



Nebraska Workforce Development Board Meeting

March 15, 2024, 9:00a – 12:00p

Terry M. Carpenter and Jack G. McBride Nebraska Educational Telecommunications Center
(AKA NET Educational Communications (NET) Facility), 1800 North 33rd Street, Lincoln, NE 68503

Agenda

- | | |
|----------------------------------------------------------------------------------------------------|-------------------|
| 1. Call to order | Mark Moravec |
| 2. Roll call | Nicole Schaefer |
| 3. Notice of publication | Nicole Schaefer |
| 4. Approval of December 8, 2023 meeting minutes ¹ | Mark Moravec |
| 5. Old business | Mark Moravec |
| 6. New business | |
| a. Nebraska Teacher Shortage | Paul Turman |
| b. Nebraska Department of Education –
Registered Apprenticeship program for teachers | Lane Carr |
| c. Workforce Development Excellence Award program ¹ –
Discontinuation recommendation | Dawn Carrillo |
| d. Policy and Oversight Subcommittee report | |
| i. Program Year 2022 annual statewide performance report | James Hanson, Jr. |
| ii. 2024 – 2027 Combined State Plan status | James Hanson, Jr. |
| iii. Career Pathways Workgroup report | James Hanson, Jr. |
| iv. Alignment Workgroup report | Jody Easter |
| e. Strategy and Innovation Subcommittee report | Michael Geary |
| i. Workforce Initiatives page – Now live | |
| 7. Member updates | Board Members |
| 8. Next meeting – Date, time, location | Mark Moravec |
| 9. Public comment | Mark Moravec |
| 10. Adjournment ¹ | Mark Moravec |

¹ Requires a motion and roll call vote



Nebraska Workforce Development Board
Meeting Minutes
December 8, 2023, 9a – 12p
Nebraska Public Media Building
1800 N 33rd Street
Lincoln, NE 68503

Agenda item 1. Call to Order

Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on December 8, 2023 at approximately 9a at the Nebraska Public Media Building, Lincoln, Nebraska.

Before taking up the business of the Board, Chair Moravec welcomed members of the public and encouraged the public to sign in at the registration table; indicating, however, that members of the public are not required to sign in. In addition, Chair Moravec stated that members of the public would have an opportunity to comment on agenda items requiring formal action by the Board. Chair Moravec also stated that members of the public would also have an opportunity to comment at the end of this meeting. In both cases, individuals are permitted five minutes to speak during the public comment period to allow all who wish to comment time to do so. Chair Moravec also indicated that members of the public may submit written comments, which would be made part of the permanent record for this meeting.

Agenda item 2. Roll Call

Chair Moravec asked Nicole Schaefer to call the role for purposes of establishing quorum (minimum of 13 out of 24 Governor-appointed Board Members). Nicole called roll and advised Chair Moravec that quorum was established.

Members in Attendance

1. Brian Deakin
2. Lindy Foley
3. Michael Geary
4. Jim Hansen
5. James Hanson, Jr.
6. Cindy Johnson
7. Tate Lauer
8. Mark Moravec
9. Kyle Nixon
10. Don Nordell
11. Bradley Schroeder
12. Jennifer Sedlacek
13. Jim Smith
14. Becky Stitt
15. Paul Turman
16. Courtney Wittstruck

Members Absent

17. John Albin
18. Kyle Arganbright
19. Elizabeth Babcock
20. K.C. Belitz
21. Steve Corsi
22. Gary Dixon, Jr.
23. Senator Ben Hansen
24. Susan Martin
25. Governor Jim Pillen
26. Terri Ridder
27. Lisa Wilson

Nebraska Department of Labor (NDOL) Administrative Staff in attendance

1. Derek Ahrens, State Monitoring Unit Supervisor, Division of Reemployment Services
2. Erick Carrillo, Interim Administrator, Division of Reemployment Services
3. Dawn Carrillo, Administrator, Division of Reemployment Services
4. Lucas Miller, Program Coordinator, Division of Reemployment Services
5. John O'Keefe, Director, Division of Reemployment Services
6. Nicole Schaefer, Administrative Programs Officer, Department of Labor

Agenda item 3. Notice of Publication

Nicole Schaefer announced that the Notice of Public Meeting was duly published, in accordance with the Nebraska Open Meetings Act, in the Beatrice Daily Sun, Columbus Telegram, Grand Island Independent, Hastings Tribune, Kearney Hub, Lincoln Journal Star, Norfolk Daily News, North Platte Telegraph, Omaha World-Herald, and Scottsbluff Star-Herald. Nicole also announced that notice of the meeting was posted on the State of Nebraska Public Meeting Calendar.

