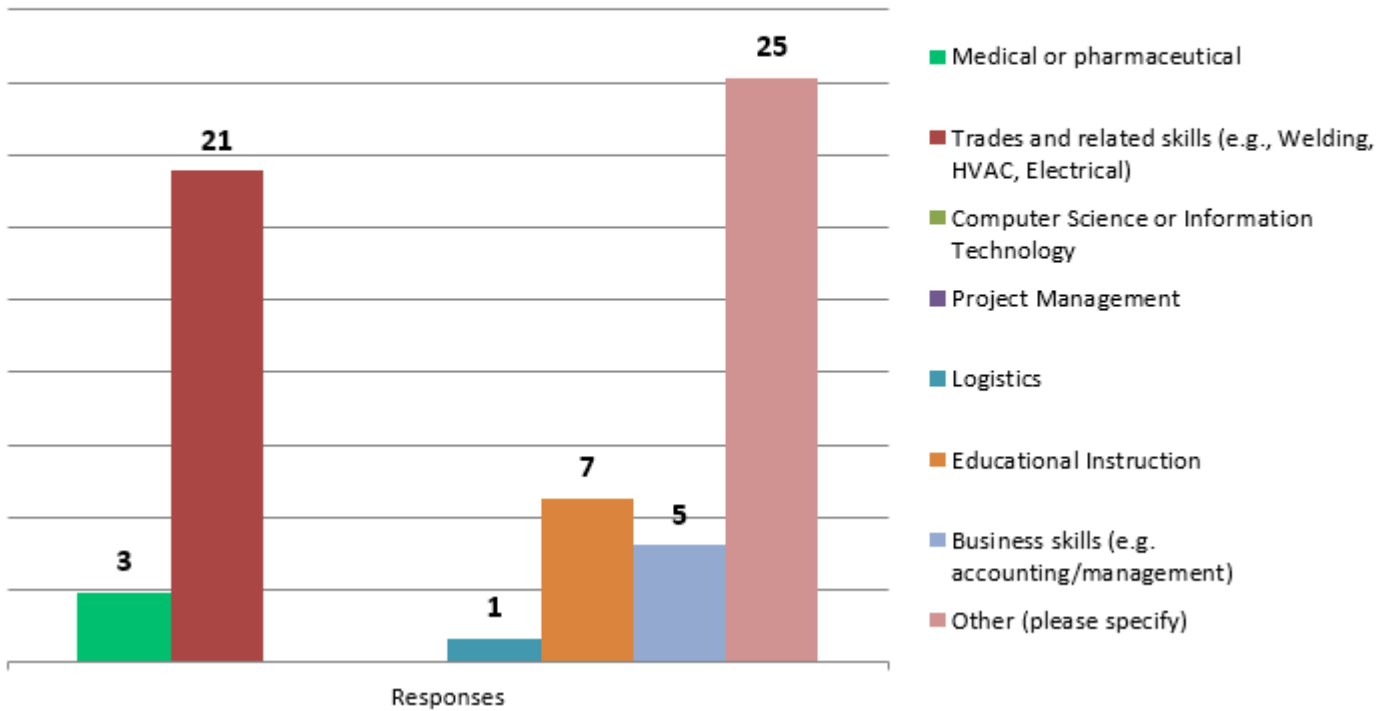
WHAT BARRIERS ARE YOU FACING IN RECRUITING QUALIFIED APPLICANTS



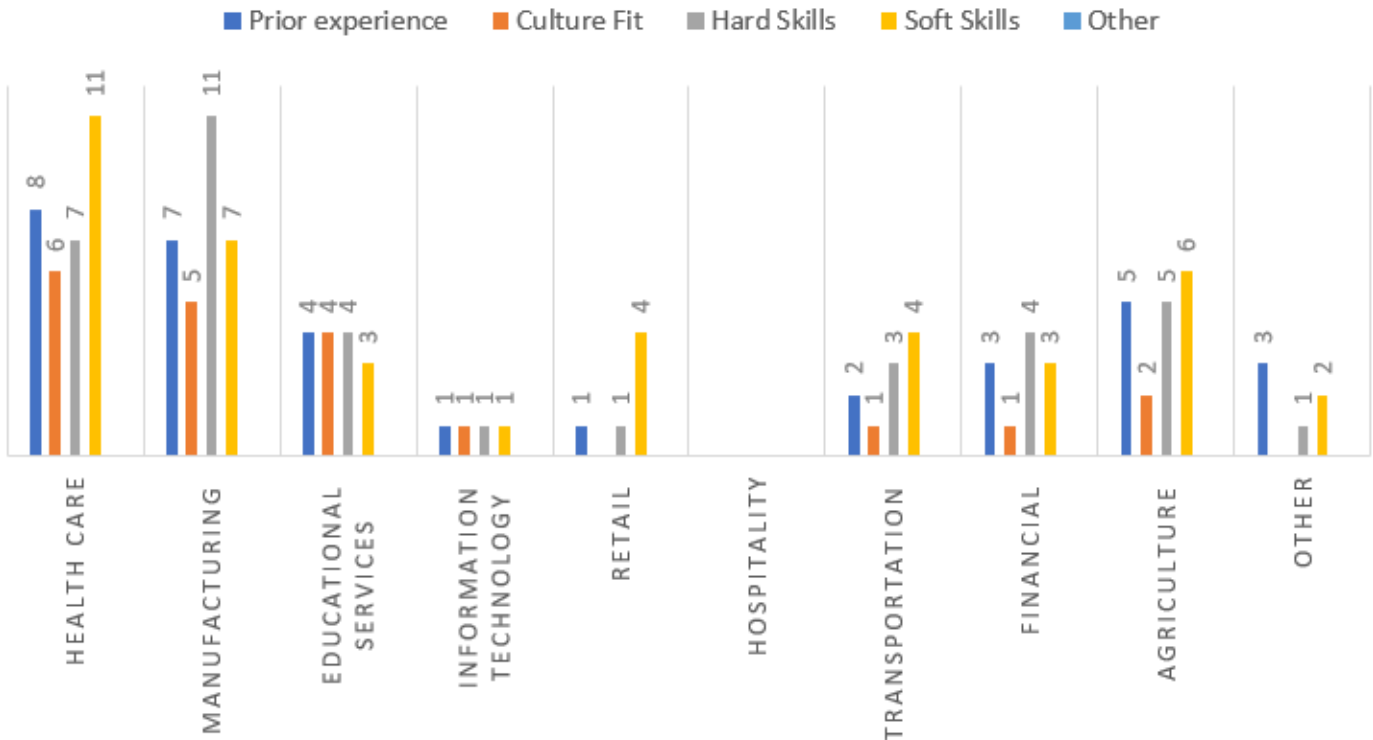
OVER THE PAST YEAR, HAS THE EASE OF RECRUITING QUALIFIED AND SKILLED APPLICANTS BECOME:



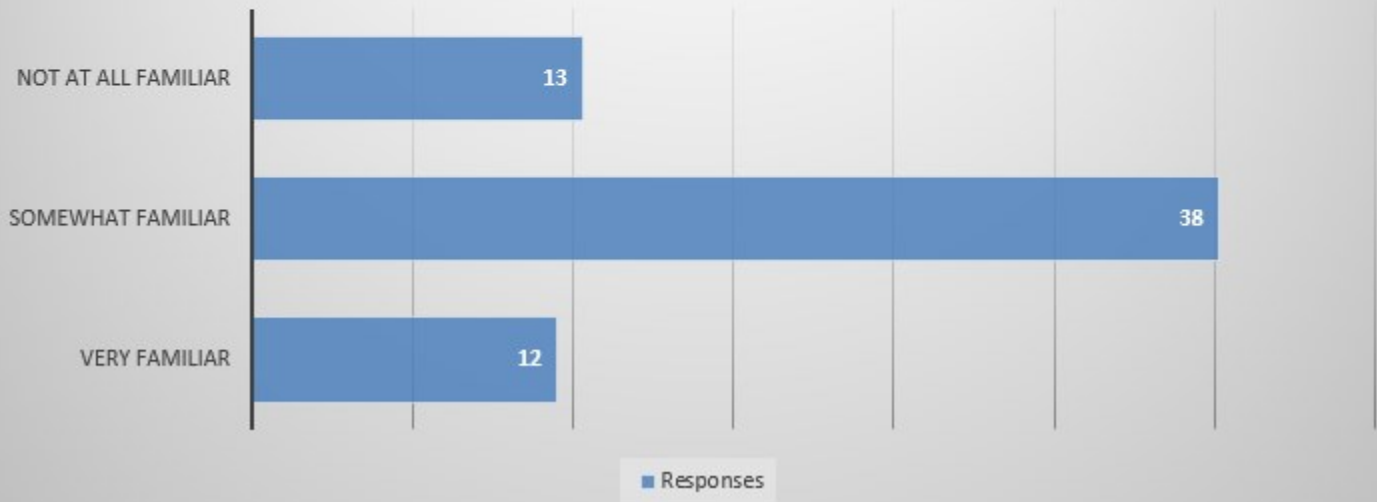
What are the primary competencies required to work in your industry sector?



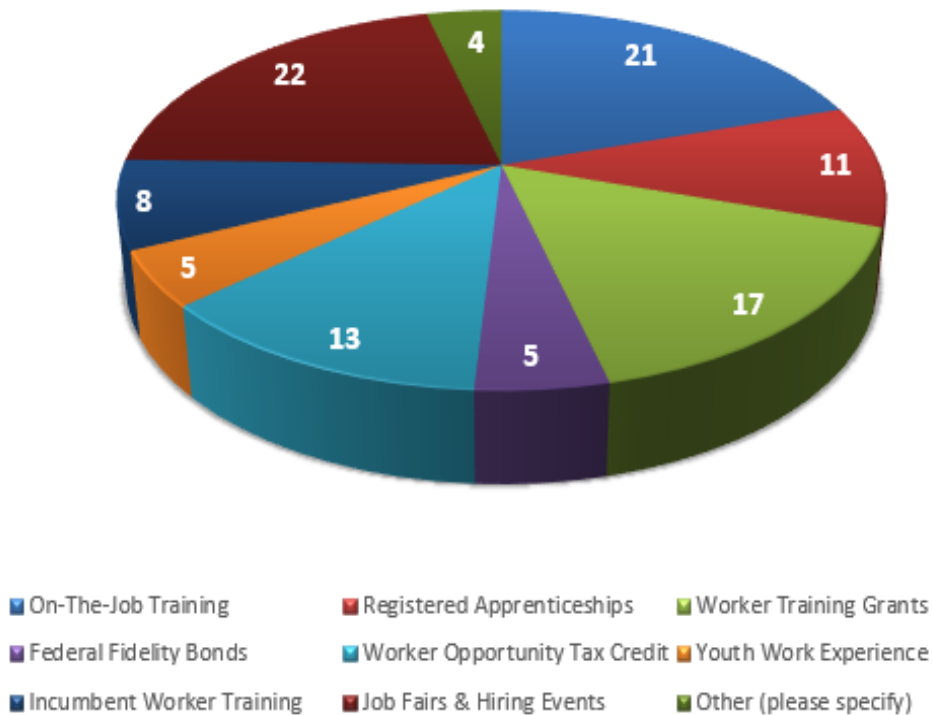
WHAT FACTORS DRIVE YOUR HIRING DECISIONS?



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.



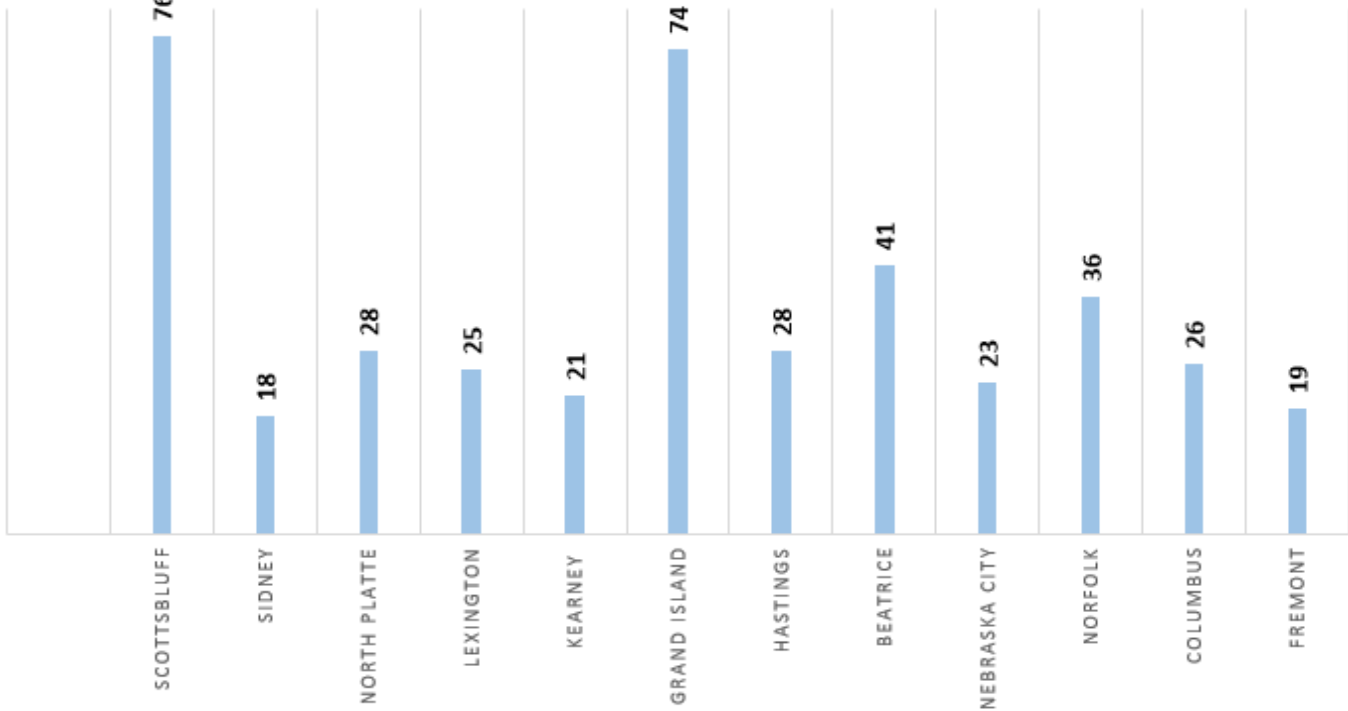
Which workforce development programs, if any are you interested in learning more about? Please select all that apply.



Agenda Item GNWDB 6W / Strategic 4i: Customer Survey Results: September 2022 - February 2023

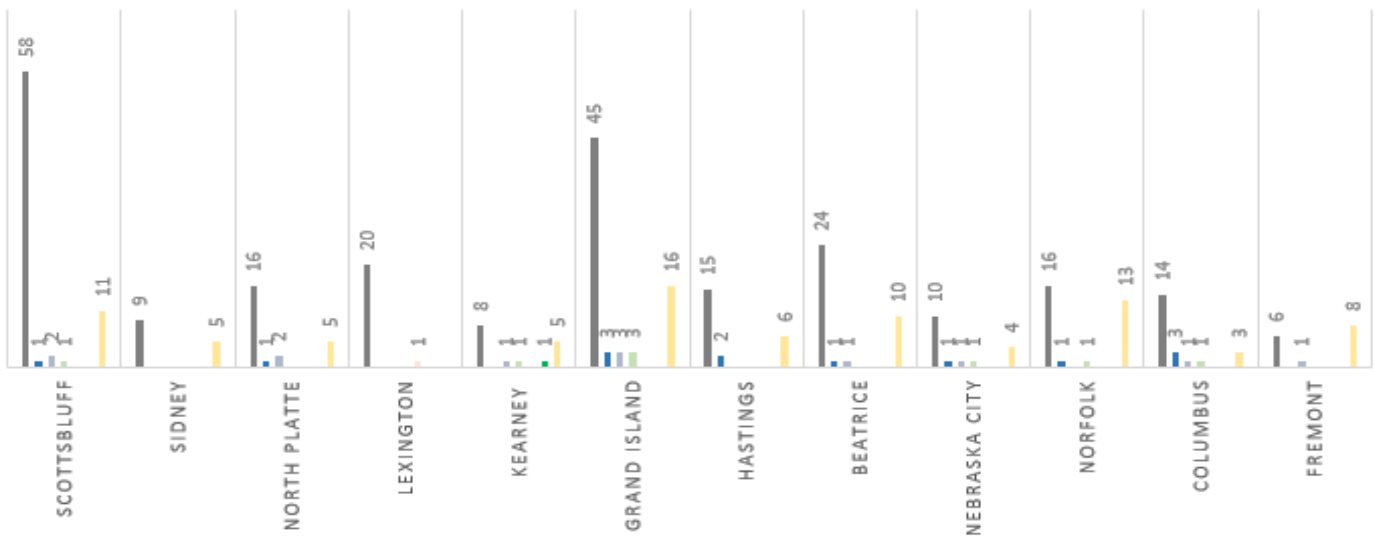
415 responses received.

Which American Job Center (AJC)/ Career Center location did you visit for assistance?

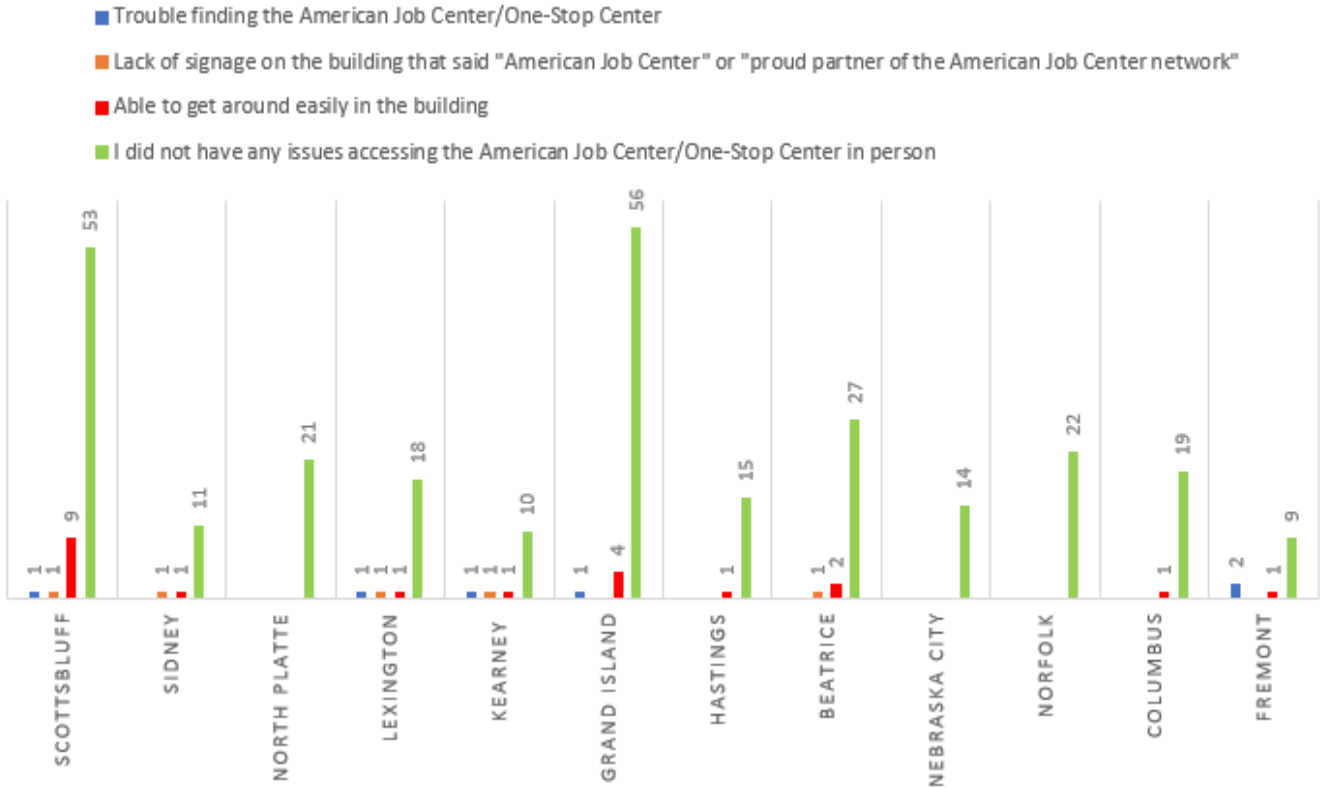


How did you access services?

