

Nebraska Workforce Development Board Meeting Minutes December 14, 2018

Agenda item 1. Call to Order

Chair Mark Moravec called the Nebraska Workforce Development Board (the Board) meeting to order on December 14, 2018 at approximately 9:07 am at the Administrative Services Building.

Agenda item 2. Roll Call

Lindsey Sullivan called the roll and determined that a quorum was established.

Members in attendance (13)

Senator Joni Albrecht
Matthew Blomstedt
Michael Geary
Allan Hale
James Hanson, Jr.

Mark Moravec
Don Nordell
Terri Ridder
Bradley Schroeder
Jennifer Sedlacek

Becky Stitt
Carol Swigart
Lisa Wilson

Members absent (7)

Governor Pete Ricketts
John Albin
Bo Botelho

Brian Deakin
Jason Feldhaus
Susan Martin

Dave Rippe

Nebraska Department of Labor (NDOL) Board support staff in attendance

Stan Odenthal, Director, Office of Employment & Training
Brian Potters, Workforce Services Administrator, Office of Employment & Training
Dawn Carrillo, WIOA Program Analyst, Office of Employment & Training
Deb Andersen, WIOA Policy Coordinator, Office of Employment & Training
Lindsey Sullivan, Administrative Assistant, Office of Employment & Training
Katie Thurber, General Counsel, Office of the General Counsel
Thomas Ukinski, Attorney III, Office of the General Counsel

Guests in attendance

Amara Block, Legal Counsel to the Business and Labor Committee, Nebraska Legislature
Monica Barger, Program Coordinator, Office of Employment & Training, NDOL
Andrea Curtis, Program Coordinator, Office of Employment & Training, NDOL
Terry Eklund, Program Coordinator, Office of Employment & Training, NDOL
Federico Torres, Employment Services Supervisor, Office of Employment and Training, NDOL
Jodie Meyer, Research Analyst II, Office of Labor Market Information, NDOL
Scott Ferguson, Research Analyst I, Office of Labor Market Information, NDOL

Jan Norlander-Jensen, Workforce Administrator, Greater Lincoln Workforce Development Area
Cherisa Price-Wells, Project Director, Greater Lincoln Workforce Development Area
Karly Hernandez, Program Coordinator, Greater Nebraska Workforce Development Area
Erin Porterfield, Executive Director, Greater Omaha Workforce Development Area
Alejandra Sinecio, Manager, Workforce Performance, Greater Omaha Workforce Development Area
Andy Huls, One-stop Operator, Greater Omaha Workforce Development Area
Joanna McGarvey, Greater Omaha Workforce Development Area

Agenda item 3. Notice of Publication

Lindsey Sullivan announced that the Notice of Public Meeting was duly published, in accordance with the Nebraska Open Meetings Act, in the Beatrice Daily Sun, Grand Island Independent, Lincoln Journal Star, North Platte Telegraph, Omaha World Herald, and Scottsbluff Star-Herald and on the State of Nebraska Public Meeting Calendar.

Agenda item 4. Approval of Minutes

Lisa Wilson motioned to approve the minutes of the September 14, 2018 meeting of the Board (Handout 1) with an amendment to the Board Member attendance list, and Carol Swigart seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously.¹

Agenda item 5. WIOA - Update

Stan Odenthal provided an update on WIOA activities. Stan directed the Board's attention to the WIOA Annual Statewide Performance Report for Program Year 2017 (Handout 2), which addresses the state's progress toward meeting (1) the goals established in the state's Combined State Plan and (2) negotiated levels of performance for WIOA Title I and Title III programs for Program Year 2017. Stan also directed the Board's attention to the Federal report regarding the August 2018 Federal review of the WIOA Title I dislocated worker program (Handout 2-1).