Agenda item 4. Approval of Minutes

Chair Moravec called the next order of business, which was the approval of the draft meeting minutes from the June 9, 2023 meeting of the Board. The draft minutes from the June meeting were emailed to Board Members on December 7, 2023. The meeting minutes were also included in Board Member meeting packets as Handout 1.

Chair Moravec opened the floor to Board Members for discussion on the draft minutes. Board Members had no comments on the draft minutes. Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made.

Michael Geary motioned to approve the June minutes as provided, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously.

Agenda item 5. New Business

a. Labor Market Information

Jodie Meyer and Scott Ferguson of Labor Market Information presented on how labor statistics are collected and presented for use by the public or businesses. Their presentation was provided as Handout 3.

b. InternNE

Shonna Dorsey of the Nebraska Tech Collaborative presented on how InternNE is partnering with the Department of Economic Development to provide work and intern opportunities for young adults in Nebraska. Her presentation was included as Handout 4.

c. Strategy and Innovation Subcommittee

Michael Geary, chair of the Strategy and Innovation Subcommittee, presented on the committee's efforts to produce a website that presents and organizes workforce initiatives across the state. A screenshot of the new website was included as Handout 5.

d. Policy and Oversight Subcommittee

James Hanson, Jr., chairman of the Policy and Oversight Subcommittee, gave an update on the status of the combined state plan and its submission timeline to the US Department of Labor, as well as the state's annual report. He also noted that Paul Turman would be stepping down as the lead of the Subcommittee's Career Pathways Workgroup and that Josh Hanson would be filling that role.

e. 2024 Proposed Meeting Dates

Mark Moravec updated the board on proposed meeting dates for 2024, with a schedule that offered two meeting dates or one that offered four meeting dates. After discussion, the board decided to adopt a modified three meetings per year schedule, with dates on March 15, June 14, and September 13, while dropping the December meeting. Paul Turman motioned that the board adopt the three dates per year schedule as outlined. Bradley Schroeder seconded. The motion passed unanimously.

Agenda item 6. Member Updates

Chair Moravec asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

Agenda item 7. Next Meeting - Date and Time

Chair Moravec reminded the Board that the next meeting of the Board is scheduled for March 15, 2024 from 9a to 12p, at the Nebraska Public Media Building, 1800 N 33rd Street, Lincoln, Nebraska. If the date, time or location of the meeting changes, Chair Moravec advised the Board that Members would be notified by email.

Agenda item 8. Public Comment

Chair Moravec opened the floor for public comment. Public comments were not made.

Agenda item 9. Adjournment

Chair Moravec asked for a motion to adjourn the meeting of the Board. James Hanson, Jr. motioned that the meeting be adjourned. Brian Deakin seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously. The meeting adjourned at approximately 11:30a.