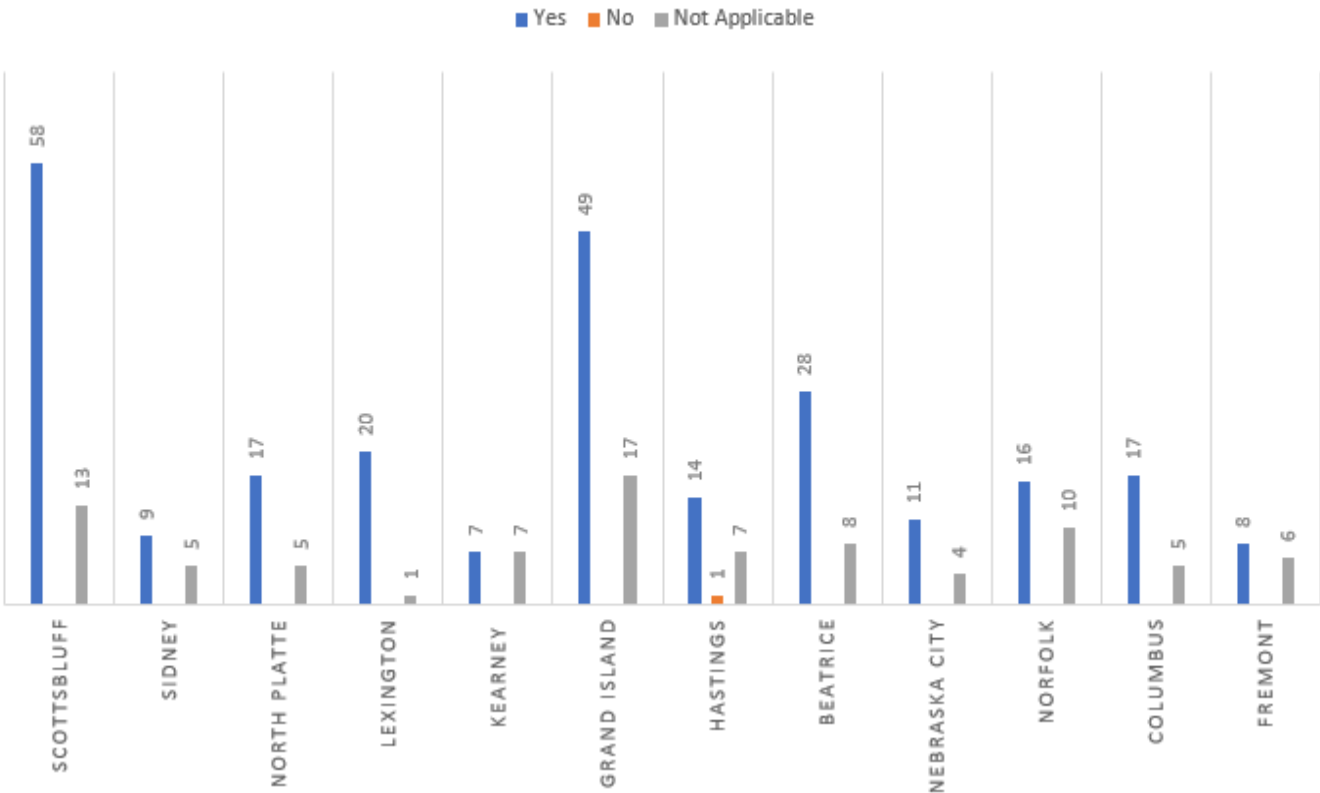
- In-person at an American Job Center or One-Stop center
- Local Library
- Remotely through Video Conferencing
- Outreach activities (Job Fair, Hiring Event, Presentation)
- Community Organization(s)
- Rapid Response Event
- Other (please explain)



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

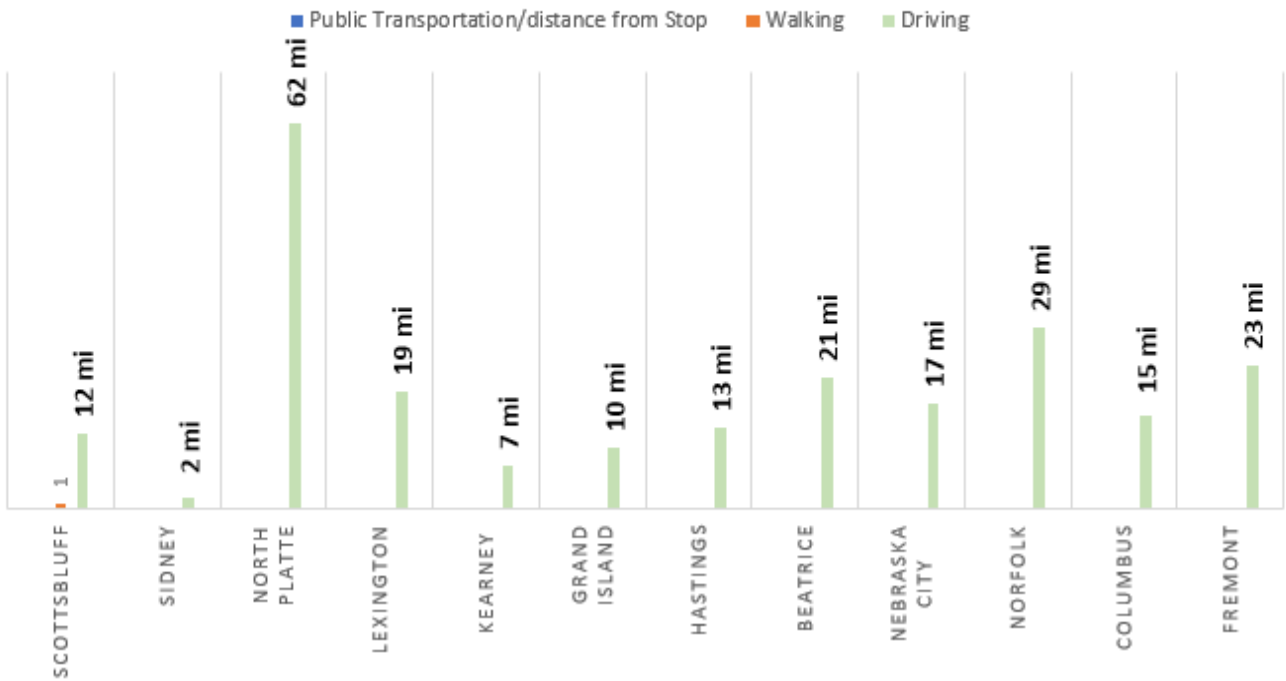


If you drove to the American Job Center/One-Stop center, were you able to find parking easily?



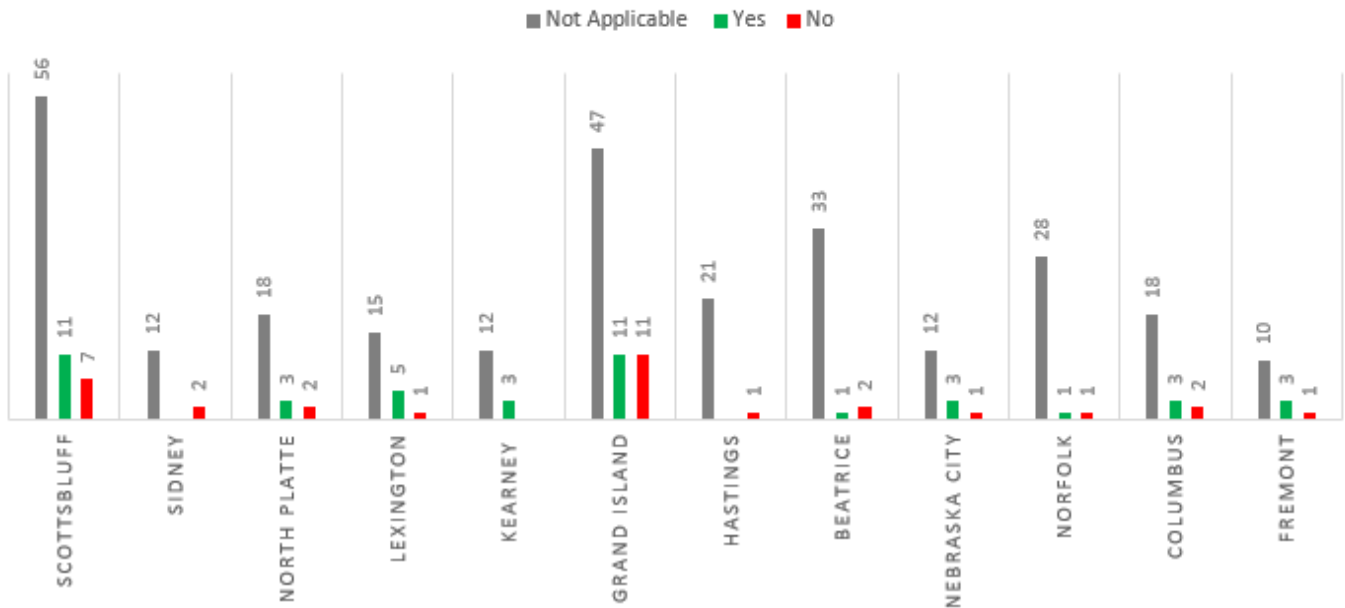
How far did you have to travel to access the American Job Center/One-Stop Center?

DISTANCE TRAVELED TO ACCESS THE AJC/ONE-STOP CENTER?



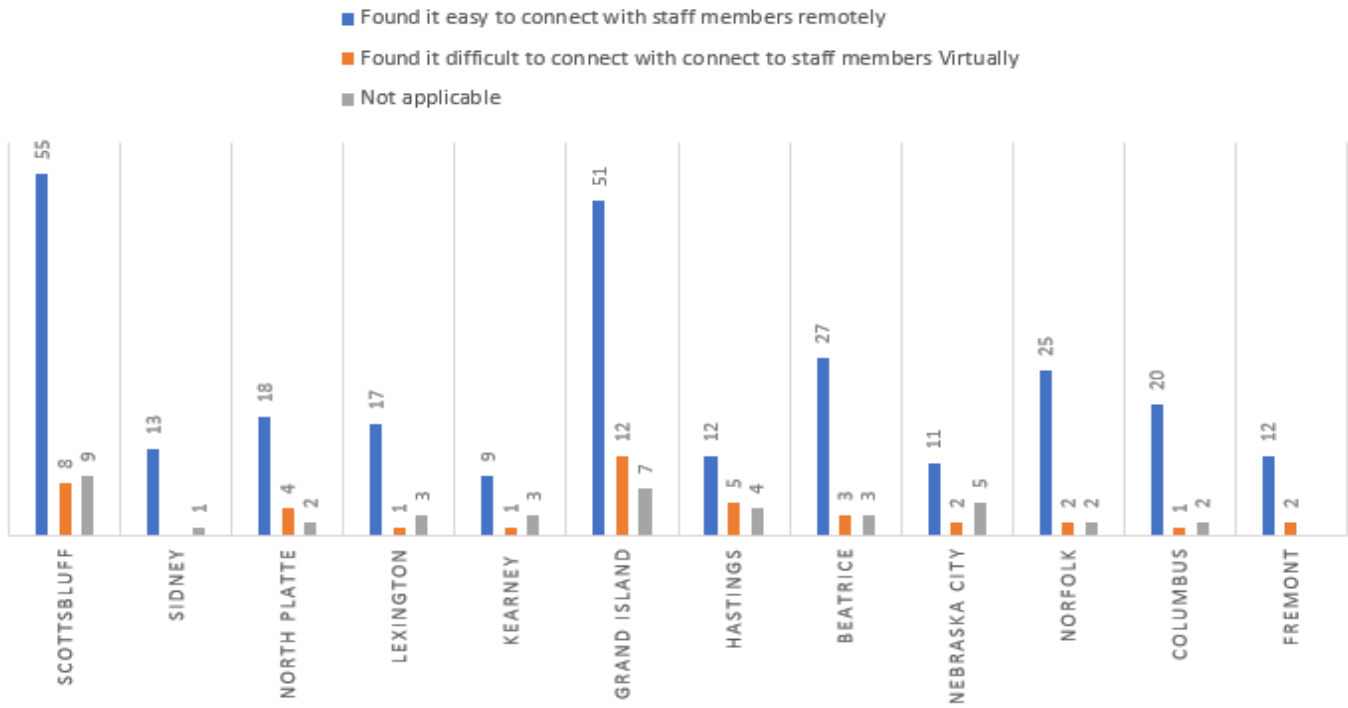
If you have a disability, were you provided with accommodations, such as assistive technology?

IF YOU HAVE A DISABILITY, WERE YOU PROVIDED WITH ACCOMMODATIONS, SUCH AS ASSISTIVE TECHNOLOGY?

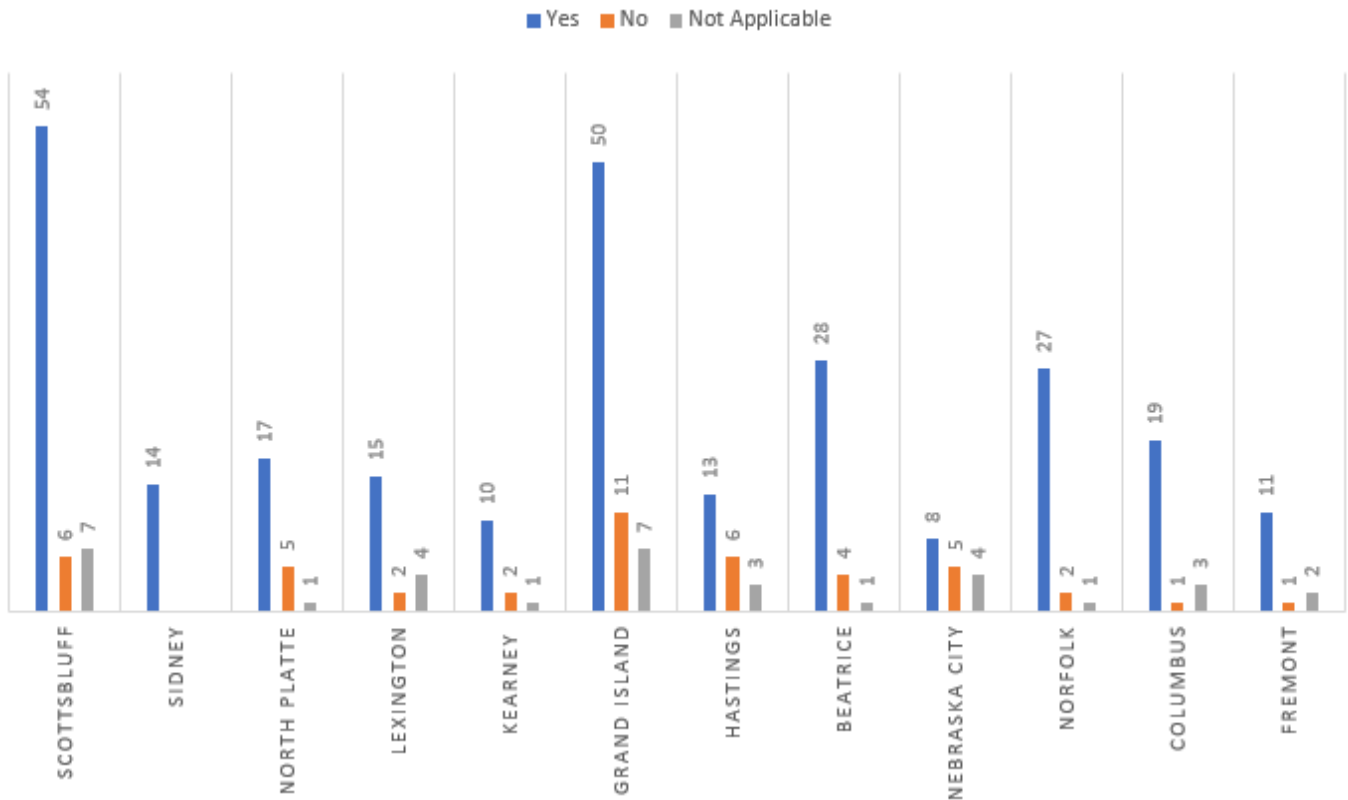


Did you receive services by phone, email, or internet? If so, please provide responses to the following accessibility questions.

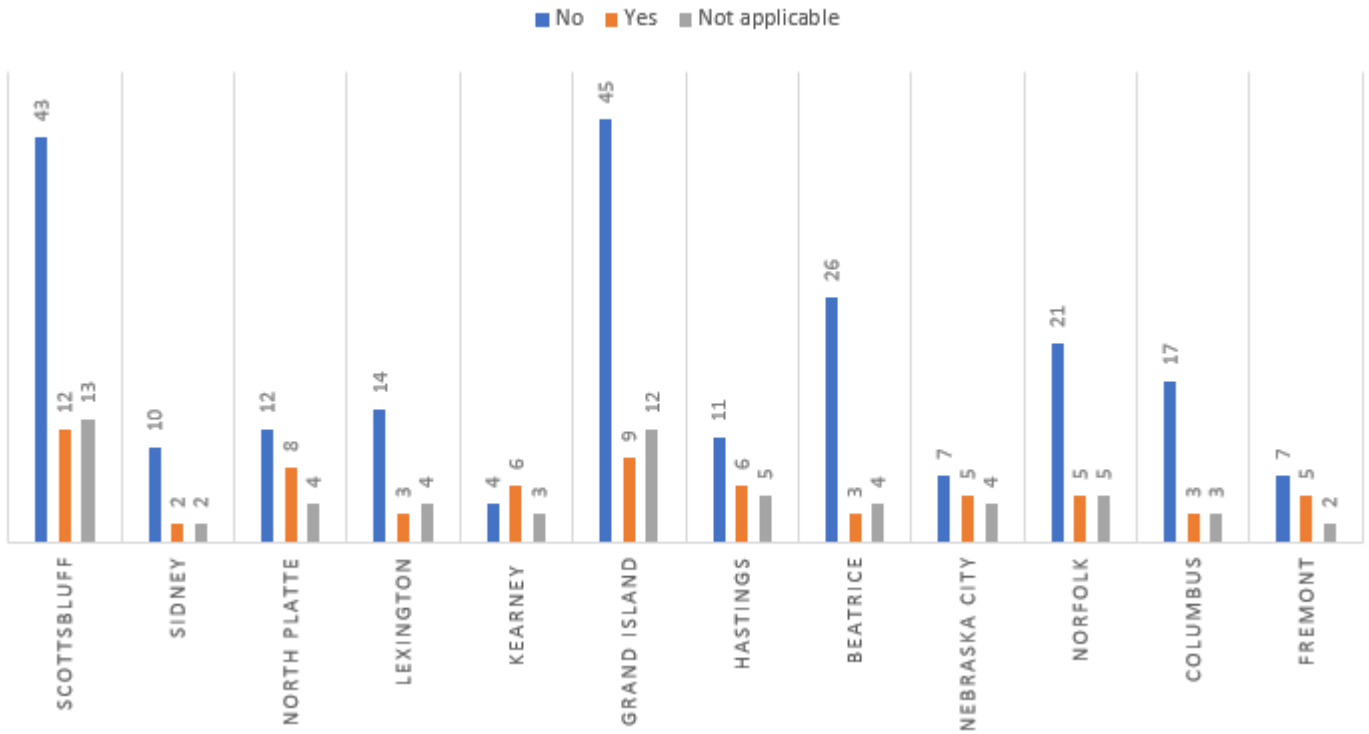
Did you find it easy to connect with a staff member?



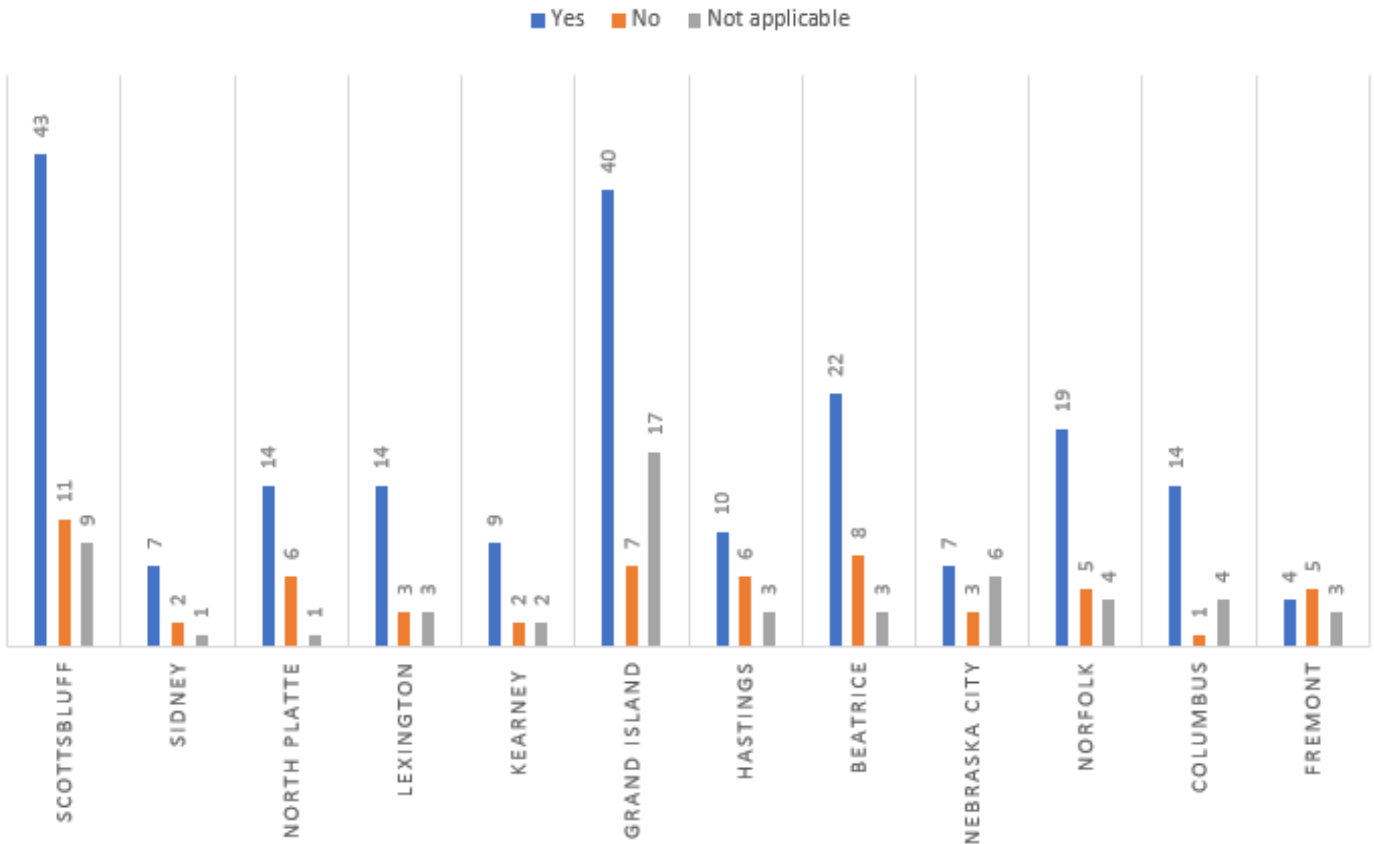
Did you receive the services you were looking for?