Agenda item 6. Bylaws

Members of the Board reviewed and discussed proposed changes to the Board's bylaws (Handout 3) regarding restructuring of the subcommittees of the Board, which were provided to Members of the Board on December 3, 2018 in accordance with Section 6.2 of the bylaws. In addition to the changes proposed in Handout 3, Mark Moravec proposed two additional changes to Section 5.3(b). First, where the two chairs of the now defunct subcommittees are referenced in items (iii) and (iv), Mark stated there should be references instead to the chair of each of the three newly formed subcommittees. Second, with the addition of a third chair of a subcommittee to the membership of the Executive Committee, Mark recommended reducing the number of general membership representatives mentioned in item (ix) from three to two, in order to keep the Executive Committee at its current membership size of 11. No additional discussion was heard from Members of the Board regarding the proposed changes to the bylaws.

¹ Agendas, minutes, and handouts for meetings of the Nebraska Workforce Development Board are available electronically and accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/NWDB>.

Becky Stitt motioned to approve the changes to the bylaws as discussed, and Michael Geary seconded the motion. Members of the Board in attendance voted by roll-call vote on the motion, which carried unanimously.

Agenda item 7. Board Committees and Subcommittees

Mark Moravec introduced the next order of business, discussion of Board-member appointments to committees and subcommittees of the Board. Regarding the Executive Committee, Section 5.3(b) of the bylaws defines the required committee members. Mark stated that with the changes to the Board's subcommittee structure and the resignations of Bradley Bird, who represented the labor category, and Courtney Dentlinger, who was a general membership representative, Executive Committee appointments will need to be reissued from the Governor's office, as required under Section 5.8 of the bylaws. Stan Odenthal's team will coordinate with the Governor's office. Mark also stated that it is the responsibility of the Chair of the Board, according to Section 5.3(c) of the bylaws, to appoint the members of all other committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups from the general membership of the Board. In addition, Section 5.2 of the bylaws requires that the Chair appoint the chairs of committees, subcommittees, and similar groups, and that the chairs be selected from Board members representing business. Finally, Mark advised the Members of the Board that Section 2.8 of the bylaws requires that each Member of the Board serve on at least one committee, subcommittee, or similar group.

Mark directed the Board's attention to Handout 4, which describes the roles and responsibilities of each of the newly-formed subcommittees. Mark announced that within the next week the Board will receive an email asking each Member to respond by January 15, 2019 with their first and second choices of subcommittees on which they would like to serve. Mark reminded the Board that members of the Nebraska Partner Council have expressed interest in serving on the Board's subcommittees, which is permitted under Section 5.3(d) of the bylaws. The Council will be submitting its recommendations for Council members who may serve on the Board's newly-formed subcommittees.

Mark advised the Board that prior to the March meeting of the Board, Members will be notified of their subcommittee appointments, as will the Council members.

Agenda item 8. Workforce Development Excellence Award

Mark Moravec reminded the Board that at the Board's last meeting, Members voted to establish a Workforce Development Excellence Award program. As discussed, the program would recognize, on an annual basis, the exceptional contributions or achievements of an individual or organization in the area of workforce development in Nebraska. Mark directed the Board's attention to Handouts 5 and 6: a draft description of the program, including eligibility criteria and nomination and selection procedures; and the draft nomination form, which includes the nomination submission requirements. Discussion regarding the handouts was heard.

James Hanson, Jr. motioned to approve the draft program description and nomination form for publication on the Board's webpage, as discussed. Senator Albrecht seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously.

Agenda item 9. Nebraska Department of Education – Workforce-related Initiatives

Matt Blomstedt presented to the Board on workforce-related initiatives underway at the Nebraska Department of Education. Matt emphasized the importance of dialogue between schools, partners, communities and partners in discussing workforce needs and readying youth for the workforce. Matt described the ongoing activities of reVISION program, a strategic approach for Nebraska schools to analyze Career Education and make adjustments to more effectively prepare students for college and careers. Objectives of the reVISION program include aligning career education programs with workforce needs and economic development to development of our state's talent pipeline; updating current career education programs of study to meet postsecondary education entrance requirements; strengthen career readiness resources and strategies; fortify career guidance initiatives; engage local/regional businesses in career education, programming; and creation of common language between employers and educators. Matt also described activities of iJAG program, which serves in-school youth. The Nebraska Departments of Education and Labor are currently working with Iowa on the iJAG program.