Nebraska State
College System

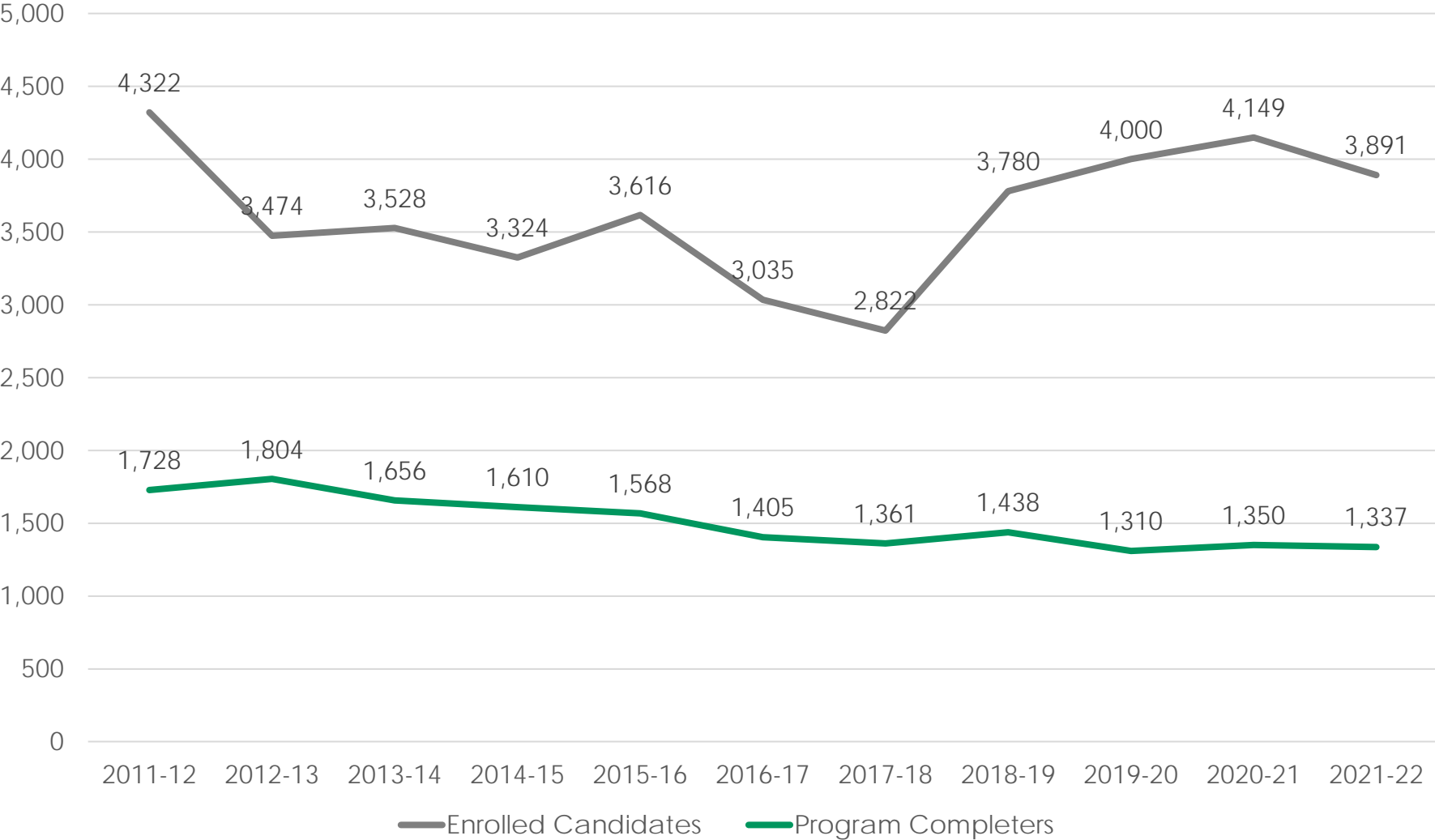
CHADRON | PERU | WAYNE

Explore Opportunities.
Experience Growth.
Expect Success.

Nebraska Workforce Development Board Educator Preparation Landscape

March 15, 2024

NEBRASKA EDUCATOR PREPARATION – Candidates & Completers



Nebraska Teacher Shortage Trends

Survey Year	Unfilled with Fully Qualified Personnel	Left Vacant	Districts with Unfilled Positions
2019-20	321	62	118
2021-22	482	68	143
2022-23	769	208	196

* Data provided by the NDE for annual Teacher Vacancy Survey. NDE Cautions use of 2020-21 data for comparison purposes due to low response rates.

Nebraska Teacher Shortage Trends

2022-23 - Teacher Vacancy Survey

- 769 Unfilled with Fully Qualified Personnel
- 208 Left Vacant
- 196 Districts with Unfilled Positions

Endorsement Area	Unfilled**		Vacant ***	Endorsement Area	Unfilled**		Vacant ***
	#	%	#		#	%	#
Special Education	143.4	18.65%	47.4	Early Childhood Education	28.6	3.72%	14.0
Elementary Education	117.9	15.34%	22.5	Art	21.55	2.80%	2.0
Career Education Areas	70.85	9.22%	12.25	World Language	21.45	2.79%	3.5
Language Arts	54.1	7.04%	2.0	School Counselor	21.05	2.74%	2.3
Science	48.97	6.37%	8.0	Health/Physical Education	20.87	2.71%	0.0
Mathematics	46.93	6.11%	18.6	Social Studies/Social Science	18.25	2.37%	1.0
Speech Language Pathology	45	5.85%	34.0	School Psychologist	17.5	2.28%	7.0
Music Instrumental/Vocal	32.8	4.27%	5.9	School Library	13.1	1.70%	0.0