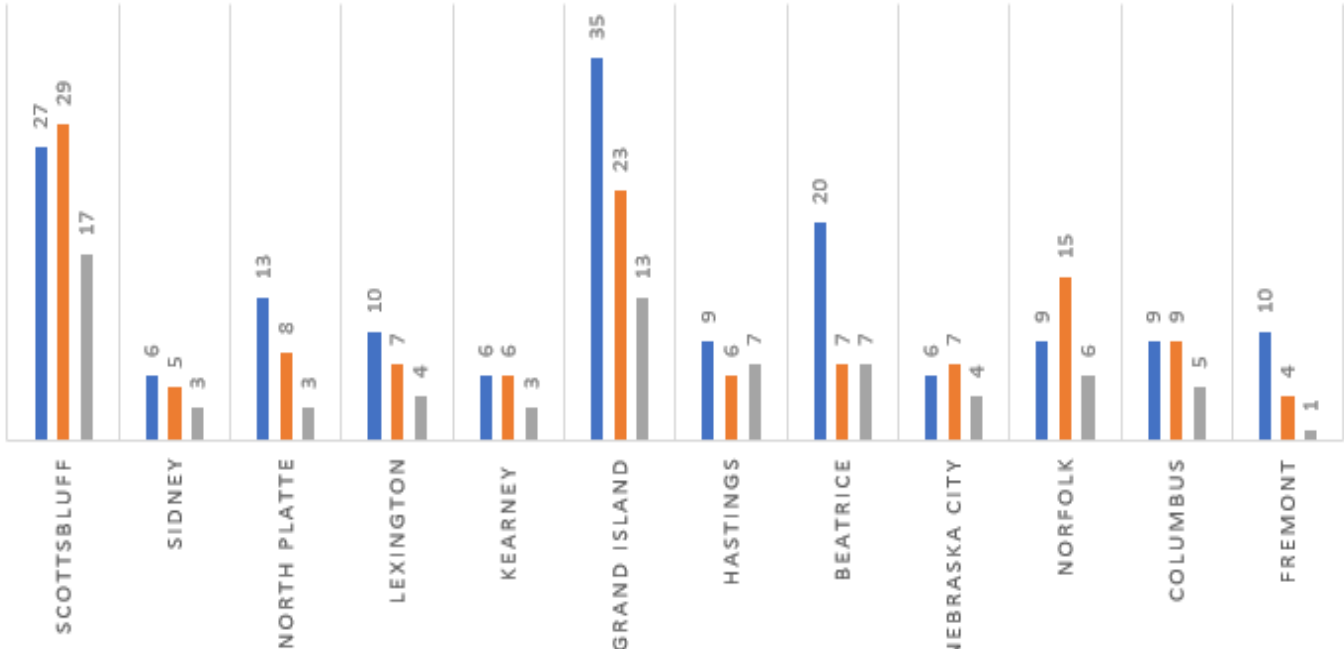
Technology difficulties



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



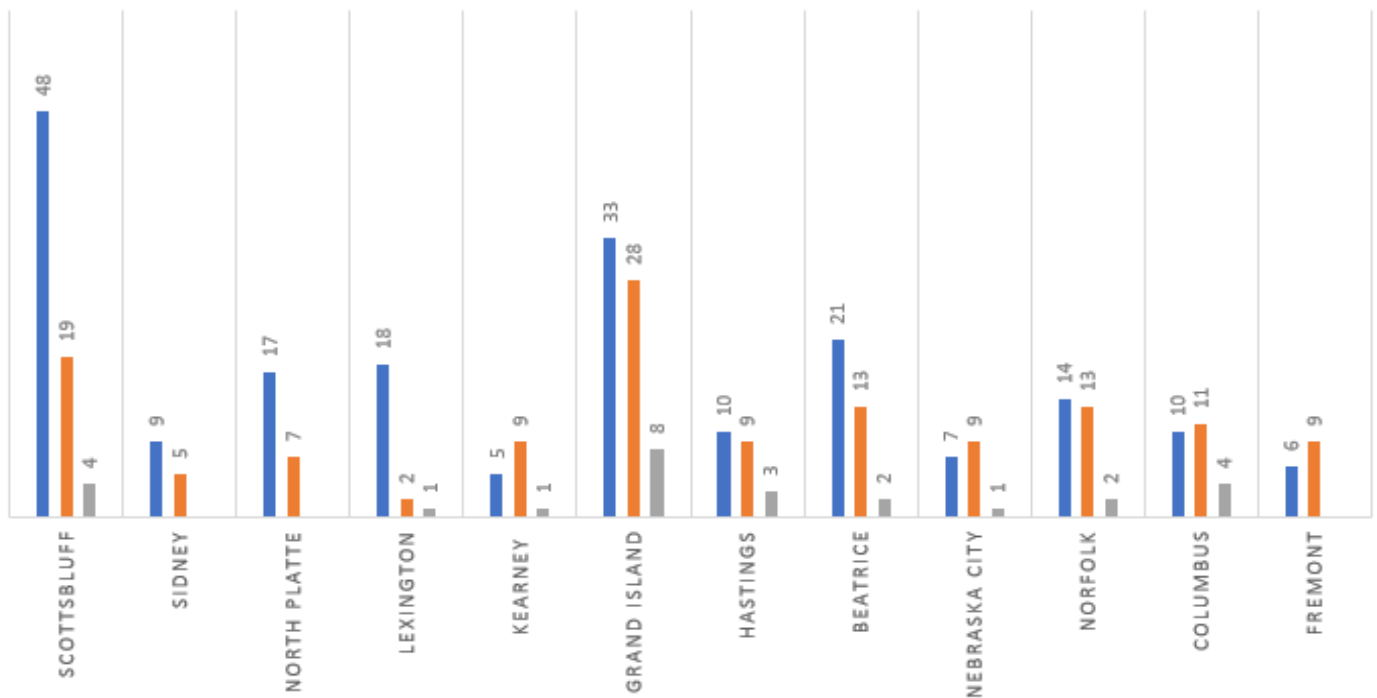
Why did you come to the American Job Center/One-Stop center for assistance?



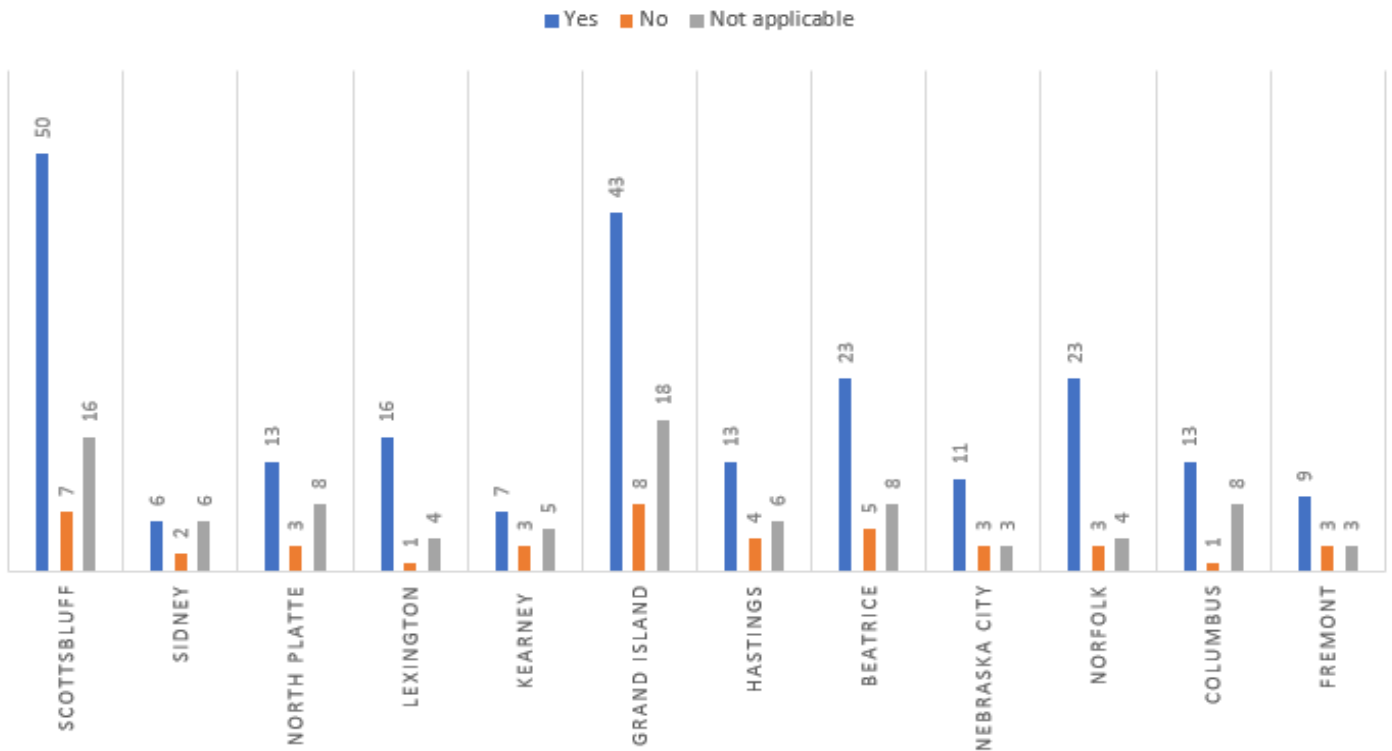
- I came in to file for Unemployment benefits only. No other services were sought or provided.
- I came in to file for Unemployment benefits and also received other services offered by the American Job Center/One-Stop center.
- I came in for services offered at the American Job Center/One-Stop center and did not file for Unemployment benefits.

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

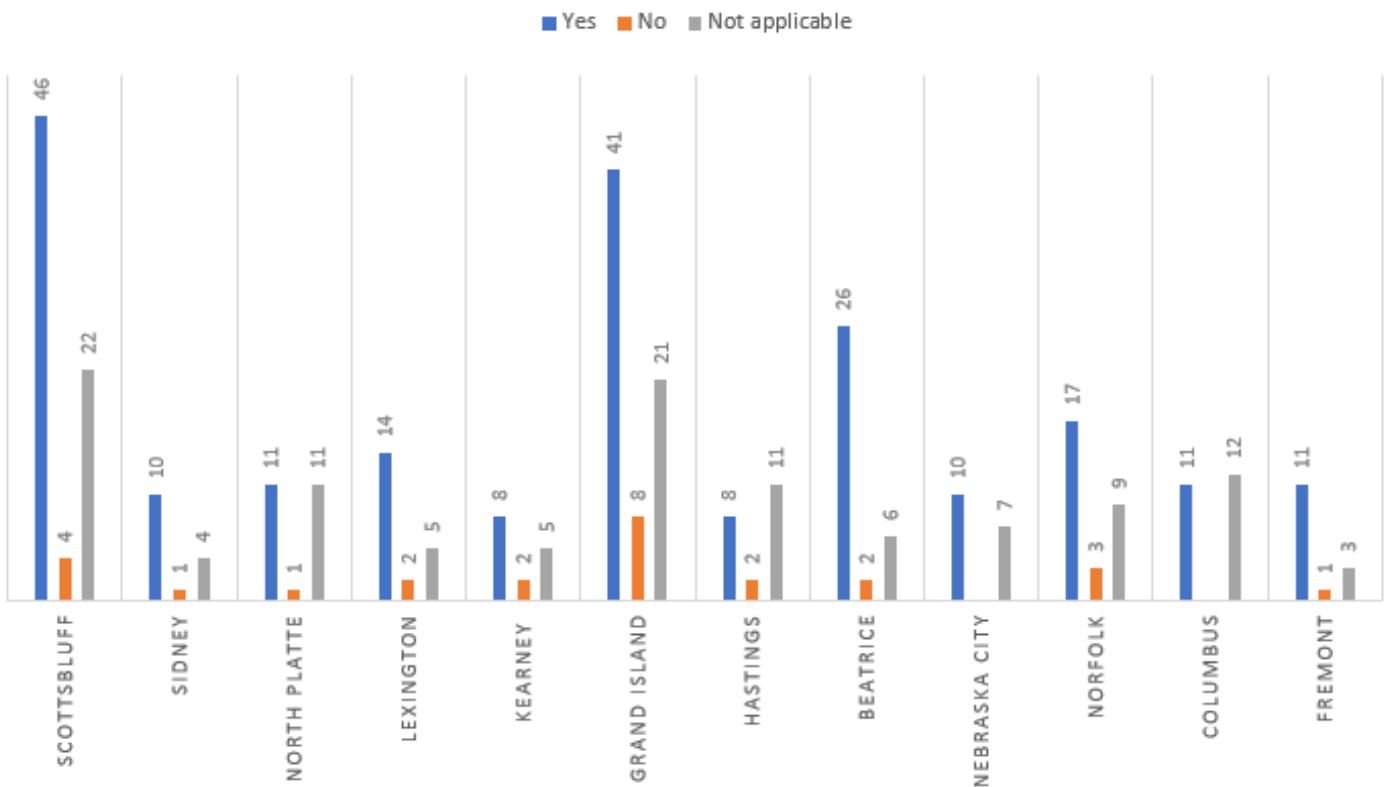
■ In Person ■ Using the Unemployment phone line ■ Not Applicable



If you received assistance with an unemployment claim, were you satisfied with the level of services

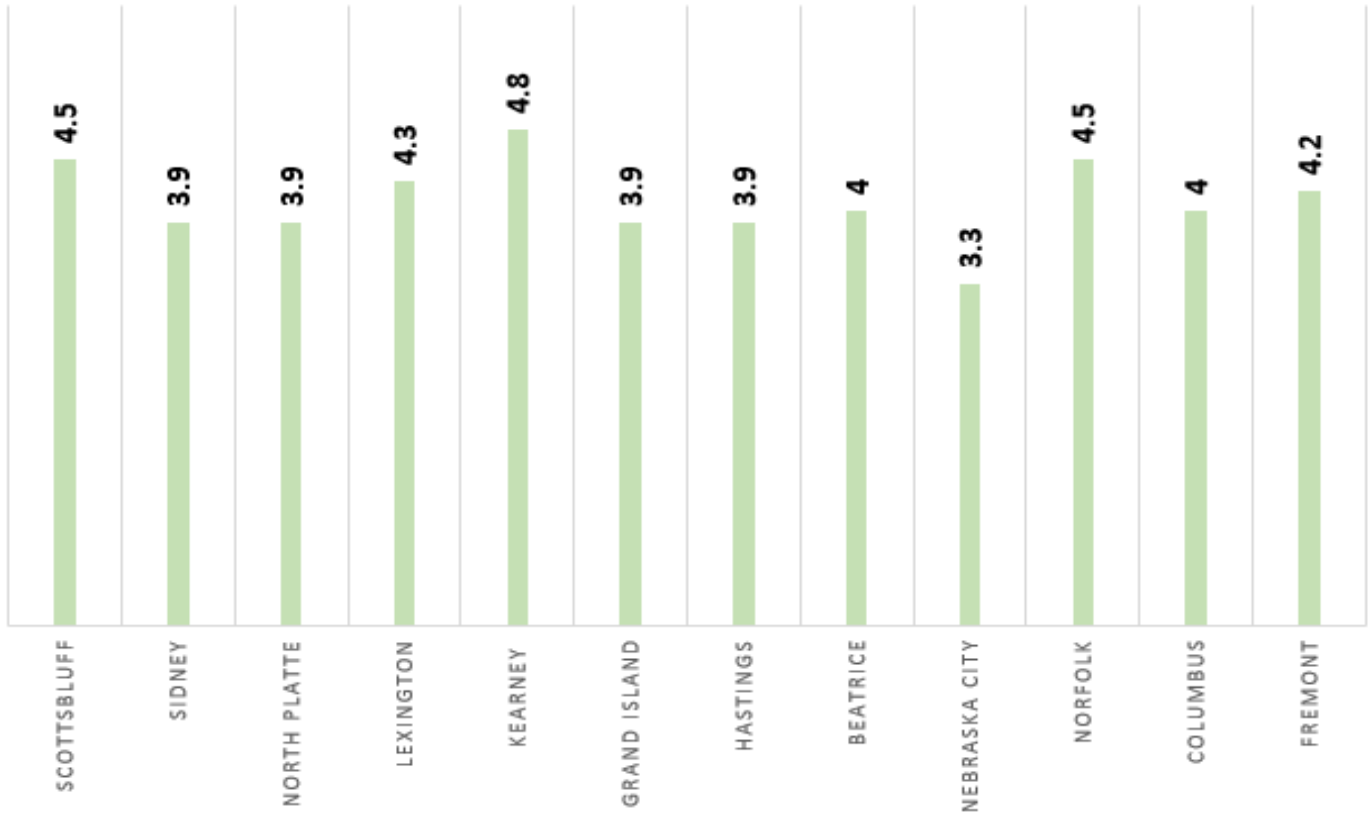


Did you learn more about your rights and responsibilities when it comes to Unemployment benefits?