Agenda item 10. Nebraska Equal Opportunity Commission – Employment Discrimination

Marna Munn, Executive Director of the Nebraska Equal Opportunity Commission, presented to the Board, providing an overview of the NEOC, its areas of service in Nebraska, and its regulatory oversight responsibilities. Marna also reviewed employment discrimination statistics from a recent NEOC annual report. Marna noted that the NEOC works primarily with two Federal agencies, Housing and Urban Development and the Equal Opportunity Employment Commission.

Agenda item 11. Employment Joint Partnership Modernization Project – Improving Outcomes for Veterans

Terry Eklund with the Nebraska Department of Labor and Roger Byer with the Veterans Benefits Administration presented to the Board on the Employment Joint Partnership Modernization Project. The program is a collaborative project between the Nebraska Department of Labor and Veteran Administration Vocational Rehabilitation. The purpose of the project is to improve outcomes for Veterans with service-related disabilities. Through this program, Veterans receive comprehensive case management services and support, including resume assistance, labor market information, and job-search assistance.

Agenda item 12. Local Area Reports

Representatives of Nebraska's local workforce development boards presented to the Board regarding their respective dislocated worker programs, addressing three topics described in Handout 7:

1. program design and services;
2. program funding; and
3. one successful program initiative implemented by the local board during Program Year 2017 (July 1, 2017 – June 30, 2018).

Carol Swigart and Charisa Price-Wells presented on behalf of the Greater Lincoln Workforce Development Board; Lisa Wilson presented on behalf of the Greater Nebraska Workforce Development Board; and James Hanson, Jr. presented on behalf of the Greater Omaha Workforce Development Board.

Agenda item 13. 2018 – 2019 Meeting Locations

Members of the Board discussed locations for the 2018 – 2019 meetings of the Board. Mark directed the Boards attention to an updated version Appendix 7 to the Board Membership Manual, which provides a finalized date, time, and location for each of the meetings, all of which are scheduled to be held at the Administrative Services Building location at 1526 K Street, Lincoln, Nebraska. This location was chosen because provides the ability to live stream meetings and create recordings of meetings. Members of the Board discussed the possibility of live streaming future meetings of the Board and publishing recordings of the meetings on a YouTube channel that would be created for the Board.

Lisa Wilson motioned to approve the meeting locations, live streaming of meetings, and publication of recordings of meetings on a YouTube channel. Jennifer Sedlacek seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously.

Agenda item 14. Member Updates

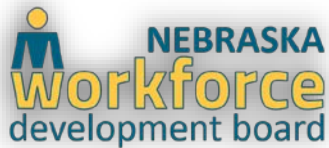
Chair Moravec asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development Boards. Members of the Board provided updates as requested.

Agenda item 15. Public Comment

Chair Moravec opened the floor for public comment. No public comments were made.