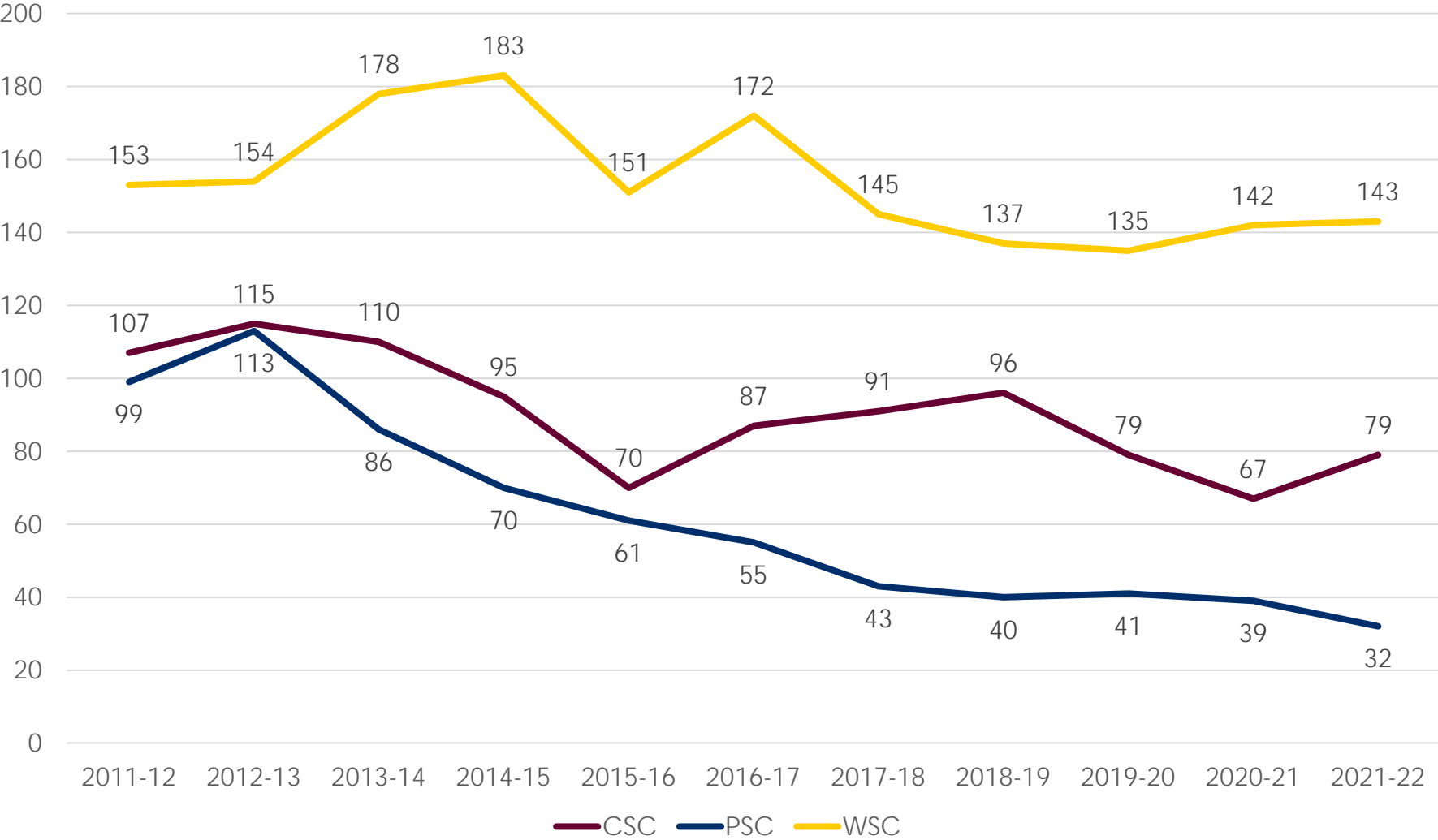
2022-23 - Geographic Snapshot



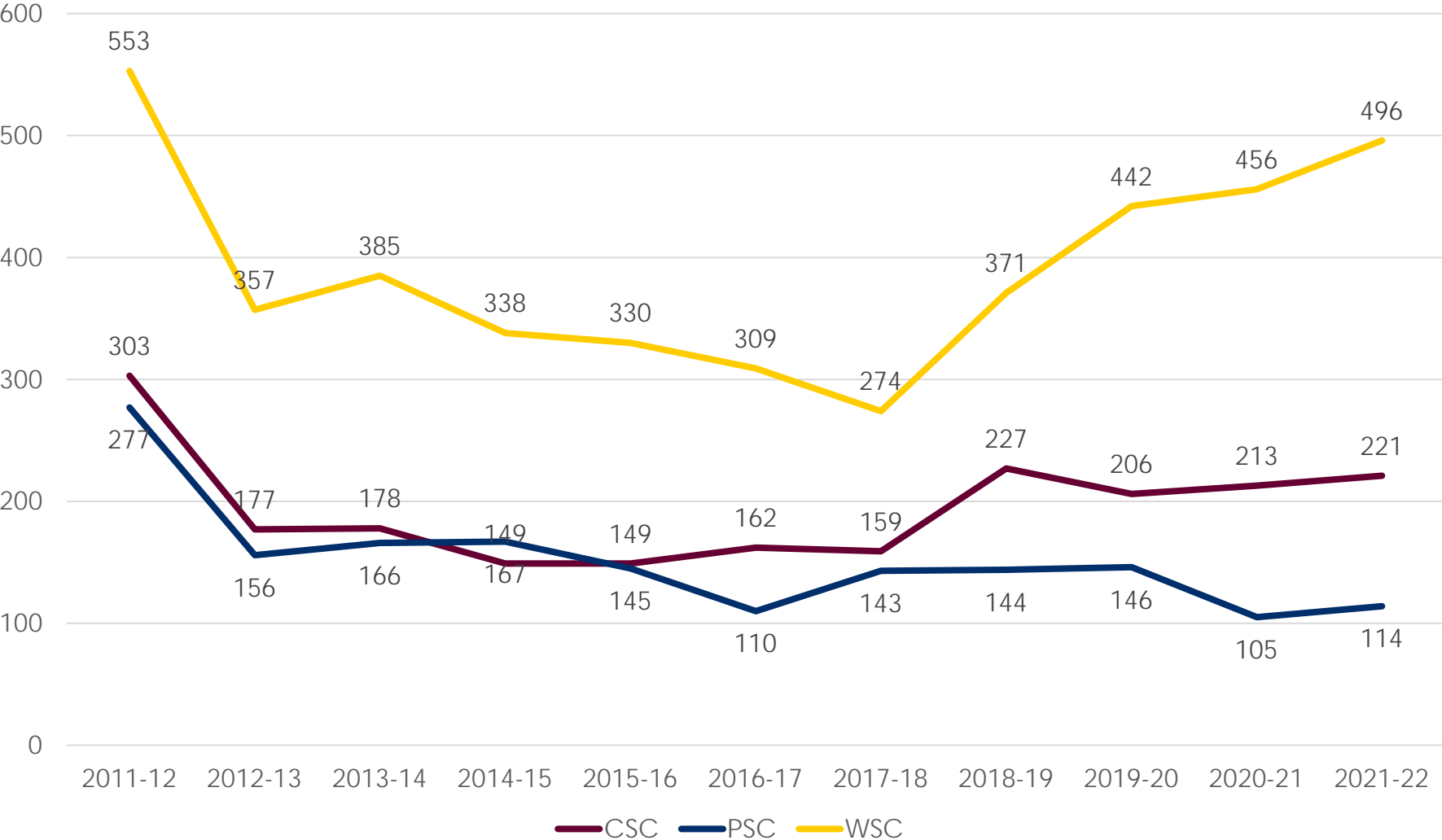
- 1 – Western
- 2 – West Central
- 3 – Northeast
- 4 – Central
- 5 – Southeast
- 6 – Metro

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Region
Central	51	26.02%	104.50	13.59%	20.00	19.14%
Metro	29	14.80%	309.35	40.24%	59.00	19.07%
Northeast	38	19.39%	91.35	11.88%	34.50	37.77%
Southeast	36	18.37%	168.50	21.92%	71.55	42.46%
West Central	25	12.76%	44.90	5.84%	7.40	16.48%
Western	17	8.67%	50.10	6.52%	16.00	31.94%
Total	196	100.00%	768.70	100.00%	208.45	27.12%