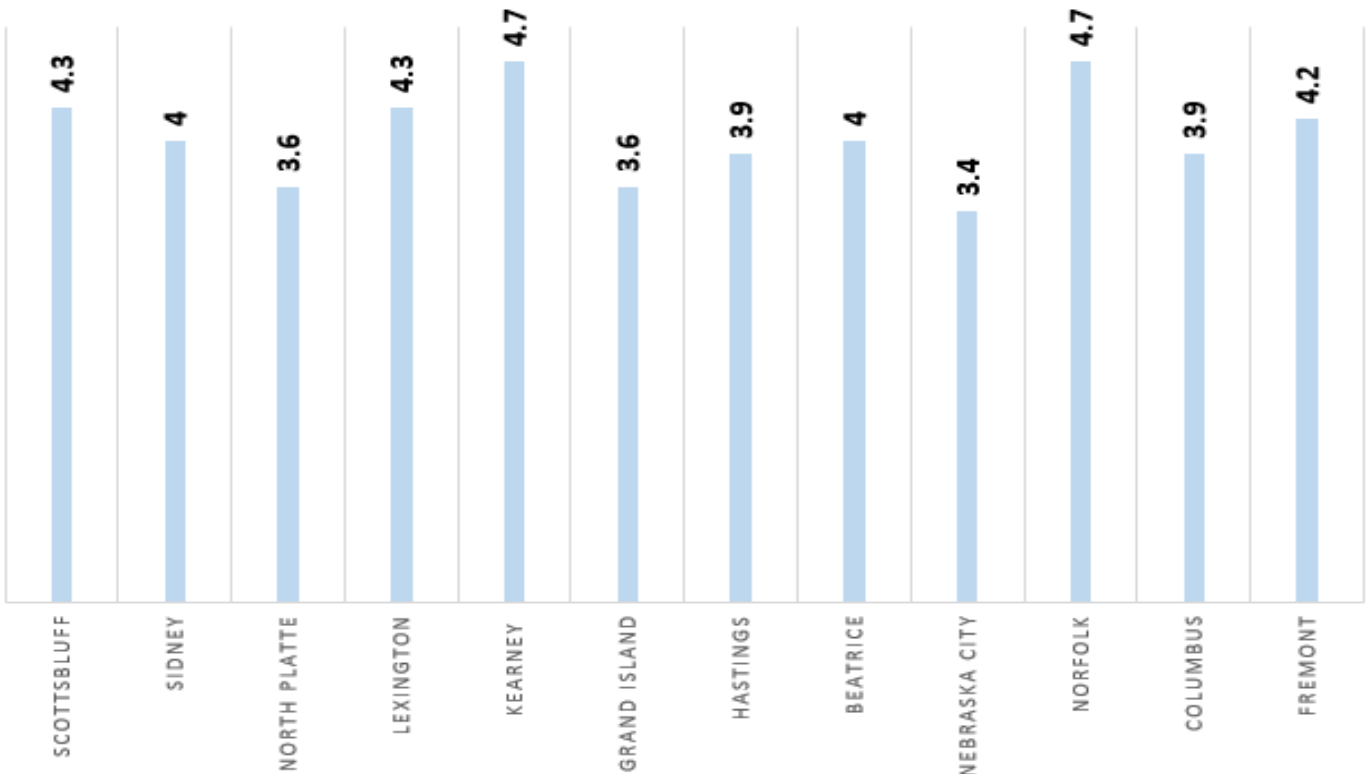


On a scale of 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the following

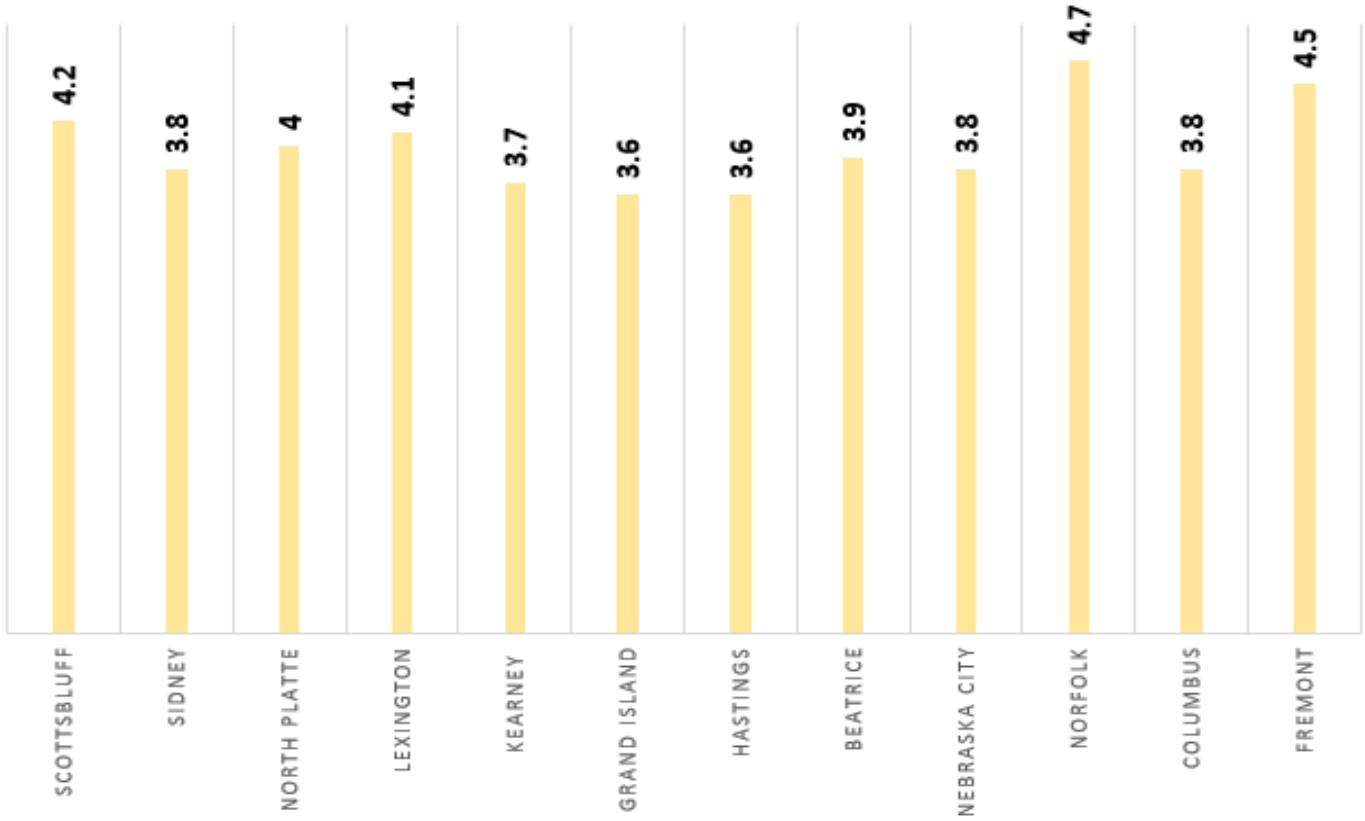
Help with job search



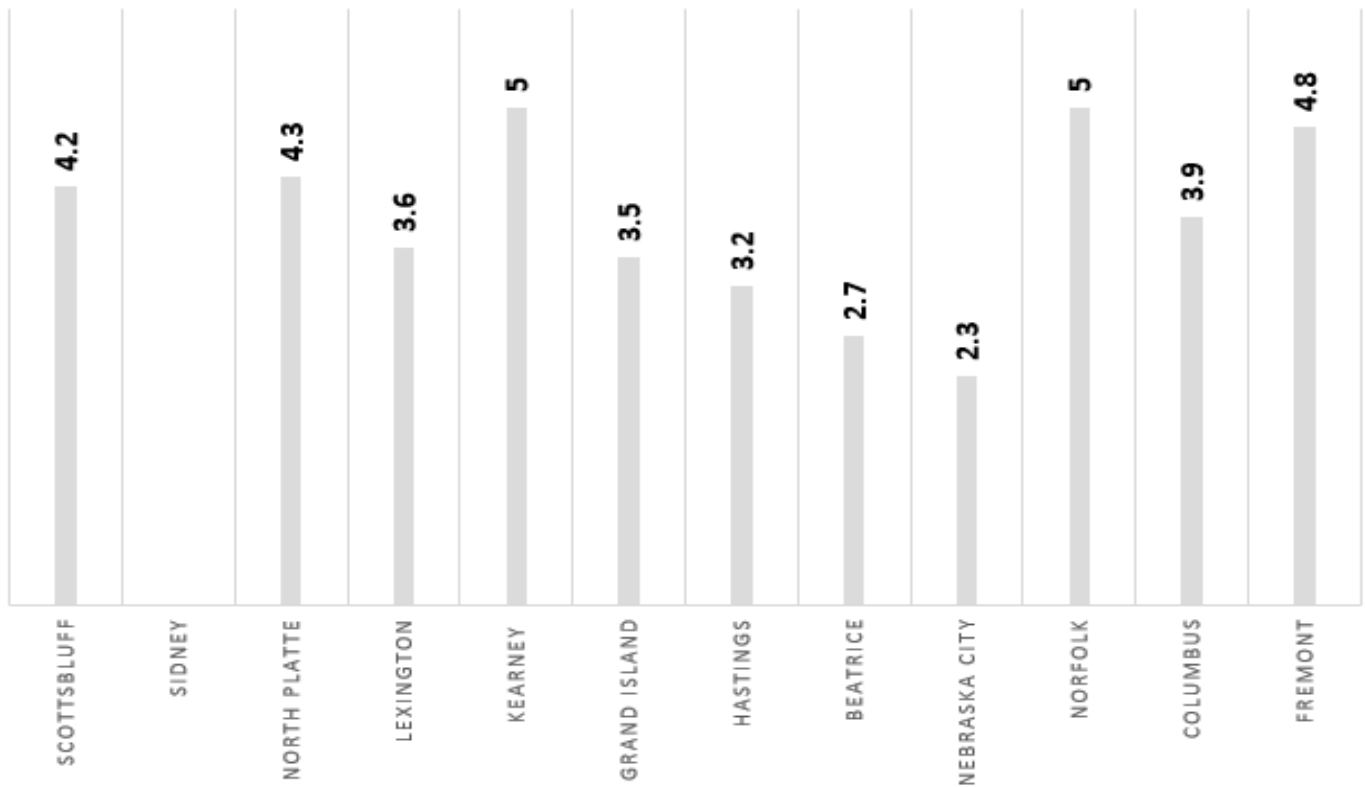
Help with resume and / or cover letter



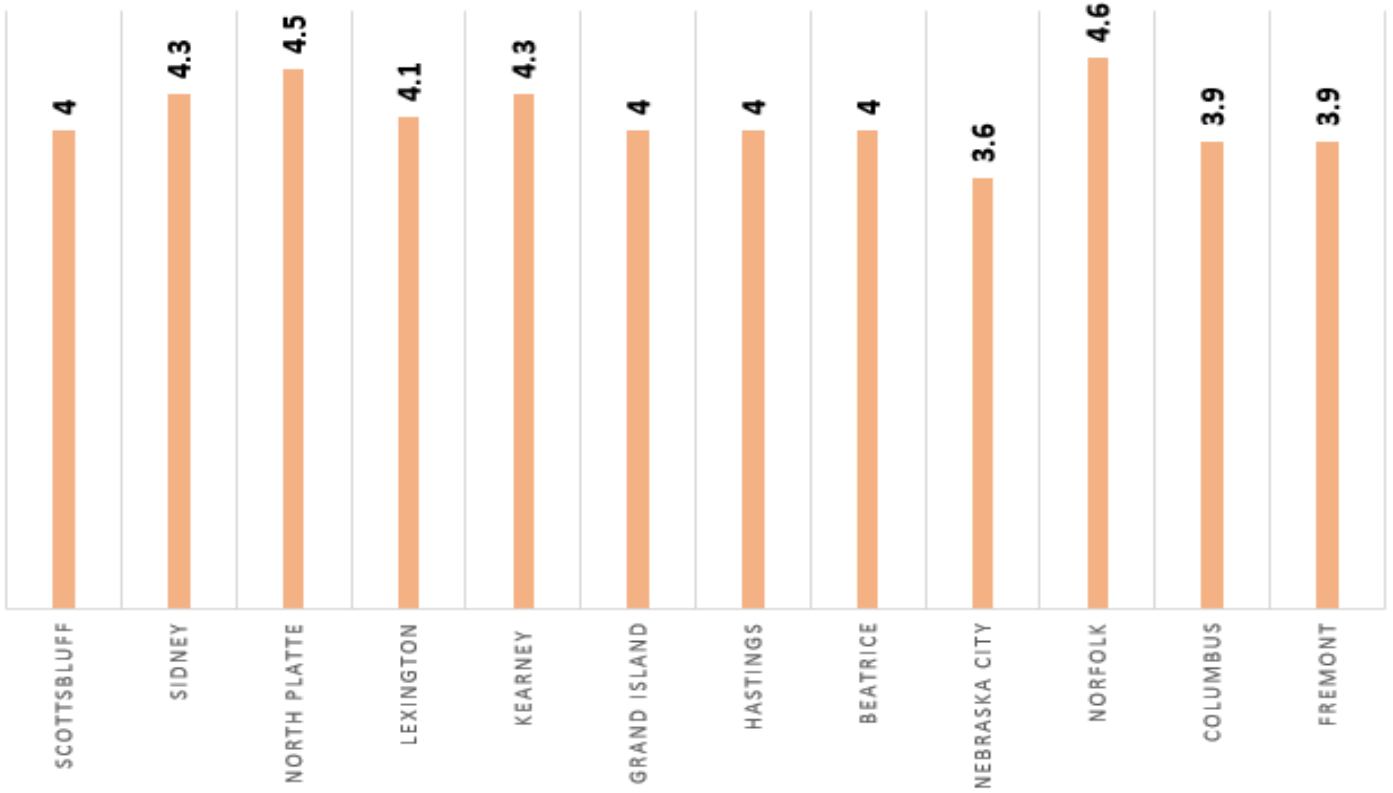
Help with job application



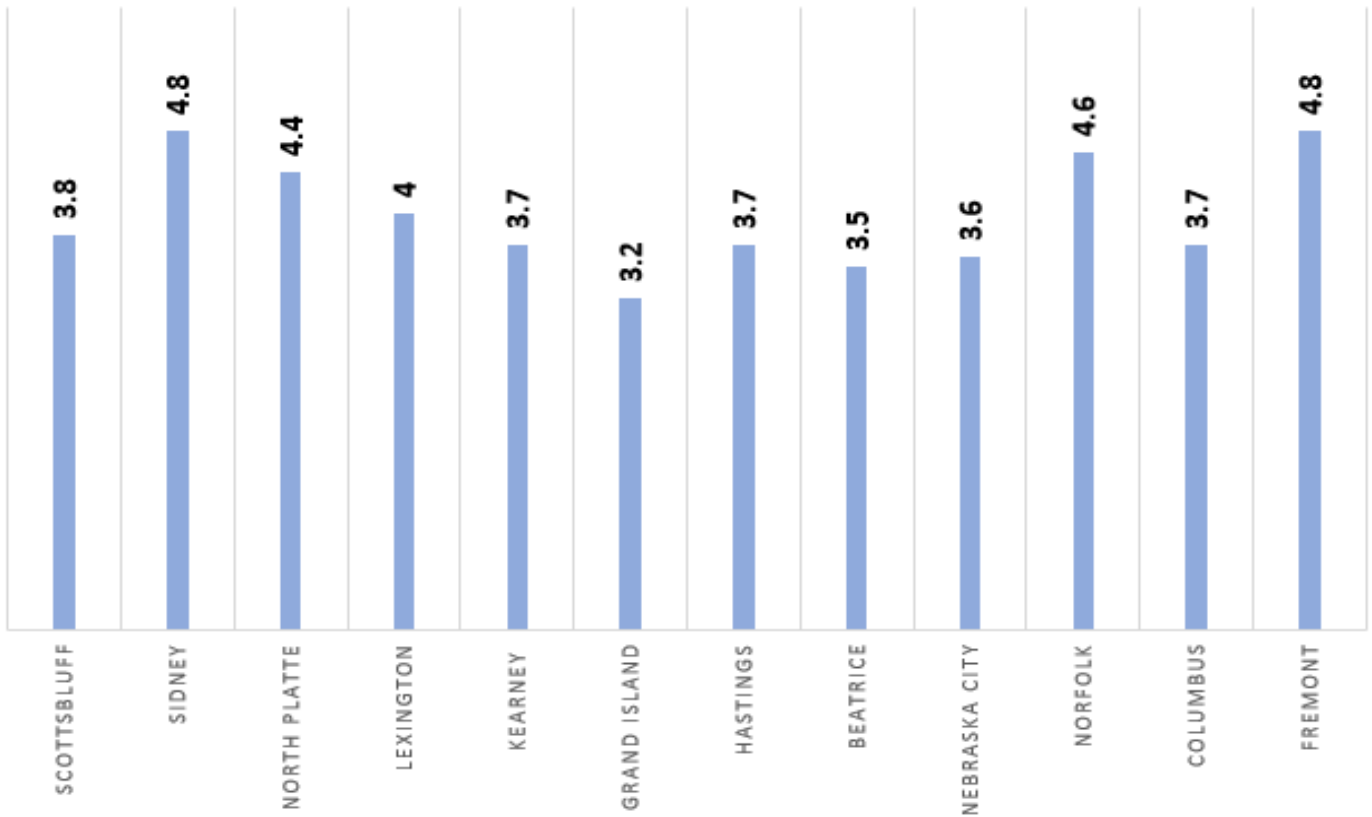
Help finding Veteran services



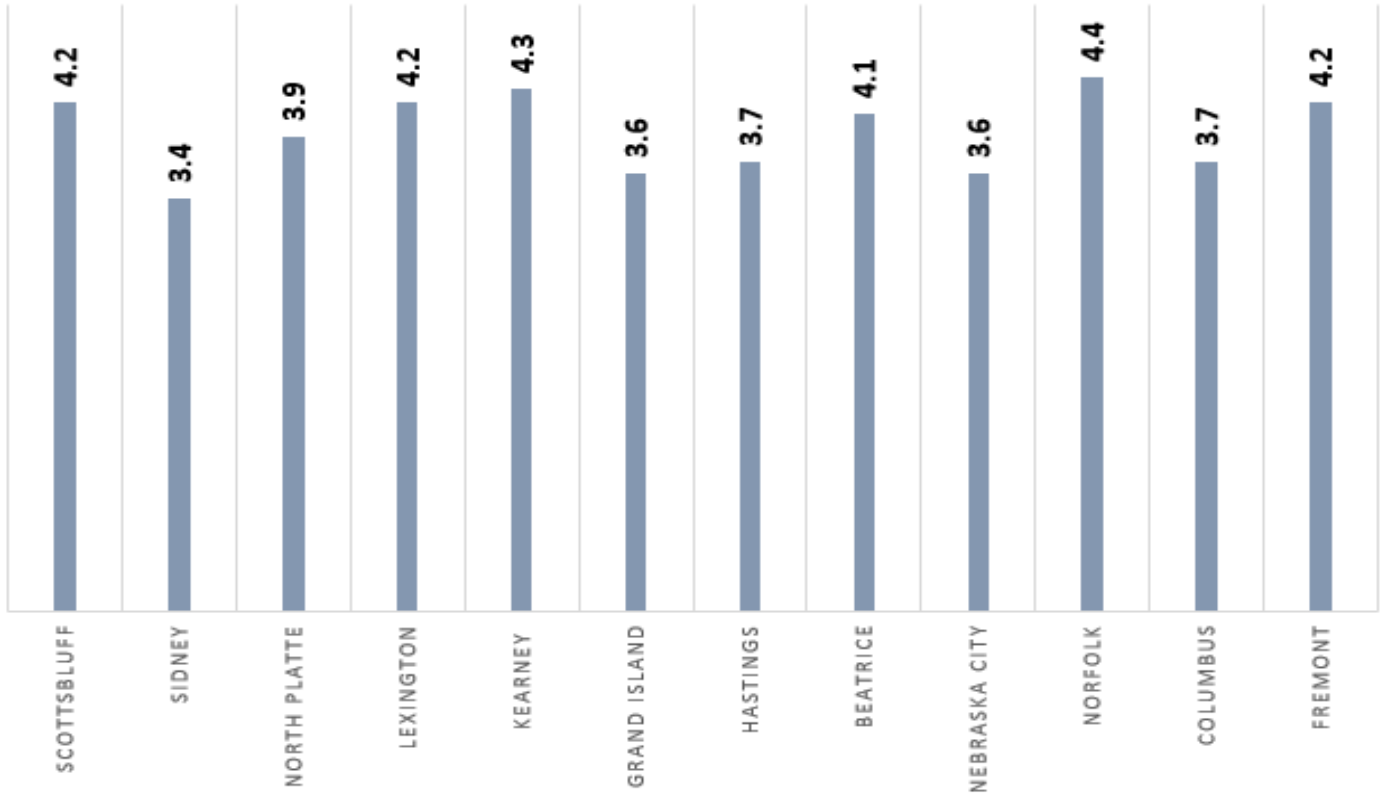
Help finding labor market information



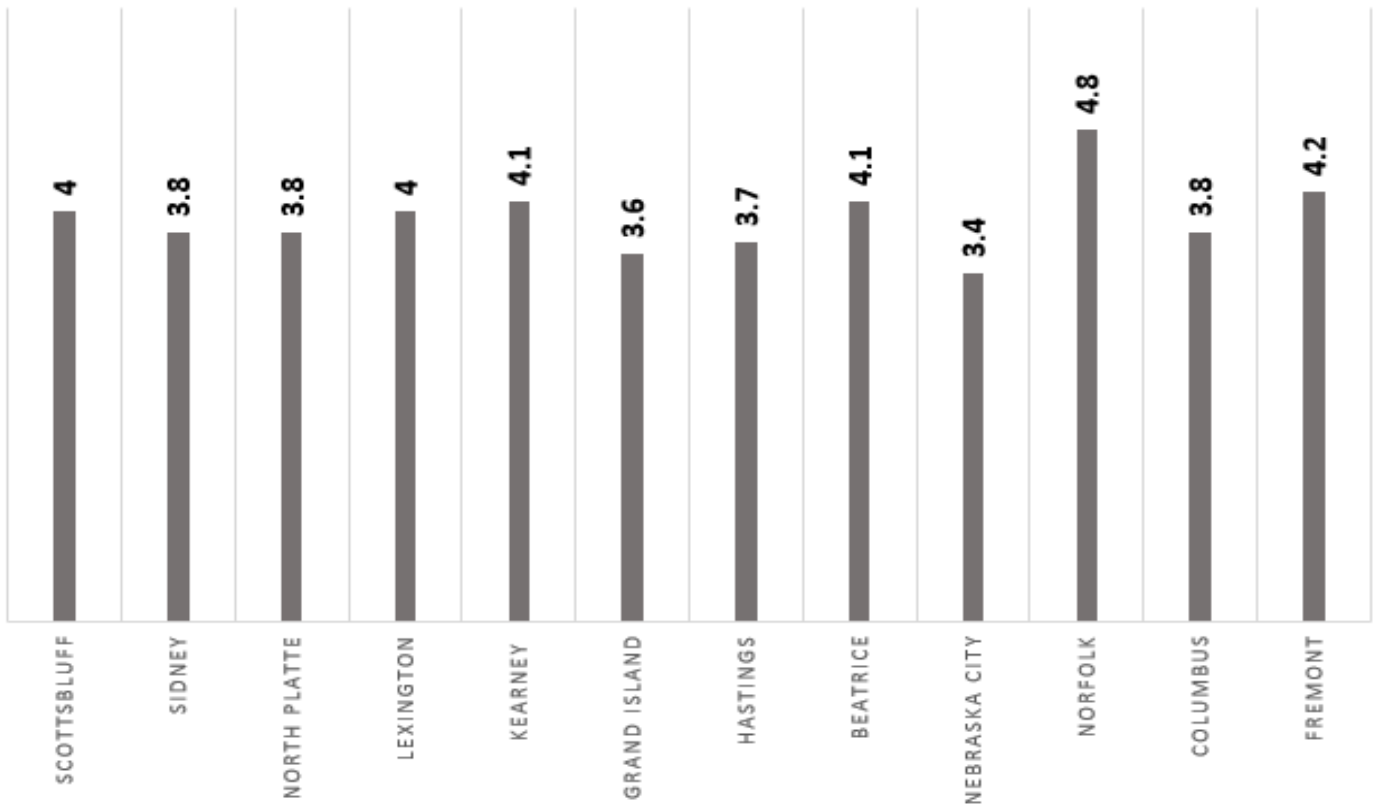
Help with job interview



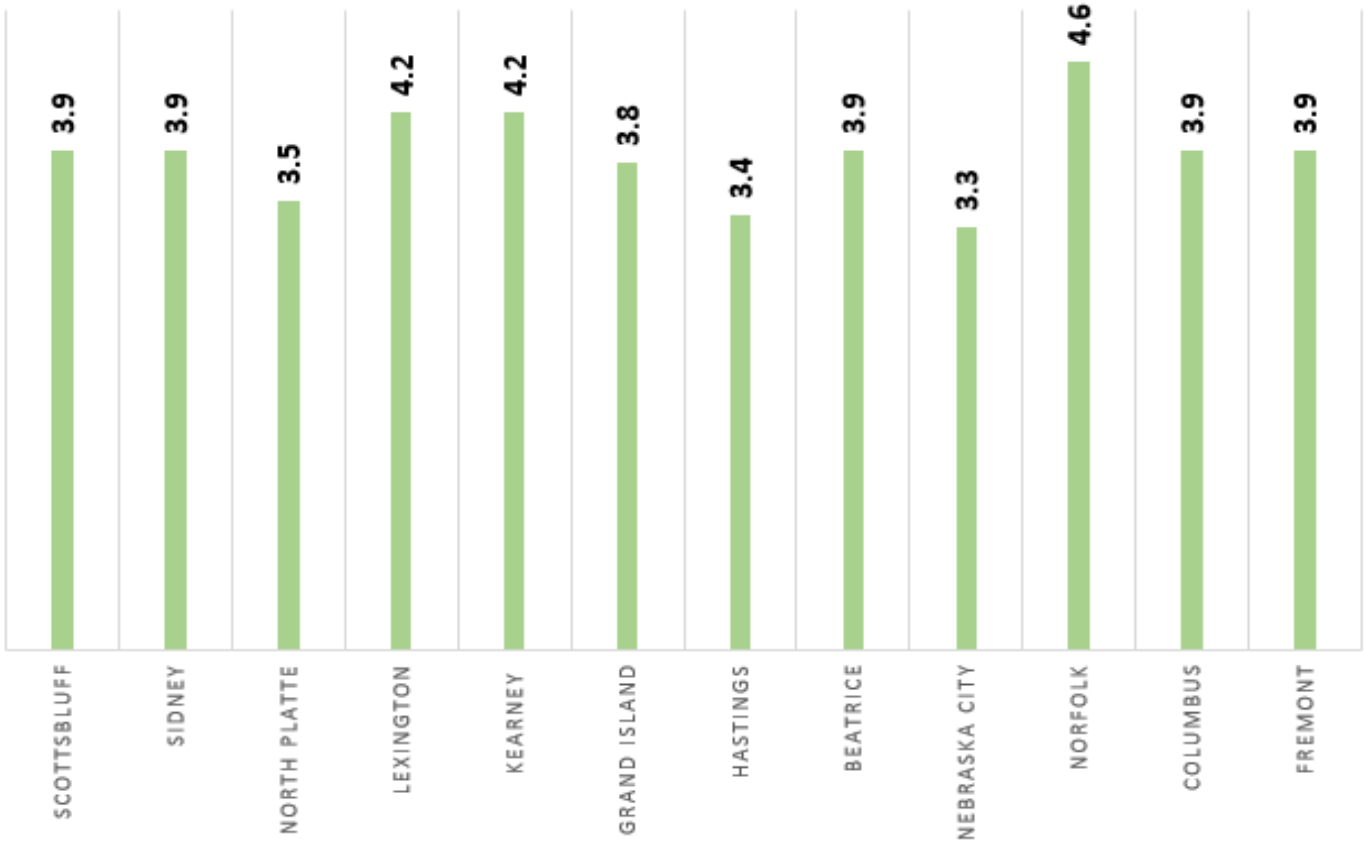
Help filing for Unemployment Insurance



Networking/Job Leads

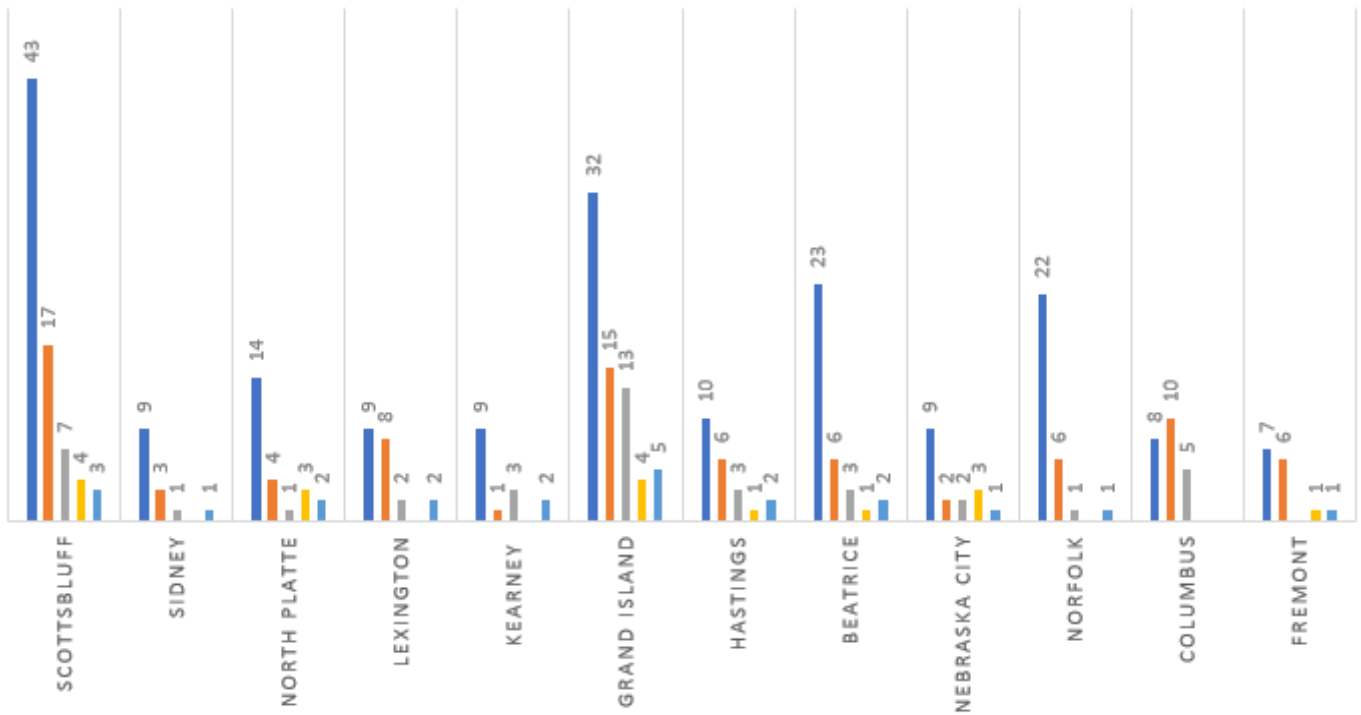


Help finding information on training opportunities

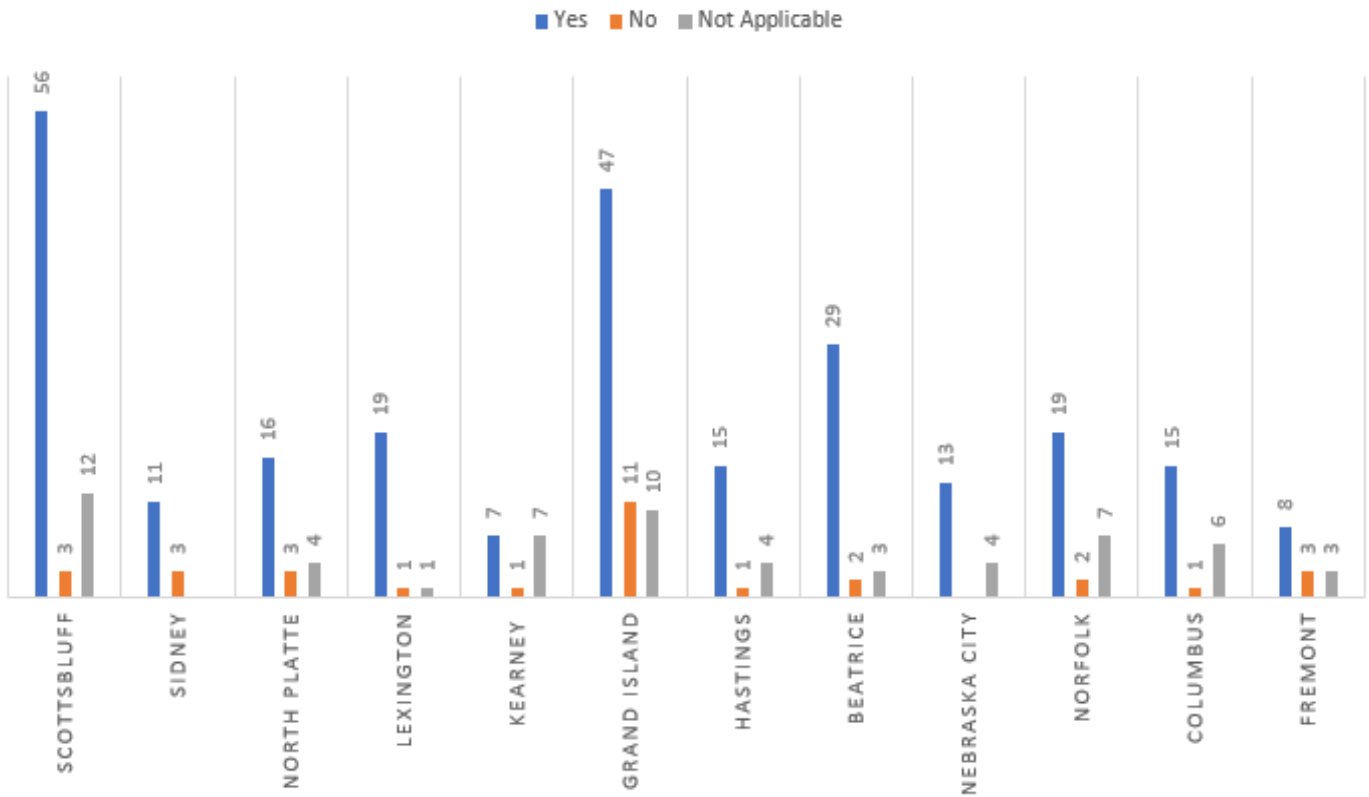


In general, how satisfied or dissatisfied were you with the services you received?