Agenda item 16. Adjournment

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

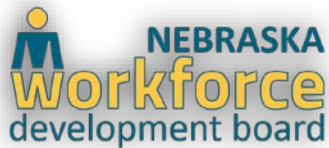


Nebraska Workforce Development Board Subcommittee Rosters



Evaluation and Review Subcommittee Roster

Last	First	Business affiliation	Subcommittee member role	Email
Ridder	Terri	HR Manager, Franciscan Care Services, Inc.	Subcommittee Chair, Member of Nebraska Workforce Development Board	tridder@fcswp.org
Wilson	Lisa	Plant HR Manager, Case New Holland Industrial (CNHI)	Subcommittee Vice Chair, Member of Nebraska Workforce Development Board	lisa.wilson@cnhind.com
Baker	Phil	Research Administrator, Nebraska Department of Labor	Subcommittee non-Board member Co-lead, Representative of the Nebraska Partner Council	phil.baker@nebraska.gov
Hunzeker	Scott	Research Supervisor, Nebraska Department of Labor	Subcommittee non-Board member Co-lead, Representative of the Nebraska Partner Council	scott.hunzeker@nebraska.gov
Albrecht	Joni	Senator, Nebraska Legislature	Member of Nebraska Workforce Development Board	jalbrecht@leg.ne.gov
Bhadbhade	Madhavi	Program Coordinator, Nebraska Department of Health and Human Services	Representative of the Nebraska Partner Council	madhavi.bhadbhade@nebraska.gov
Grotrian	Shannon	Economic Assistance Policy Administrator II, Nebraska Department of Health and Human Services	Representative of the Nebraska Partner Council	shannon.grotrian@nebraska.gov
Marzouk	Therese	Career Education Specialist/Partnerships, Nebraska Department of Education	Representative of the Nebraska Partner Council	therese.marzouk@nebraska.gov
Potters	Brian	Workforce Services Administrator, Nebraska Department of Labor	Representative of the Nebraska Partner Council	brian.potters@nebraska.gov
Schroeder	Bradley	Director of Total Rewards, Children's Hospital & Medical Center	Member of Nebraska Workforce Development Board	brschroeder@childrensomaha.org
Smith	Dannette	Chief Executive Officer, Nebraska Department of Health and Human Services	Member of Nebraska Workforce Development Board	dannette.smith@nebraska.gov
Stitt	Becky	Regional Human Resources Manager, Western Sugar Cooperative	Member of Nebraska Workforce Development Board	bstitt@westernsugar.com
Stutzman	Shane	Director of Field Services, Nebraska Probation Administration	Representative of the Nebraska Partner Council	shane.stutzman@nebraska.gov

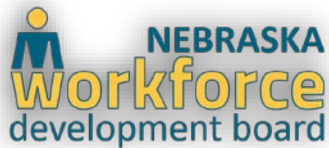


Nebraska Workforce Development Board Subcommittee Rosters



Policy and Oversight Subcommittee Roster

Last	First	Business affiliation	Subcommittee member role	Email
Hanson, Jr.	James	Owner/Founder, inTouch Communications	Subcommittee Chair, Member of Nebraska Workforce Development Board	jim@intouchcommunications.com
Nordell	Don	Director, Black Hills Energy	Subcommittee Vice Chair, Member of Nebraska Workforce Development Board	don.nordell@blackhillscorp.com
Rasmussen	Victoria	Assistant Director, Nebraska Vocational Rehabilitation	Subcommittee non-Board member Lead, Representative of the Nebraska Partner Council	victoria.rasmussen@nebraska.gov
Adams	Greg	Executive Director, Nebraska Community College Association	Representative of the Nebraska Partner Council	gregadams@neb.twcbc.com
Albin	John	Commissioner/State WIOA Liaison, Nebraska Department of Labor	Member of Nebraska Workforce Development Board	john.albin@nebraska.gov
Andersen	Deb	WIOA Policy Coordinator, Nebraska Department of Labor	Representative of the Nebraska Partner Council	deb.andersen@nebraska.gov
Graham	Katie	State CTE Director, Nebraska Department of Education	Representative of the Nebraska Partner Council	katie.graham@nebraska.gov
Lauer	Tate	AE Director/GED® Administrator, Nebraska Department of Education	Representative of the Nebraska Partner Council	tate.lauer@nebraska.gov
Martin	Susan	President/Secretary-Treasurer, Nebraska State AFL-CIO	Member of Nebraska Workforce Development Board	s.martin@neaf-cio.org
Rippe	David	Director, Nebraska Department of Economic Development	Member of Nebraska Workforce Development Board	dave.rippe@nebraska.gov
Spangler	Nellie	UI Division Director, Nebraska Department of Labor	Representative of the Nebraska Partner Council	nellie.spangler@nebraska.gov
Swigart	Carol	Owner/President, Hillaero Modification Center	Member of Nebraska Workforce Development Board	cswigart@windstream.net