NSCS EDUCATOR PREPARATION – Program Completers



NSCS EDUCATOR PREPARATION – Enrolled Candidates

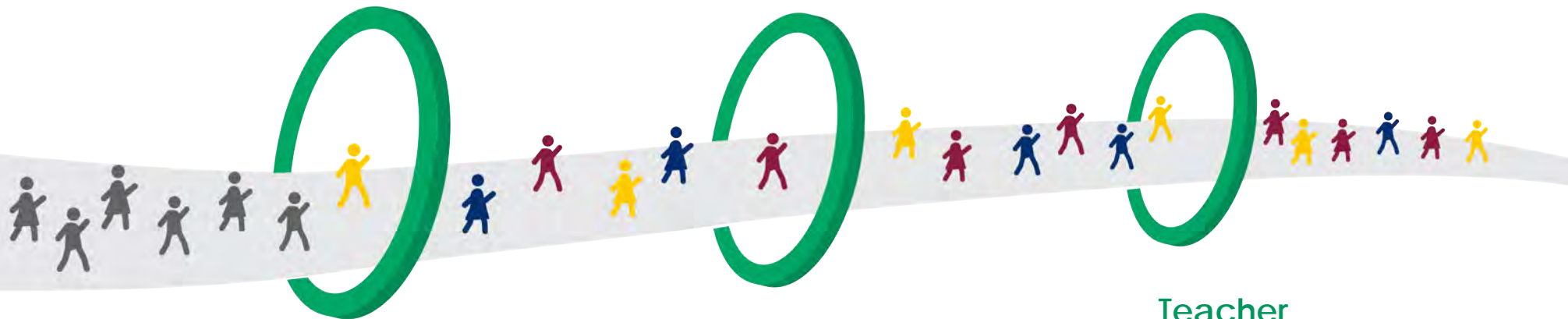


Impact of Career Scholarship Program

	Chadron State	Peru State	Wayne State	System	
Overall Enrollment in Teacher Ed	Fall 2019	434	328	785	1,569
	Fall 2020	440	288	803	1,583
	Fall 2021	456	256	794	1,506
	Fall 2022	504	252	777	1,533
	Fall 2023	523	230	756	1,509

	Chadron State	Peru State	Wayne State	System	
Career Scholar Enrollment in Teacher Ed	Fall 2020	41	12	18	71
	Fall 2021	82	41	112	235
	Fall 2022	93	55	108	256
	Fall 2023	107	68	88	263

Legislation to Impact Teacher Shortage



Pipeline

Assist Teacher Candidates

Teacher Recruitment & Retention

LB953 – Kauth – Waiver for Student Teachers

LB964 – Dungan – Special Education Teacher Forgivable Loan Program

LB1005 – Walz – Change Provisions for Attracting Excellence & Excellence in Teaching Programs

LB1160 – Walz – Modify Attracting Excellence & Excellence in Teaching Program

LB1238 – Walz – Create Special Educators of Tomorrow Program

LB985 – Linehan – Change Eligibility Requirements for Teacher Recruitment Act

LB986 – Linehan – Change Loans to Grants for Teach in Nebraska Today Act

LB1053 – Walz – Extend Grants for Teacher Recruitment Act

LB1121 – Dungan – Grants Under Nebraska Teacher Recruitment Act

Rule 20 – Ed Prep Program Approval

Major Revisions

- Eliminate 1/6 Requirement for Professional Education Coursework
- Allow for Coursework and/or Competency
- Includes Science of Reading
- Included Administrator Program Academic Requirements
- Pilot Programs and Processes

Rule 21 - Certification

- **Initial, Standard, Professional**
- **Alternative Program Teaching Permit**
(Expand pathway options from 4 to 7 pathways)
 1. 50% of education coursework, 75% of content coursework
 2. Out-of-state alternative program, current teaching certificate, taught 1 of last 5 years
 3. Out-of-state teacher prep program, and current out-of-state certificate
 4. **Content Test**
 5. 75% content coursework, mentoring plan, pre-teaching seminar, written agreement (Was transitional Permit)
 6. **Traditional prep program, held a certificate expired 5 or less years – take 6 credit hours**
 7. **Traditional prep program, held a certificate expired more than 5-years – take 15 credit hours**

Current & Future Initiatives for Nebraska State Colleges

AA in Education Partnerships

- **Six Community Colleges Advancing Common Program**
- **Partnership with State College For Seamless Transfer**
 - 5-6 Statewide Education Courses
 - Co-developed by Both Sectors
 - Program Completers Have All Gen-Eds Met
 - Coursework for Teacher Education Admission Completed
- **Challenges**
 - Place Bound Students
 - Students Seeks Immediate Role as Para-Professional
 - Limited Online Options not Cohort Based

CSC & PSC – Para-to-Teacher Program

- **Purpose**

- Cultivate Paraprofessionals to become Certified Educators
- Online Option – Non-cohort based

- **Potential Program Endorsement Areas**

- General Education**

- Special Education Generalist K-12
 - Elementary Education K-12
 - Early Childhood Inclusive Birth – Grade 3
 - Middle School 5th-9th

- Secondary Education**

- Natural Science 7th-12th
 - Math 6th-12th
 - Business 6th -12th
 - Family & Consumer Sciences 6th-12th

WSC – Students to Teachers Through Educator Pathways (STEP)

- **Intent of the Program**

- Develop Career Education Pathway for High School Students
- Encourage Interest in Educator Preparation
- Transfer 12 Credits Into WSC Education Program