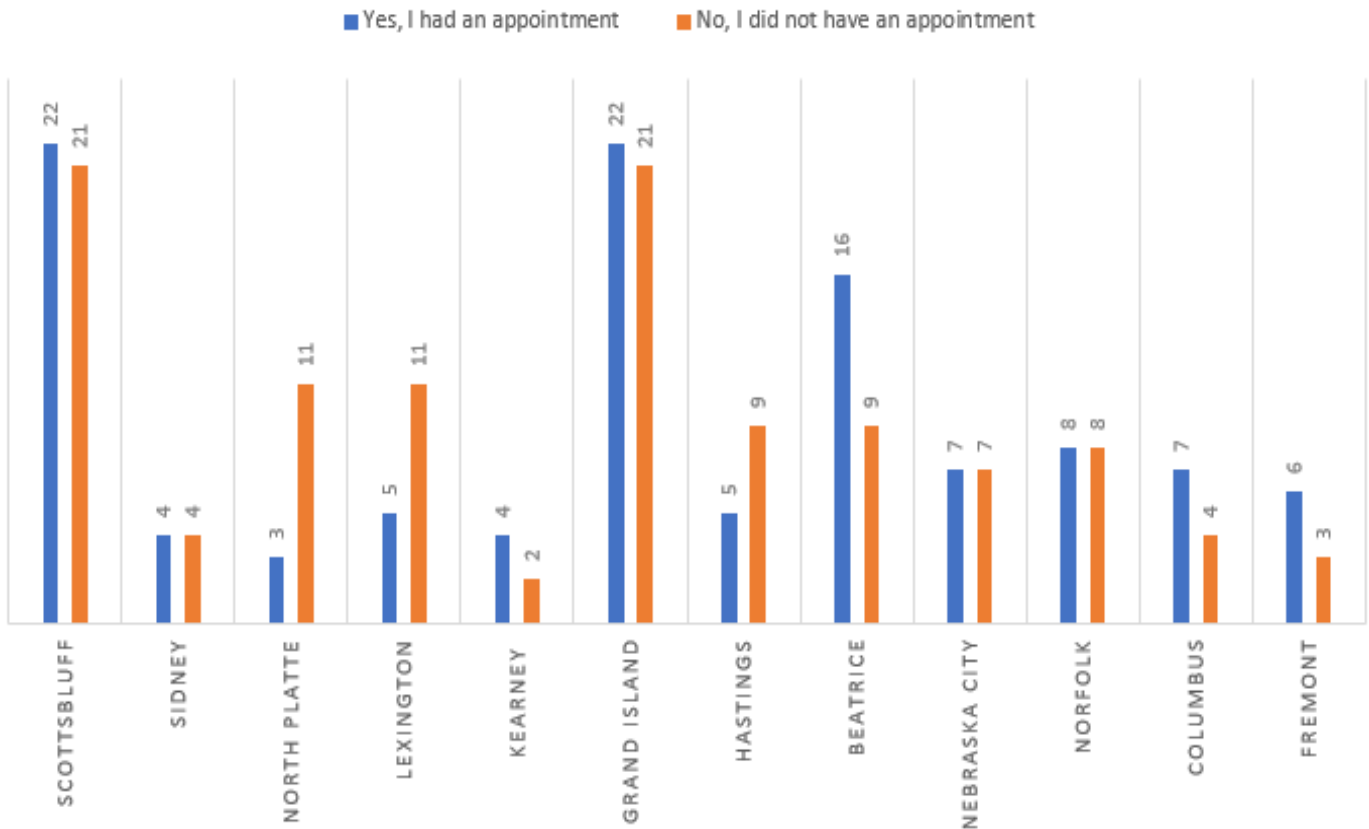
■ Very satisfied
 ■ Satisfied
 ■ Neither satisfied nor dissatisfied
 ■ Dissatisfied
 ■ Very dissatisfied



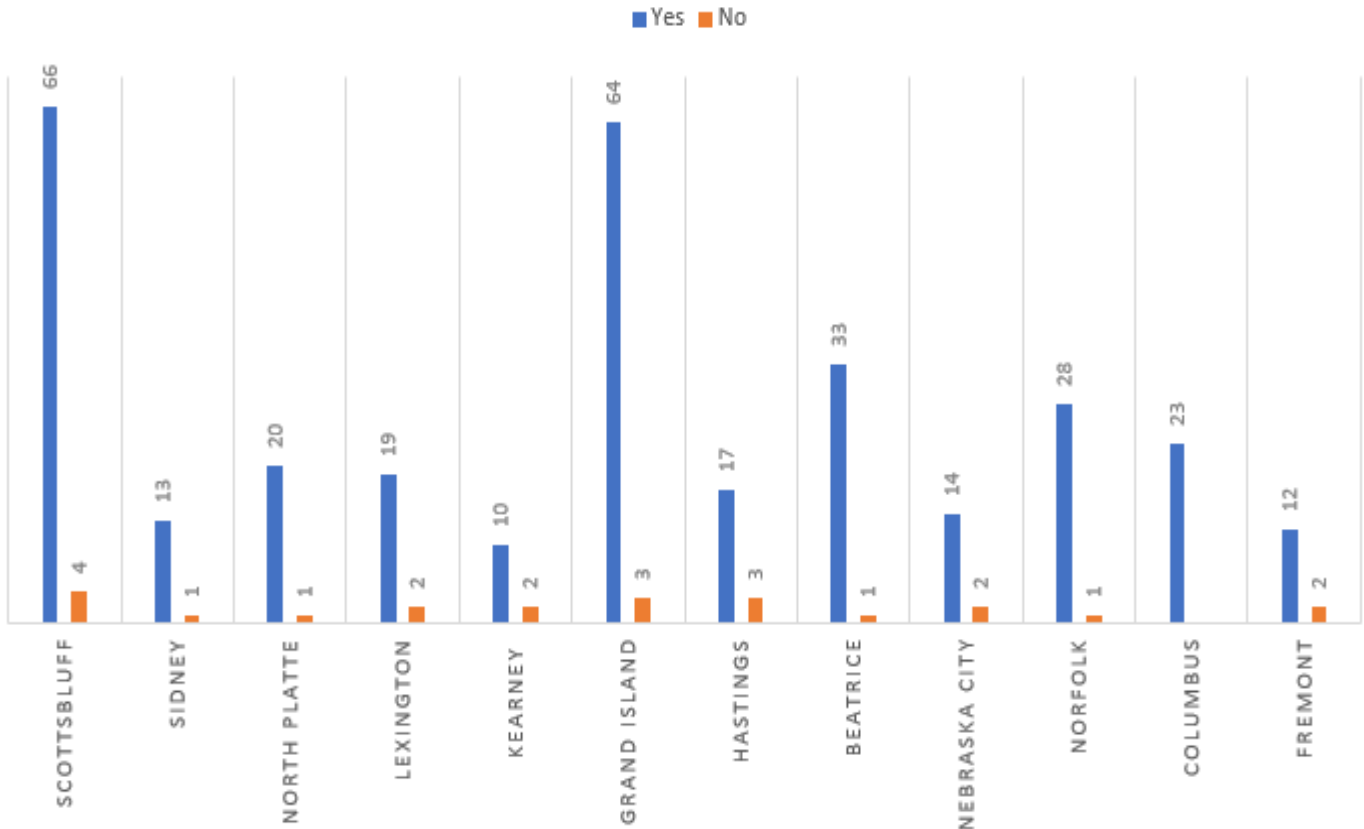
Were you able to meet with a staff member?



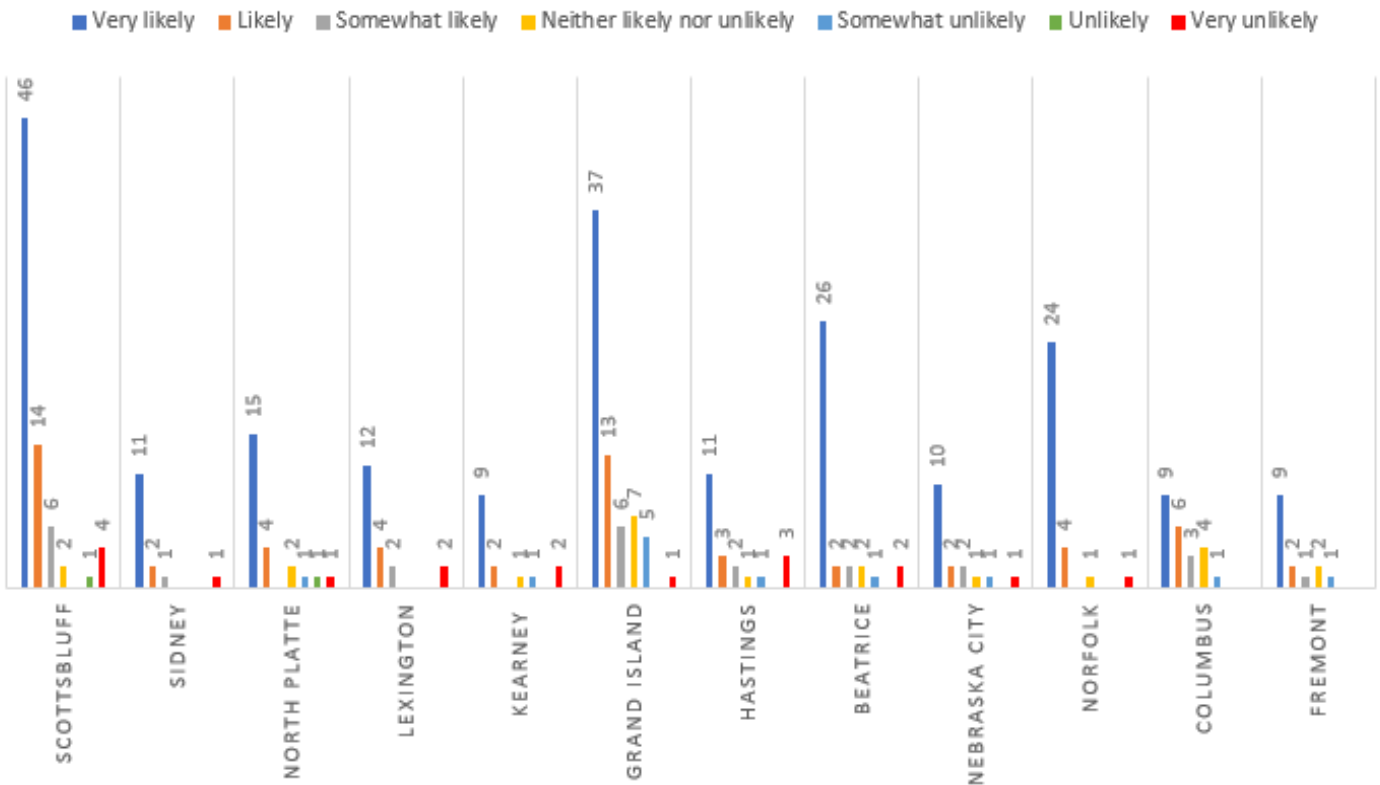
Did you have an appointment?



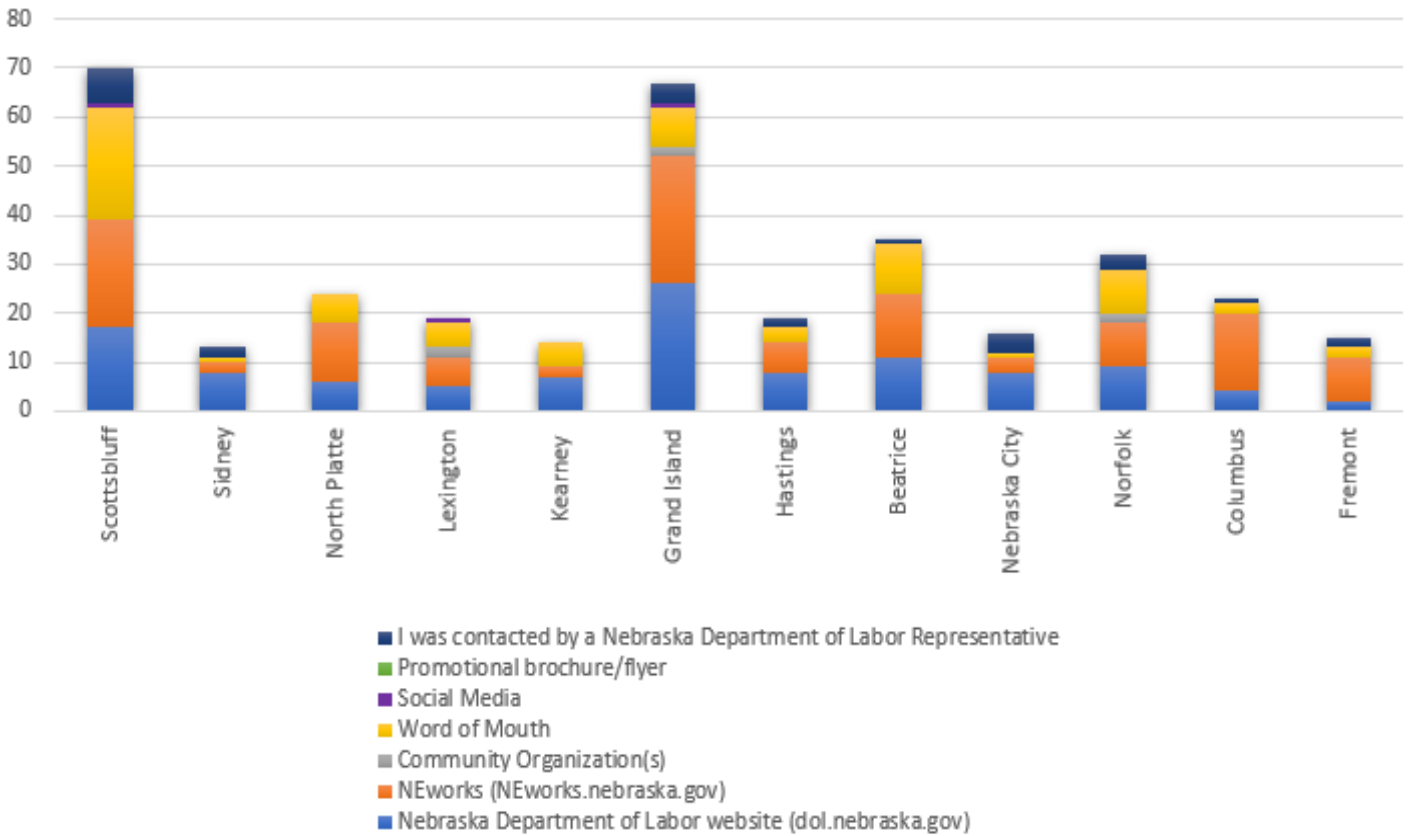
Did staff act professionally and treat you with respect?



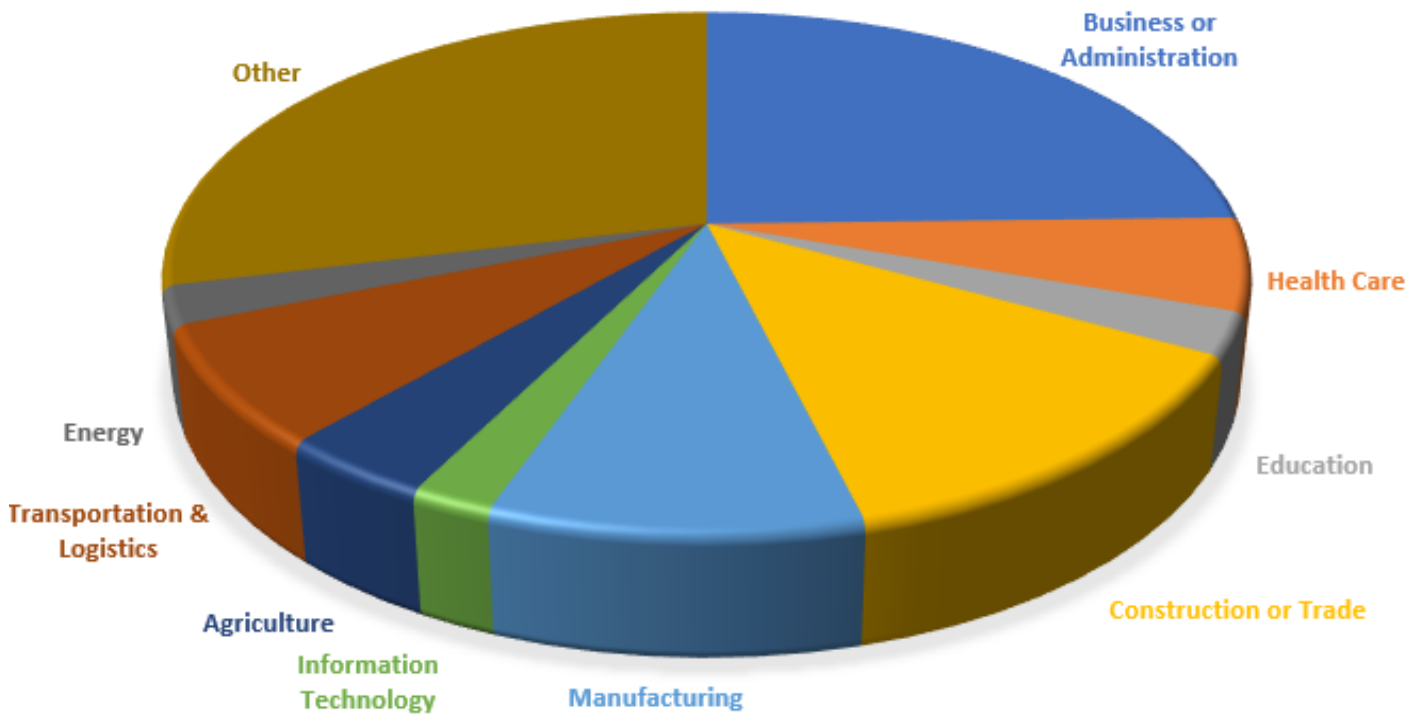
How likely are you to recommend our services to others?



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



What field of work are you interested in ?