- **Formation of Five Course Sequence**

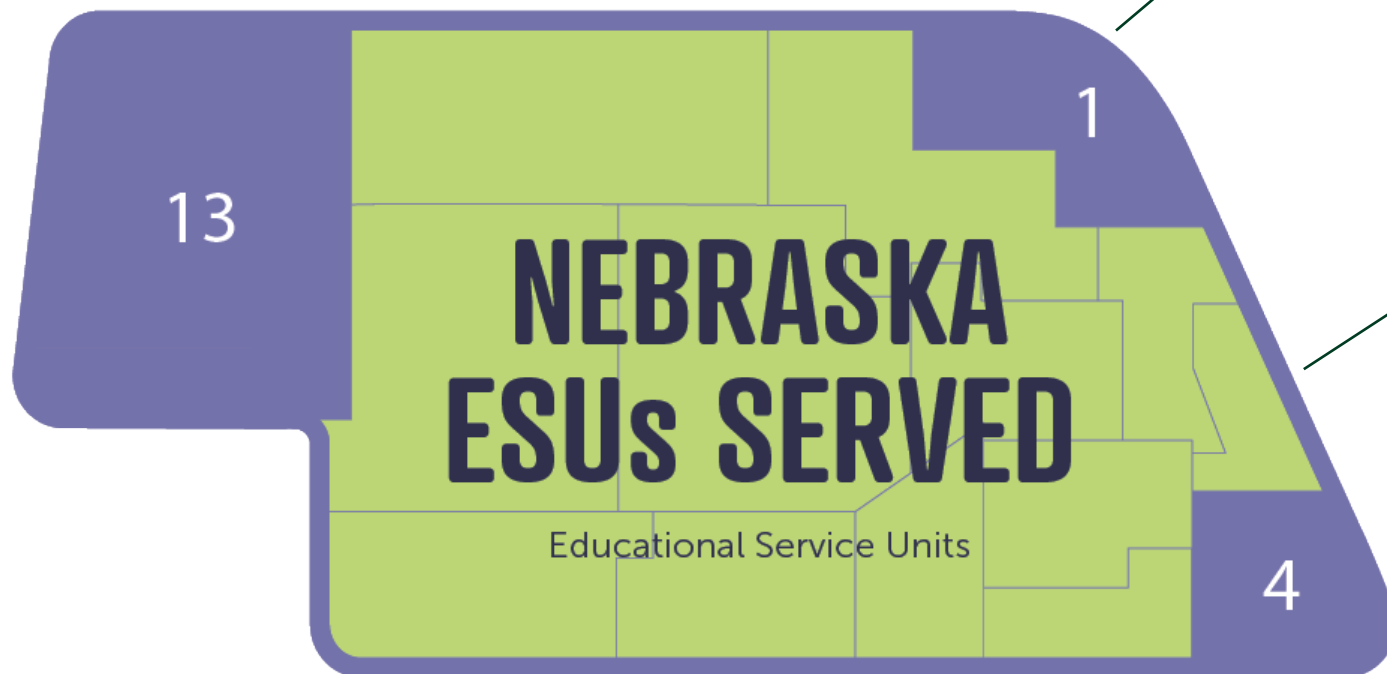
- Exploration of Education & Training
- Introduction to Education*
- Human Growth & Cognitive Development*
- PK-12 Instructional Design*
- NDE Rule 47 Field Experience

* Denotes WSC Dual-Credit Course

Masters of Arts in Teaching

- **Direct Response from Rural School Districts**
- **Alternative Post-Baccalaureate Certification**
 - Graduate Program with Coursework & Field Experience
 - Designed to Meet NDE Requirements
 - Bachelors Degree Candidates Eligible for Immediate Hire
- **Program Structure**
 - MAT Core – 18 Hours
 - 12 Hours of Coursework Meeting In TASC Domains
 - 6 Hour Clinical Experience
 - Elective Coursework – 18 Credit Hours
 - Established Plan of Study For Each Candidate
 - Options – Dual Credit Credential, Advancement, or Additional Endorsements

Rural Tutoring Program



K-12 students in Educational Service Units 1, 4, & 13 are eligible to receive free online tutoring in English, math, science, & social studies.

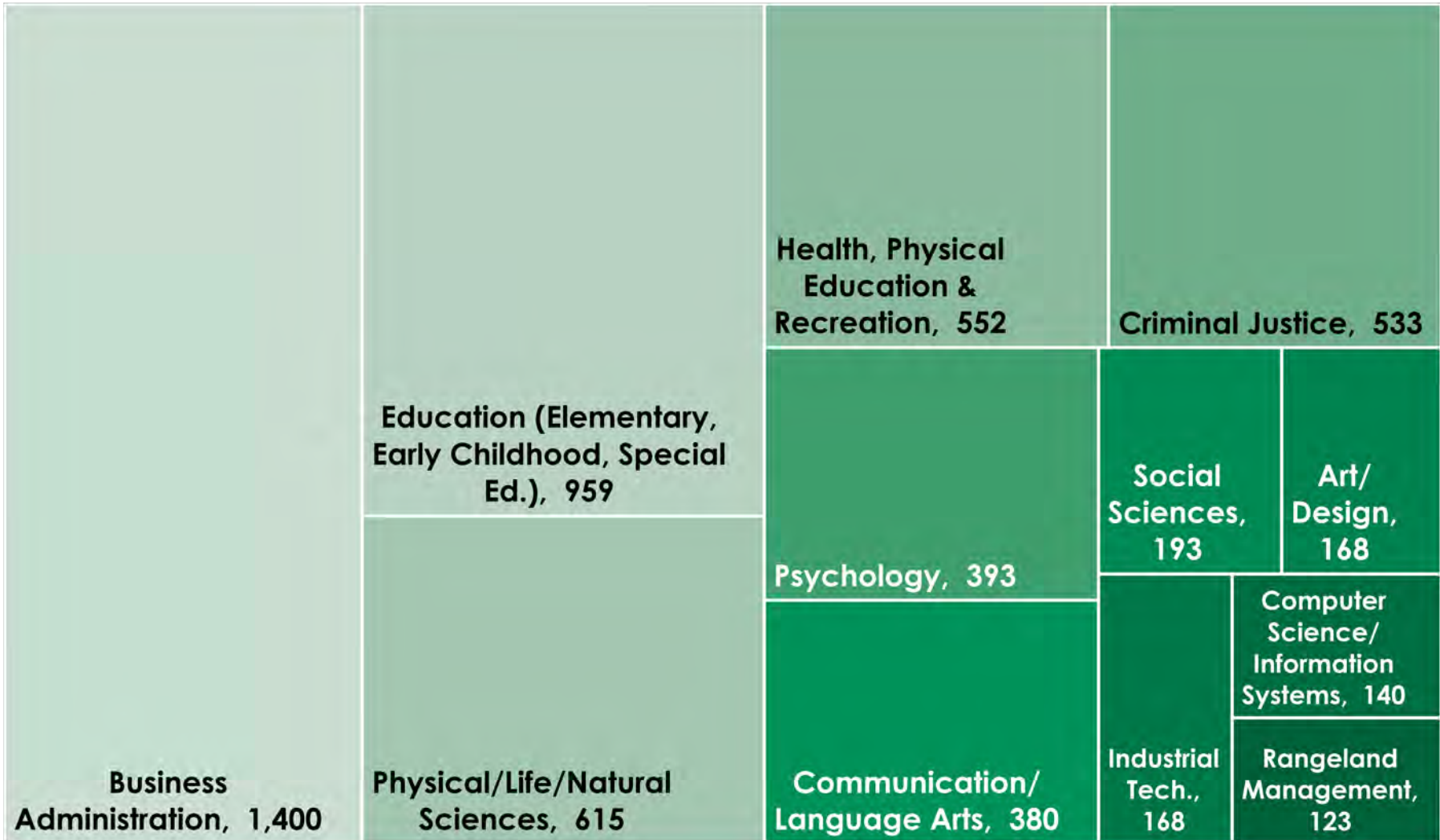
Innovation Grant awarded to the NSCS by the Nebraska Dept. of Education.

20+ trained Tutors who are full-time students in the teacher preparation program at Chadron, Peru, & Wayne State College.



Top Majors at the State Colleges

(Students Enrolled)





Nebraska State College System

www.NSCS.edu



- Reemployment Services Home
- American Rescue Plan Act (ARPA) Grants
- Find a Job
- Job Center
- Workforce Initiatives**

Workforce Initiatives:

No events are currently scheduled. Please check back later, or contact your [local job center](#).

[Submit a Workforce Initiative](#)

Handout 3

Workforce Initiative Title *

Effective Date *

mm/dd/yyyy

End Date *

mm/dd/yyyy

Please Describe the Initiative *

Initiative Sponsor(s)

Add

Organization Information

Organization Name *

Organization Phone Number

Address

City

State

-- Select a State --



Zip Code

Initiative Contact

Contact Name *

Contact Phone Number

Contact Email *

Submit