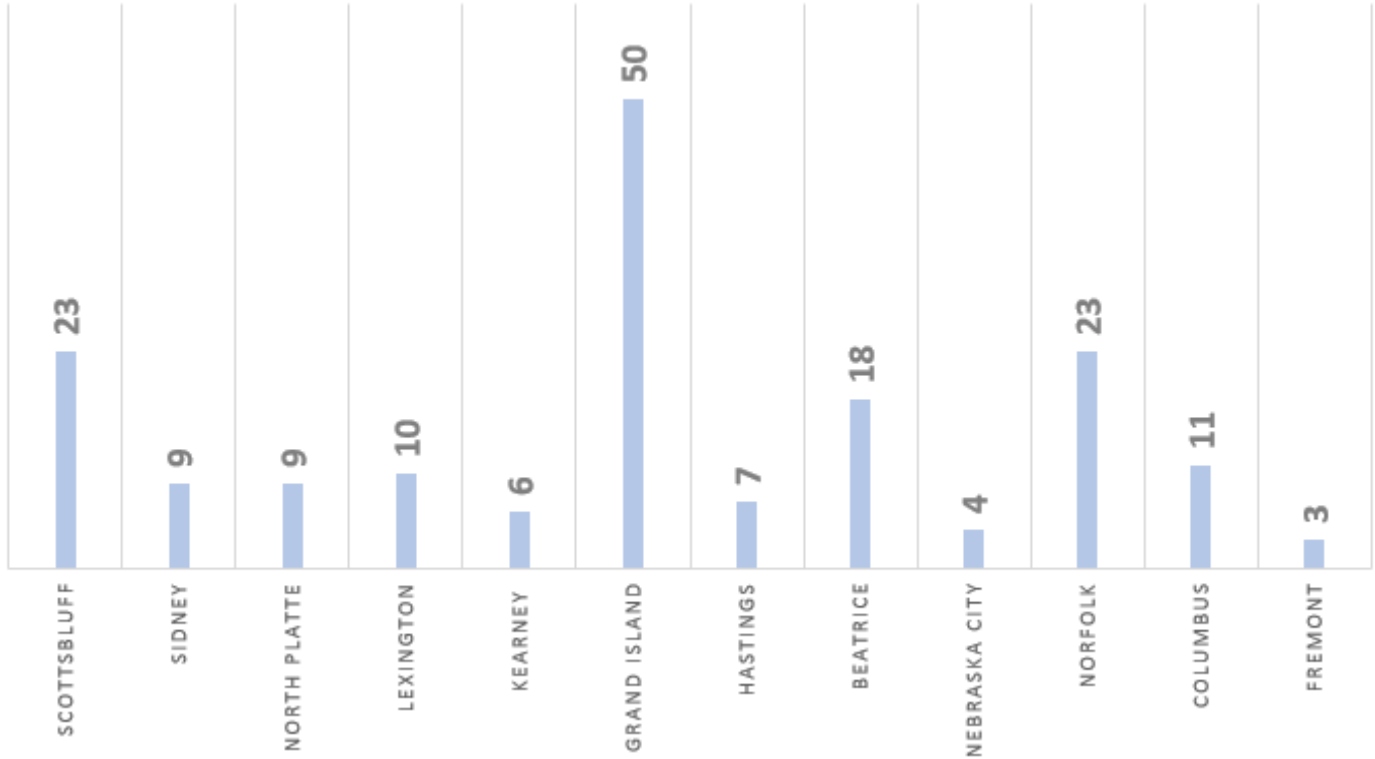


Agenda Item GNWDB 6X / Strategic 4j

Employer Survey Results: September 2022 - February 2023

173 responses received

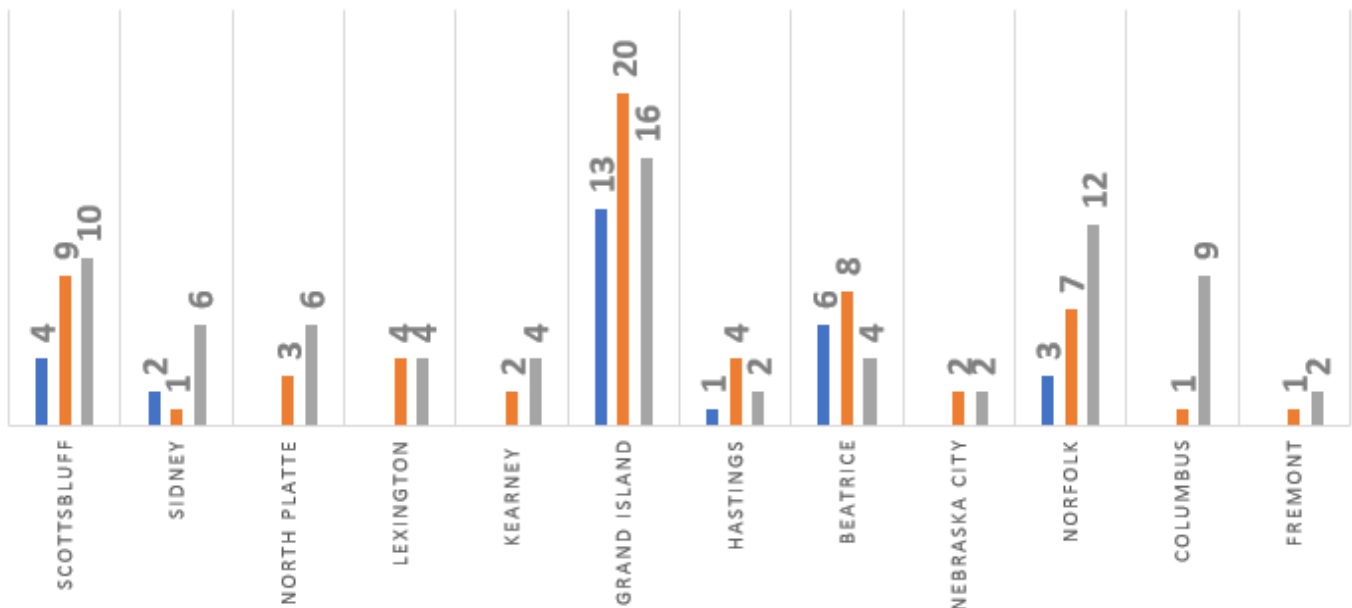
From which office location did you receive services?



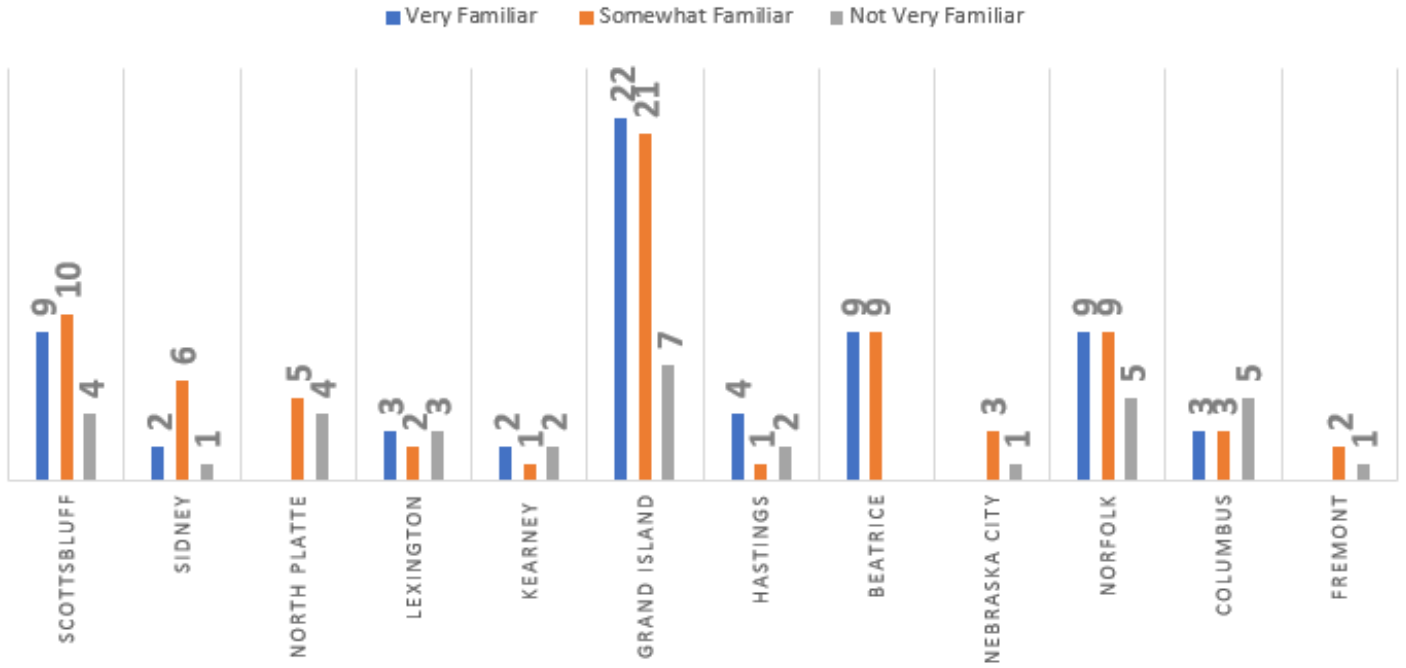
How familiar are you with the following business-related programs or services?

AMERICAN JOB CENTER NETWORK

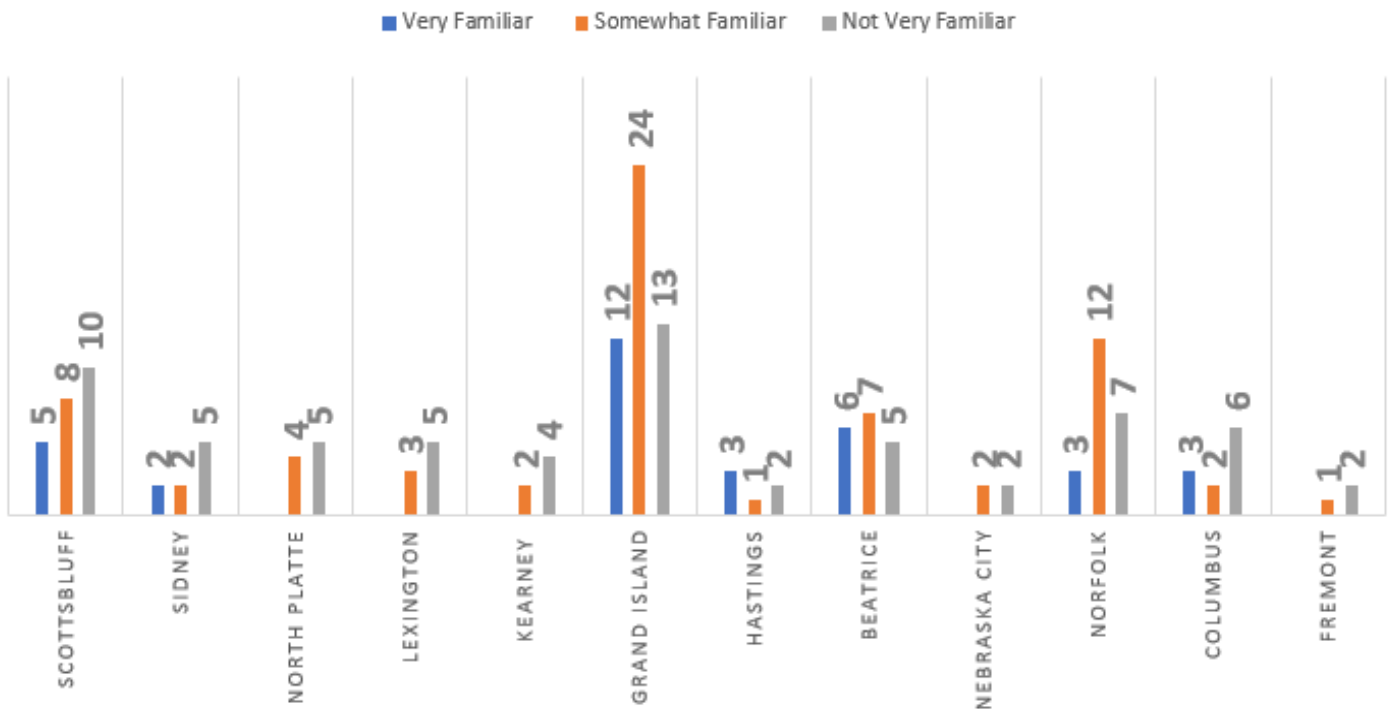
Very Familiar Somewhat Familiar Not Very Familiar



JOB FAIRS

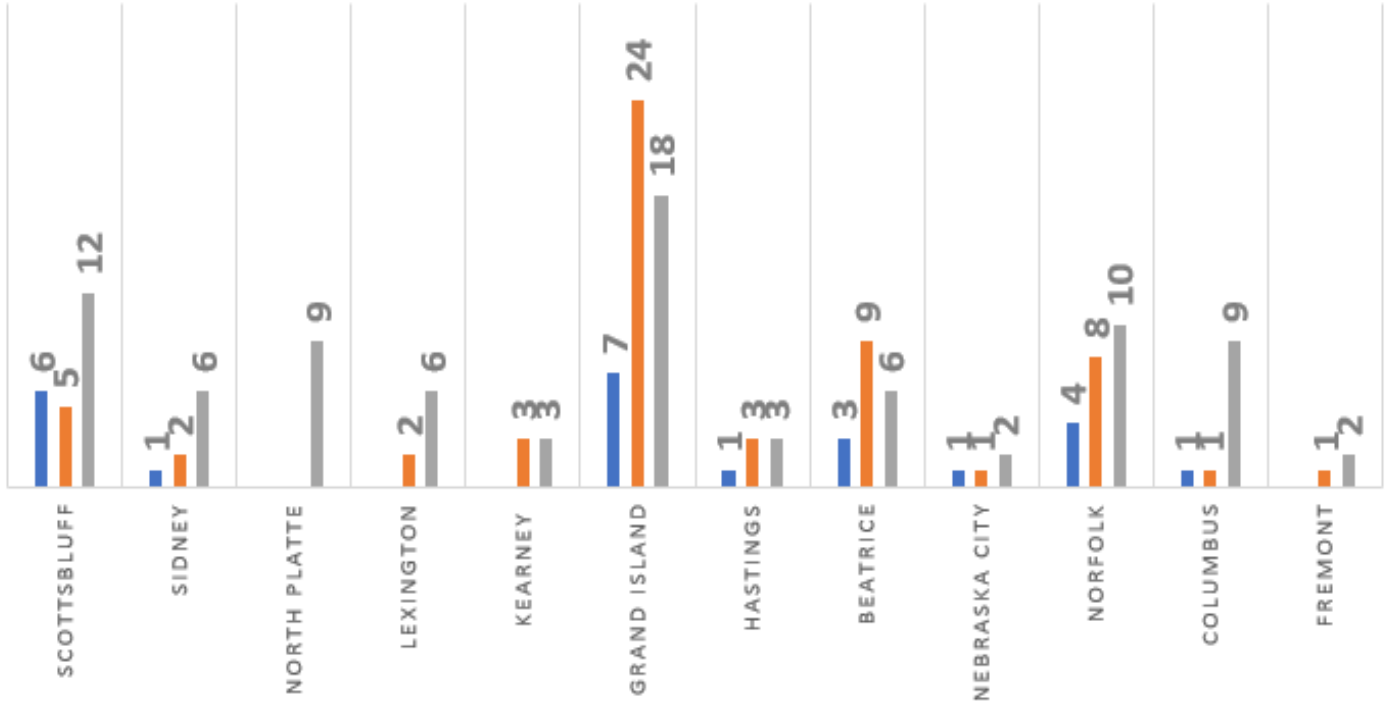


LABOR MARKET REPORTS



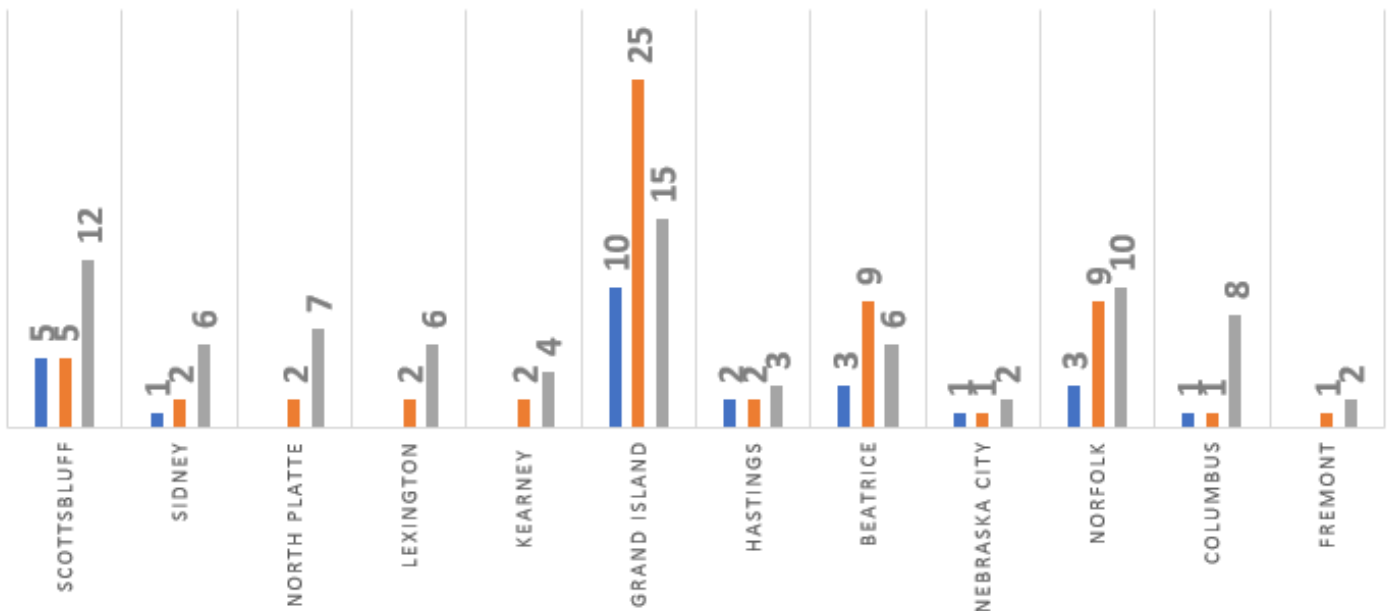
CUSTOMIZED TRAINING

Very Familiar Somewhat Familiar Not Very Familiar



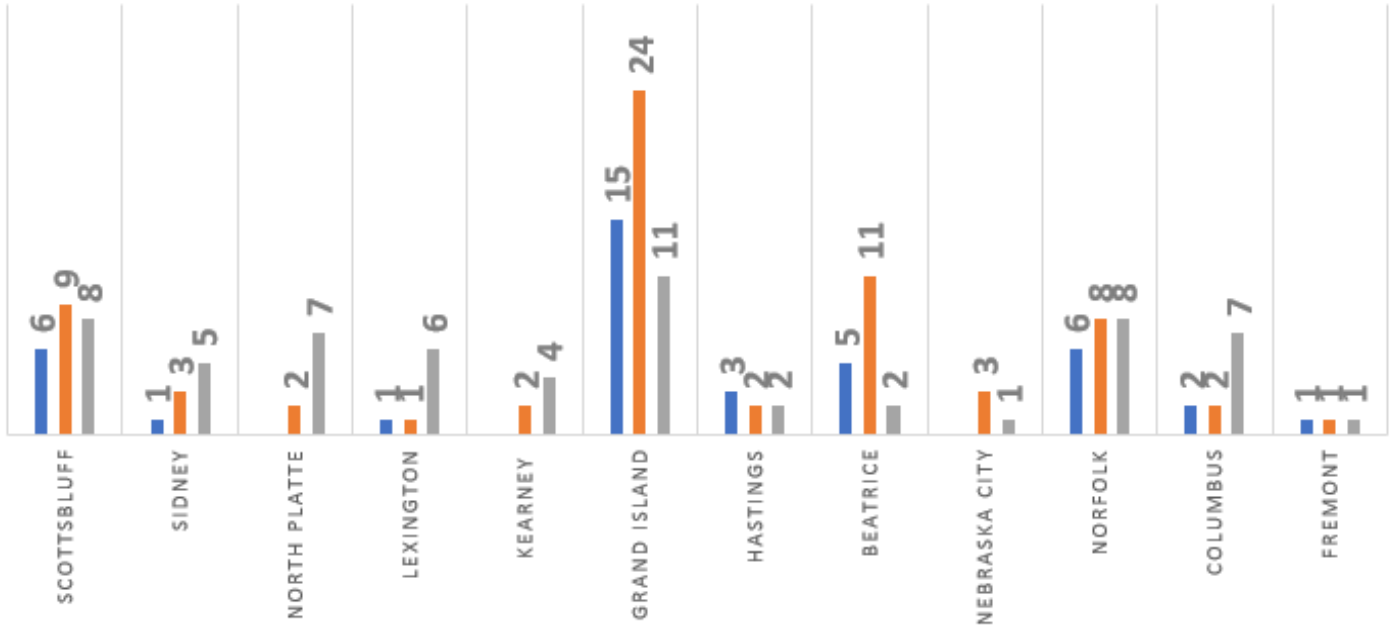
CUSTOMIZED RECRUITMENT

Very Familiar Somewhat Familiar Not Very Familiar



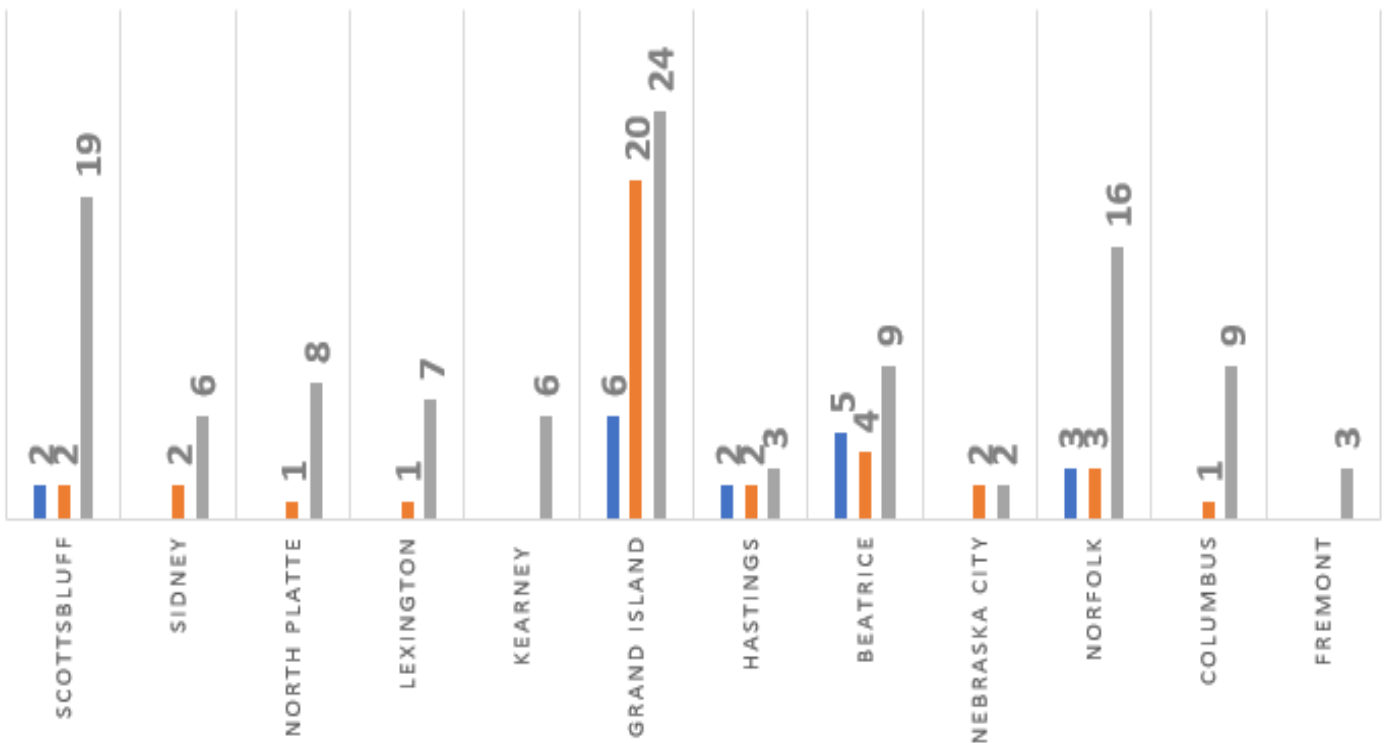
ON-THE-JOB TRAINING

Very Familiar Somewhat Familiar Not Very Familiar

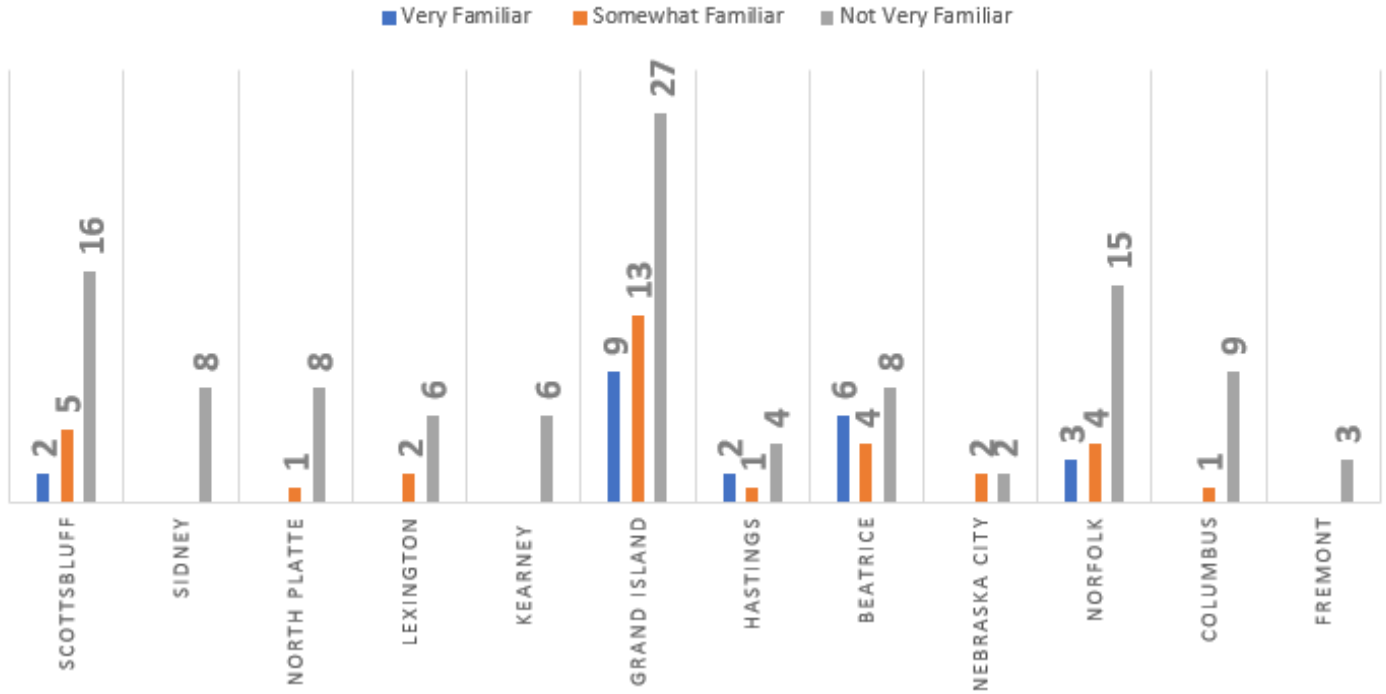


TRADE ADJUSTMENT ASSISTANCE

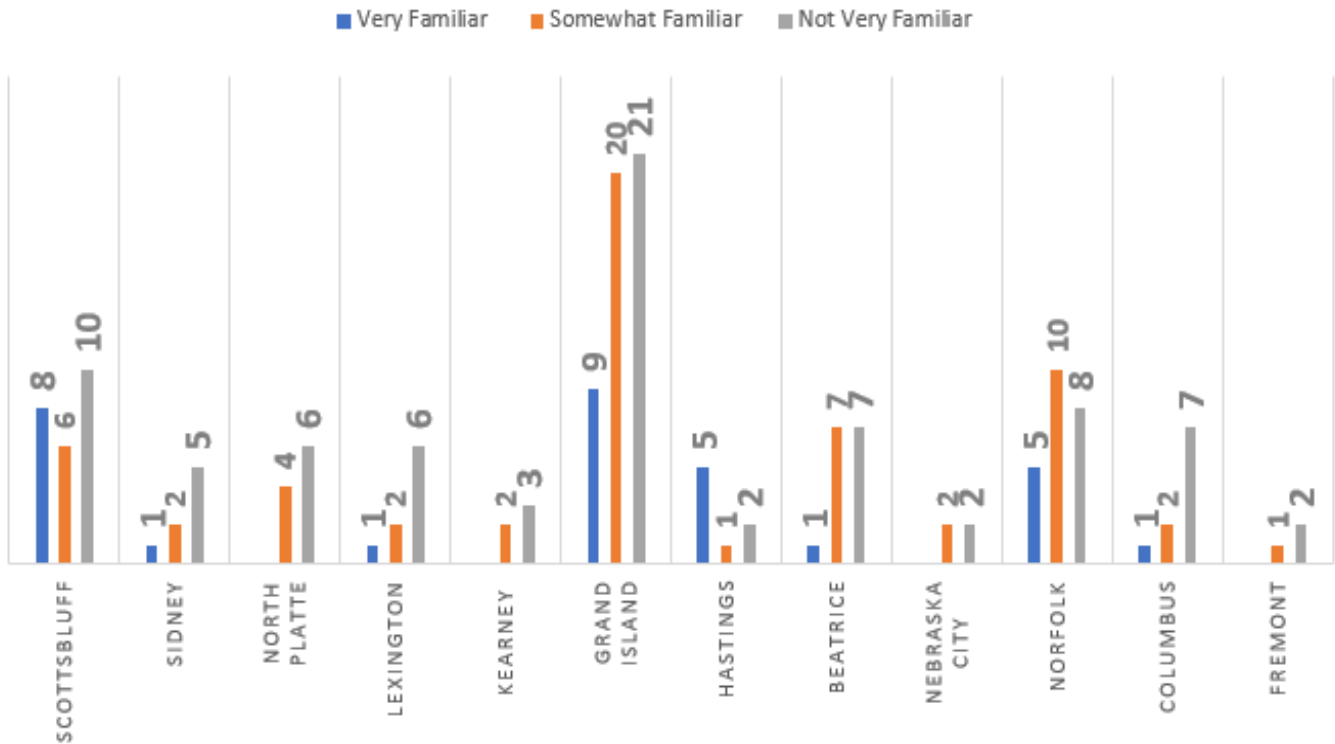
Very Familiar Somewhat Familiar Not Very Familiar



RAPID RESPONSE OF LAYOFF TRANSITION

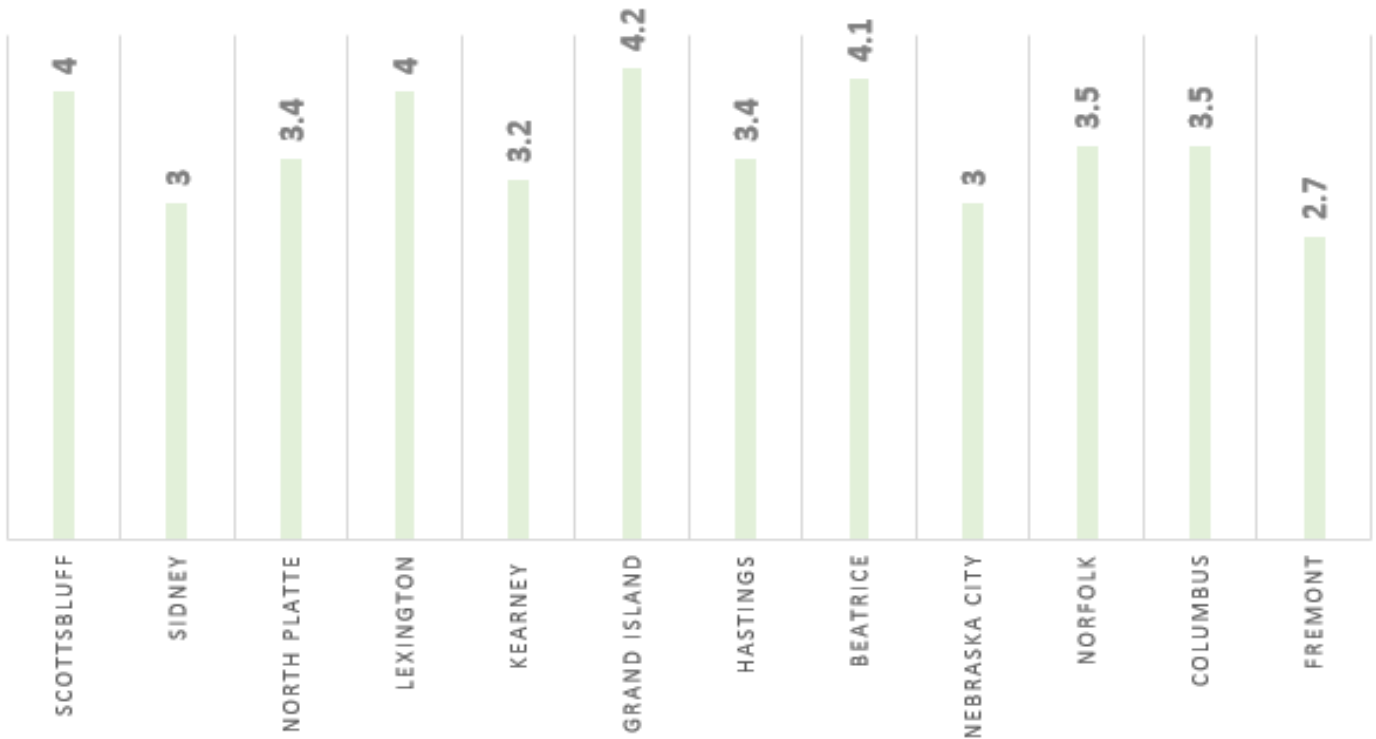


VETERAN SERVICES

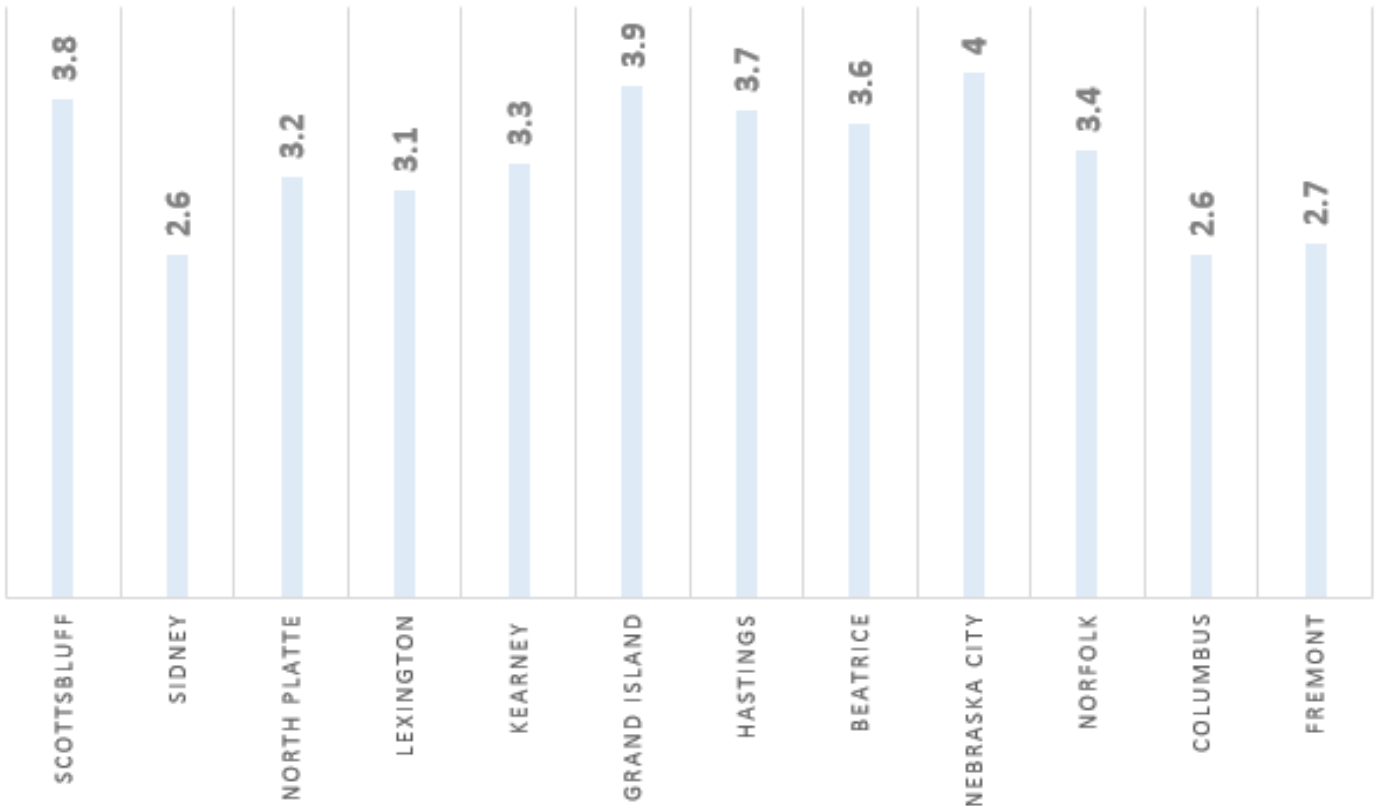


On a scale from 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services:

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

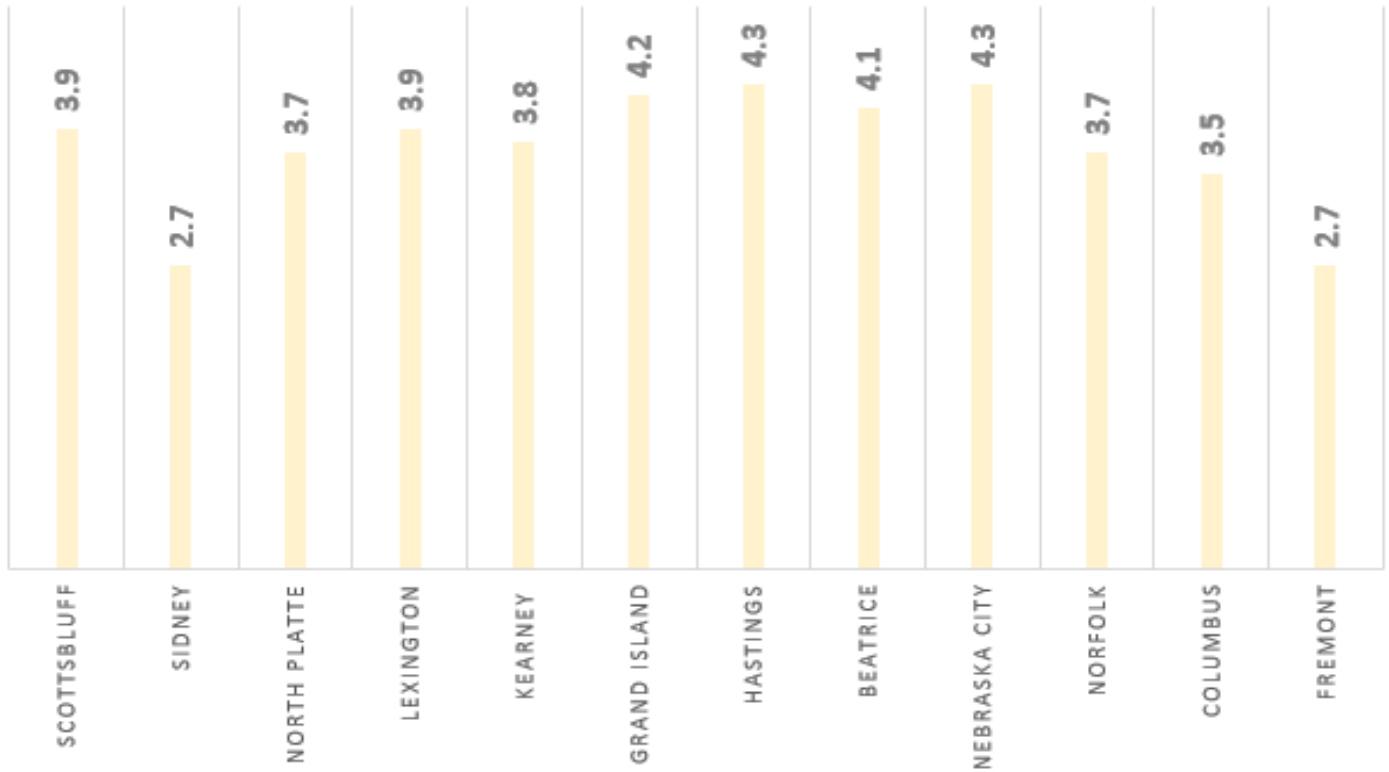


HELP PROVIDING JOB CANDIDATE REFERRALS

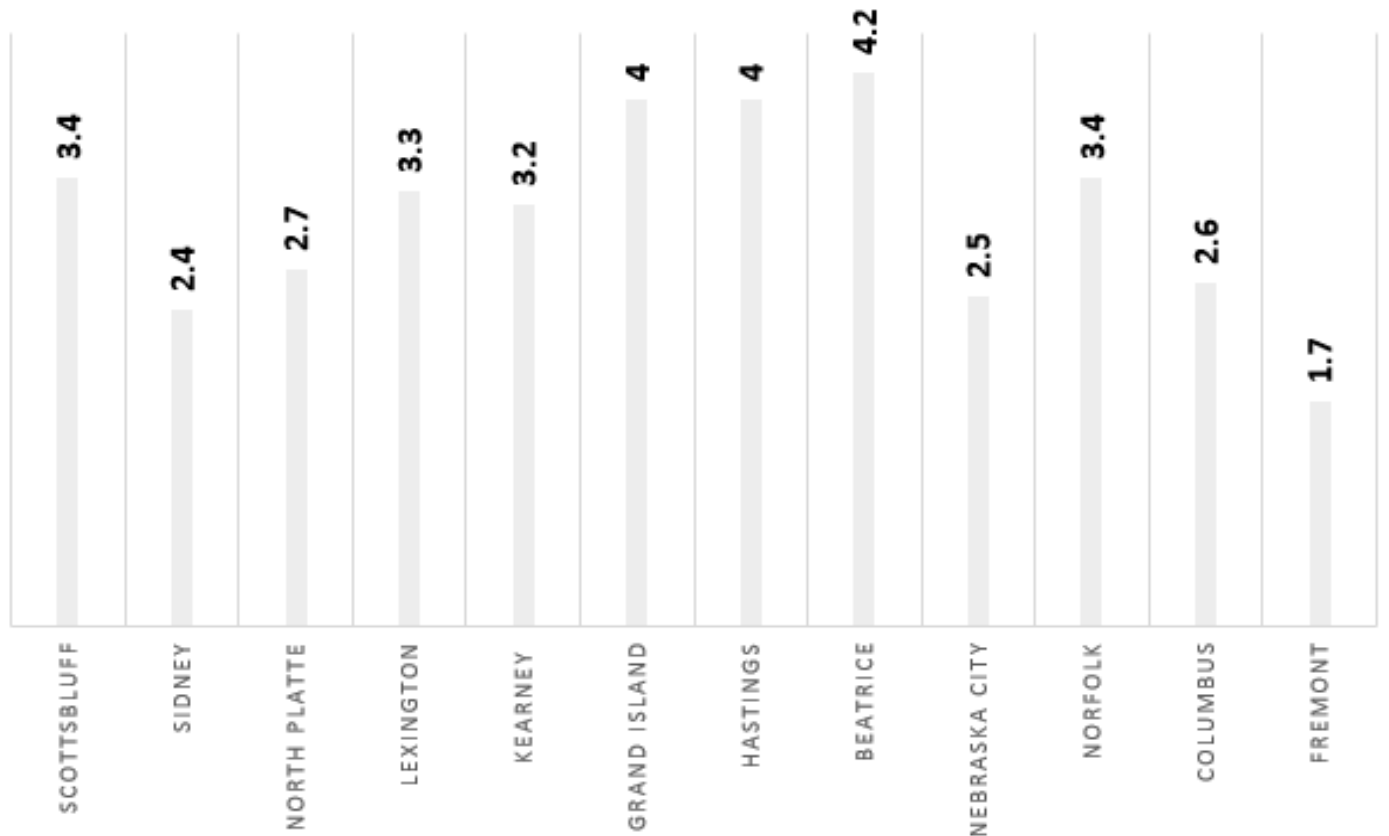


On a scale from 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services:

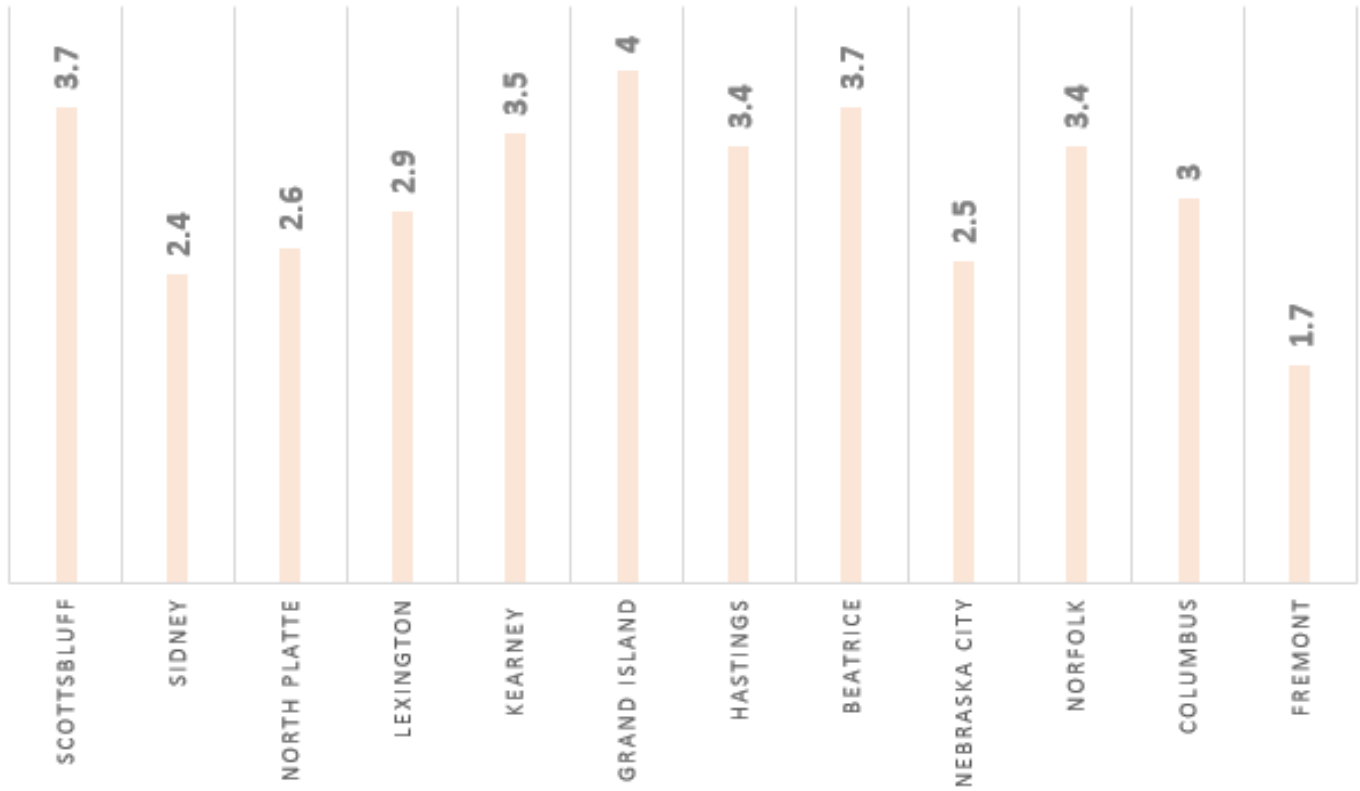
HELP POSTING JOBS



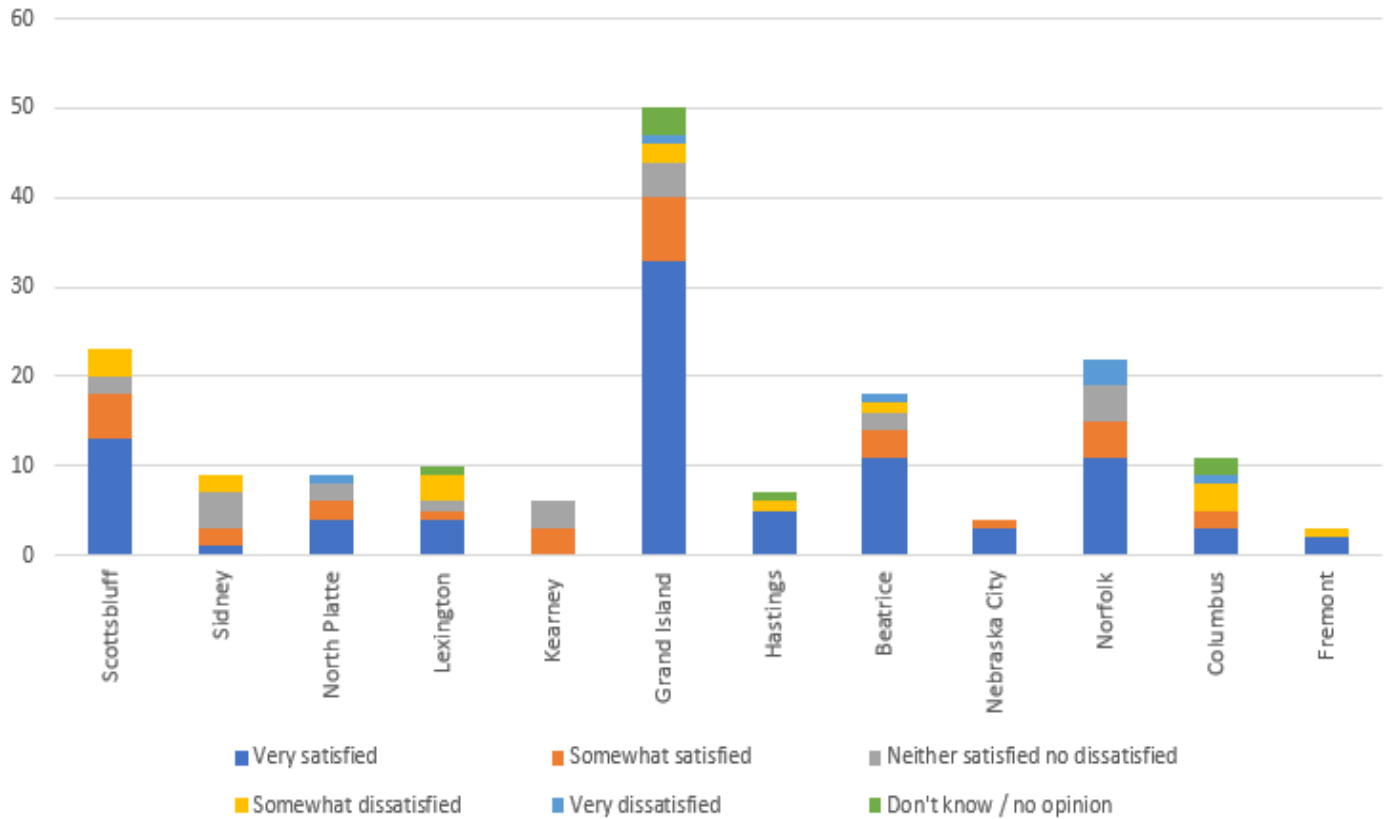
HELP WITH A JOB FAIR



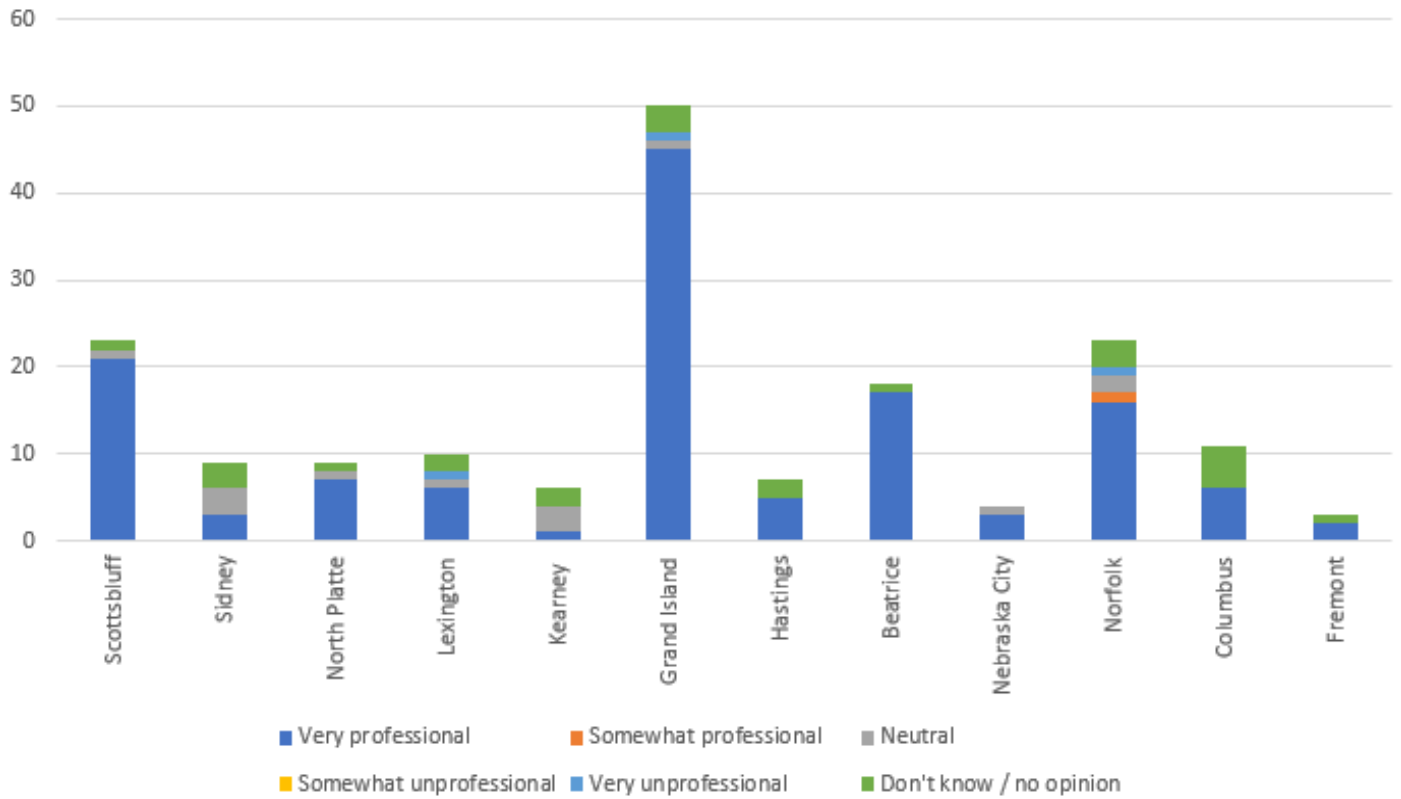
HELP FINDING LABOR MARKET INFORMATION



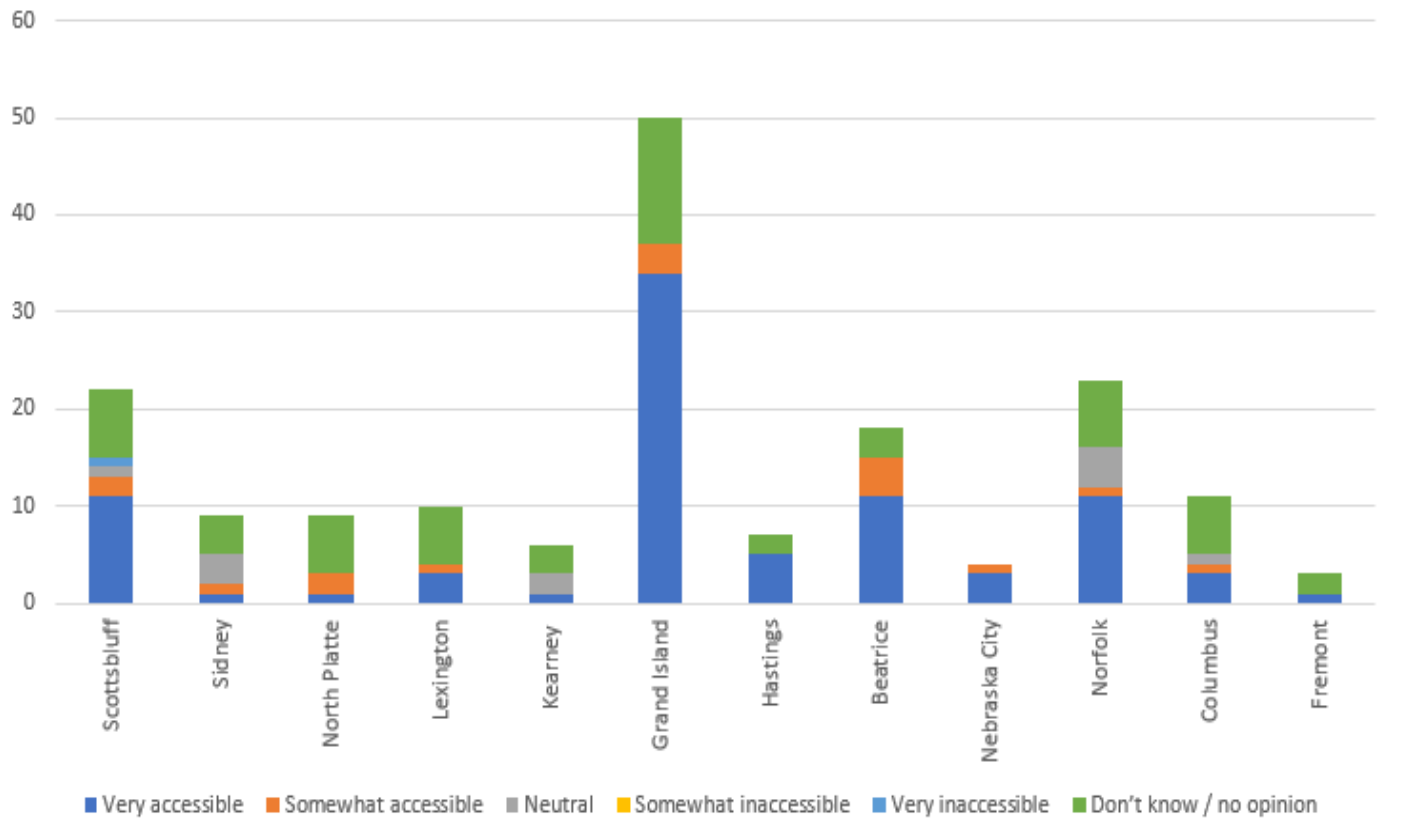
Overall, how satisfied or dissatisfied were you with the employment services provided to you?



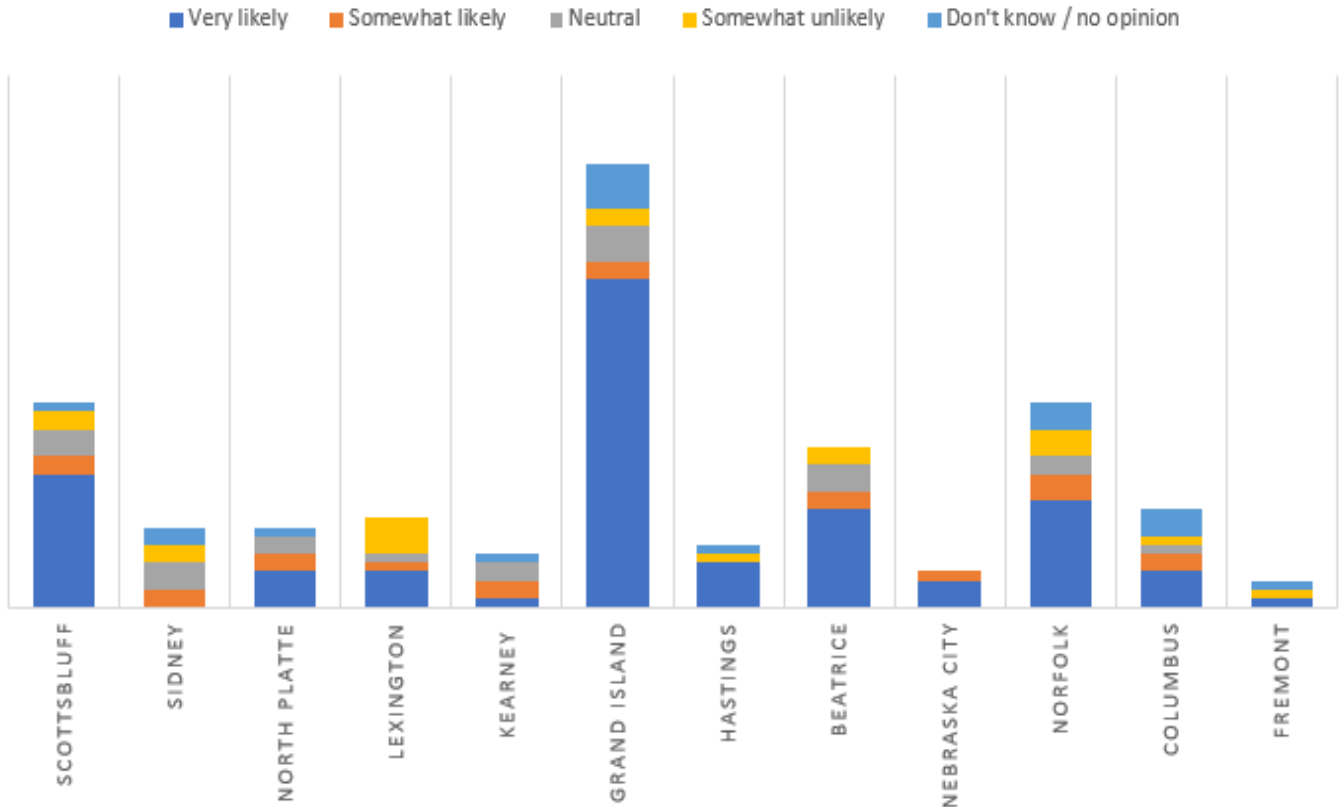
How professional (polite, accurate, and businesslike) or unprofessional (impolite, inaccurate, and unbusinesslike) were the staff you spoke with?



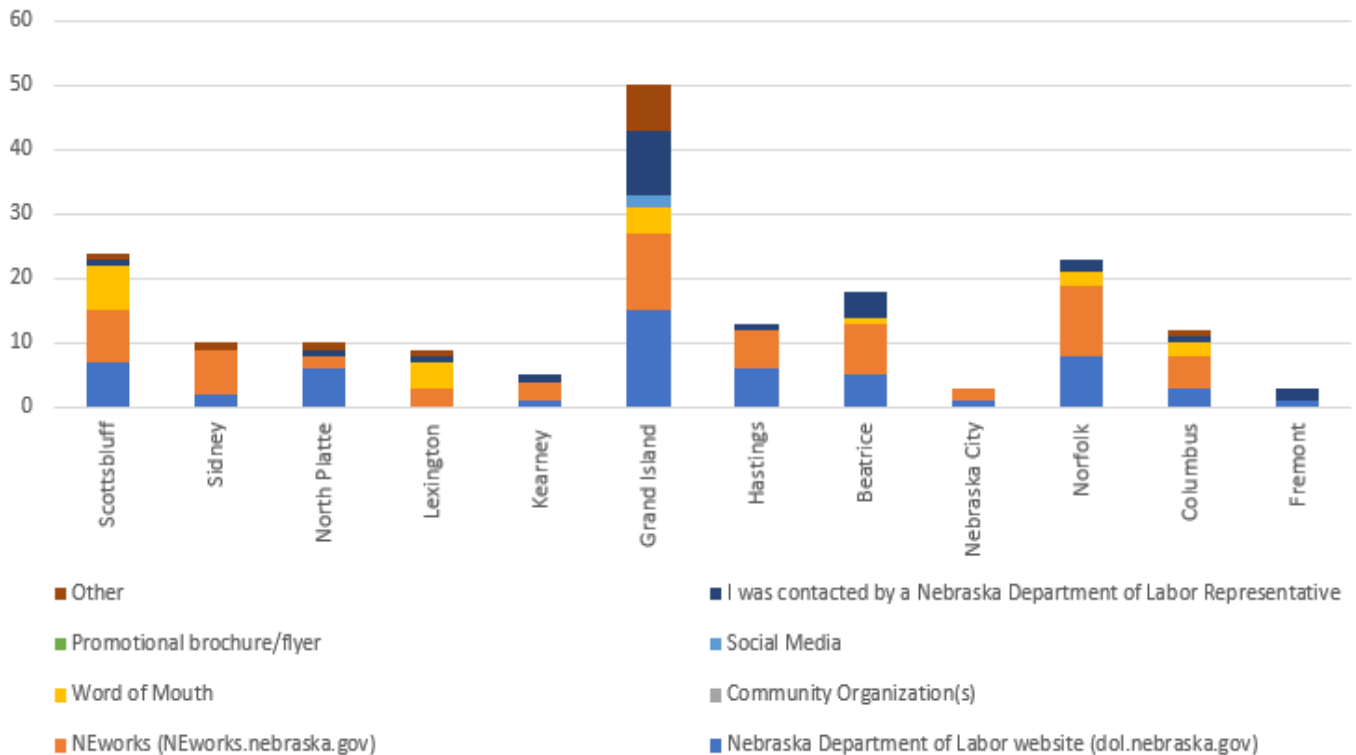
How accessible or inaccessible were the staff of the American Job Center (AJC)/ Career Center?



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)



Customer Satisfaction Survey Tracker

Region	Month / Year	# Outreach (by office staff)	# Outreach (via NEworks)	# Responses	# sent to Manager, Program Coordinator, Partner for contact
1	October, 2022		238	15	1
2	October, 2022		218	10	
3	October, 2022		464	10	
4	October, 2022		195	8	
5	October, 2022		390	3	
	Total	0	1505	46	1
<hr/>					
1	November, 2022	0	281	13	
2	November, 2022	56	219	8	1
3	November, 2022	65	595	28	3
4	November, 2022	25	226	12	2
5	November, 2022	39	424	22	
	Total	185	1745	83	6
<hr/>					
1	December, 2022	0	293	19	1
2	December, 2022	85	251	11	
3	December, 2022	143	768	24	
4	December, 2022	29	287	13	
5	December, 2022	42	506	18	
	Total	299	2105	85	1
<hr/>					
1	January, 2023	44	371	36	
2	January, 2023	292	345	14	
3	January, 2023	52	952	31	
4	January, 2023	24	335	21	
5	January, 2023	96	677	22	
	Total	508	2680	124	0
<hr/>					
1	February, 2023	34	293	11	
2	February, 2023	165	251	10	
3	February, 2023	57	768	30	
4	February, 2023	16	287	10	
5	February, 2023	109	506	16	
	Total	381	2105	77	0
<hr/>					

Employer Survey Tracker

Region	Month / Year	# Outreach (by office staff)	# Outreach (via NWorks)	# Responses	# sent to Manager, Program Coordinator, Partner for contact
1	October, 2022			5	2
2	October, 2022			1	
3	October, 2022			12	
4	October, 2022			1	
5	October, 2022			0	
	Total	0	2556	19	2
[REDACTED]					
1	November, 2022	0		11	
2	November, 2022	27		9	
3	November, 2022	69		19	
4	November, 2022	18		9	
5	November, 2022	50		15	
	Total	164	1649	63	
[REDACTED]					
1	December, 2022	0		4	
2	December, 2022	23		2	1
3	December, 2022	37		12	
4	December, 2022			5	
5	December, 2022	14		8	
	Total	74	1,846	31	1
[REDACTED]					
1	January, 2023	4		7	
2	January, 2023	54		5	
3	January, 2023	57		9	
4	January, 2023	20		2	
5	January, 2023	41		10	
	Total	176	1687	33	
[REDACTED]					
1	February, 2023	0		5	
2	February, 2023	22		2	
3	February, 2023	76		11	1
4	February, 2023	0		5	
5	February, 2023	82		4	1
	Total	180	1713	27	2
[REDACTED]					

Announcements

Nebraska Department of Labor Director of Reemployment Services



John O'Keefe has joined Nebraska Department of Labor as the new Director of Reemployment Services. John came to the Nebraska Department of Labor from the Nebraska Department of Health and Human Services. He received his Bachelors in Finance from UNLV, and a Masters in Divinity from Drew University. He earned his Doctorate Degree in Semiotics with a focus on Leadership in the Emerging Culture from George Fox University. He is also a Black Belt in Lean Six Sigma and is looking forward to using his gifts and skills in his new position.

Case New Holland Awards \$21,000 to St Paul High School Career and Technical Education Program

Josie Young, WIOA Youth Coordinator, Vicki Pflasterer, Business Services Representative, were in attendance when Case New Holland presented \$21,000 for new welding equipment to the St Paul High School Career and Technical Education program. Josie presented on the WIOA Youth program services and eligibility to the CTE students and Vicki Pflasterer presented on NEworks job search functions and assessments and other services available such as resume writing and mock interviews. Greater Nebraska would like to thank CNH for their generous donation and supporting the development of quality workforce services and educational programs in the Greater Nebraska service delivery area!



Meeting Schedule

September 14, 2023	10 a.m–12 p.m (CT)	Norfolk	GNWDB & CEOB
March 14, 2024	10 a.m–12 p.m (CT)	Hastings	GNWDB & CEOB
September 19, 2024	10 a.m–12 p.m (CT)	Columbus	GNWDB & CEOB

Agency Contacts

Topic	Contact
Meeting Schedules, Communication, and Expense Reimbursement	<p>Reemployment Services Nebraska Department of Labor NDOL.GreaterNebraska@nebraska.gov</p>
Board Planning/Support, Program Coordination, and Compliance	<p>Jami Canham <i>Program Coordinator</i> Greater Nebraska Workforce Development Area Nebraska Department of Labor PHONE 402.405.6791 jami.canham@nebraska.gov</p>
One-Stop Operator	<p>Josh Hanson <i>Program Coordinator</i> Greater Nebraska Workforce Development Area Nebraska Department of Labor PHONE 308.636.8722 josh.hanson@nebraska.gov</p>
Program Oversight	<p>Bobbi Jo Howard <i>Workforce Administrator</i> Nebraska Department of Labor PHONE 402.471.9848 bobbijo.howard@nebraska.gov</p>

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

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