Nebraska Workforce Development Board Subcommittee Rosters



Strategy and Innovation Subcommittee Roster

Last	First	Business affiliation	Subcommittee member role	Email
Geary	Michael	Owner, CMG Holdings	Subcommittee Chair, Member of Nebraska Workforce Development Board	michael.geary.ne@gmail.com
Deakin	Brian	HR Manager, BD Medical – Holdrege	Subcommittee Vice Chair, Member of Nebraska Workforce Development Board	brian_deakin@bd.com
Stutzman	Jody	Regional Director, Proteus, Inc.	Subcommittee non-Board member Lead, Representative of the Nebraska Partner Council	jodys@proteusinc.net
Blomstedt	Matthew	Commissioner, Nebraska Department of Education	Member of Nebraska Workforce Development Board	matt.blomstedt@nebraska.gov
Christensen	Gregg	Entrepreneurship & Career Education Specialist, Nebraska Department of Education	Representative of the Nebraska Partner Council	gregg.christensen@nebraska.gov
Clausen	Shari	Director of Admission and Placement, Iowa/Nebraska Job Corps	Representative of the Nebraska Partner Council	clausen.shari@jobcorps.org
Feldhaus	Jason	Vice President of Connected Youth Initiatives, Nebraska Children and Families Foundation	Member of Nebraska Workforce Development Board	jfeldhaus@nebraskachildren.org
Foley	Lindy	Director, Nebraska VR	Representative of the Nebraska Partner Council	lindy.foley@nebraska.gov
Hale	Allan	Executive Director, National Electrical Contractors Association	Member of Nebraska Workforce Development Board	allan@neneca.com
Hatch	Allison	Talent Development Team Leader, Nebraska Department of Economic Development	Representative of the Nebraska Partner Council	allison.hatch@nebraska.gov
Moravec	Mark	Business Development Manager, Chief Industries, Inc.	Member of Nebraska Workforce Development Board	mark.moravec@chiefind.com
Odenthal	Stan	Director, Office of Employment and Training, Nebraska Department of Labor	Representative of the Nebraska Partner Council	stan.odenthal@nebraska.gov
Sedlacek	Jennifer	Senior Director, PTC Operations, Union Pacific Railroad	Member of Nebraska Workforce Development Board	jcsedlacek@up.com
Serván	Carlos	Executive Director, Nebraska Commission for the Blind and Visually Impaired	Representative of the Nebraska Partner Council	carlos.servan@nebraska.gov

Nebraska Industry Partnership Grant

VALENTINA OBAFUNWA
NEBRASKA DEPARTMENT OF ECONOMIC DEVELOPMENT
BRIAN POTTERS
NEBRASKA DEPARTMENT OF LABOR

March 8, 2019

Why a Grant & Why Now?

❖ Business-led partnerships are critical for regional success and providing funding indicates an investment in these partnerships.

"Governments are in the best position not only to stimulate the collective action that can support change within sectors but also to offer programs and incentives that position all employers to invest in the talent pipeline." -[McKinsey, Creating an Effective Workforce System for the New Economy](#)

❖ Funding would propel the wide-spread development and growth of partnerships in new industries and regions.

❖ A grant model provides support for *specific* projects with clear *outcomes* within an established time-frame.

Grant Highlights

- **Funding:** Emerging Partnerships (up to \$7,500) and Active Partnerships (up to \$20,000)
- **Matching Investment:** 1:1 Match
- **Fund Use:** Workforce development initiatives, economic development projects, industry collaboration, and education partnerships
- **Application:** Online application on FluidReview (Yearly)
- **Review Committee:** DED, DOL, NDE, Nebraska Workforce Development Board Member
- **Reporting Requirements:** Quarterly Statement of Work and Expense Budget Table
- **Grant Close-out:** Expense Table & Final Report
- **Grant Administration:** Brian Potters, DOL

Next Steps



Thank You

Local Area Reports – WIOA Title I Adult Programs

Local area representatives are reporting to the Nebraska Workforce Development Board regarding their local area WIOA Title I adult programs by responding on the following topics.

Program design and services

Describe the design of your adult program and services provided through the program, including:

- the methodology implemented by the local board to ensure that priority for individualized career services and training services funded with adult programs funds is given to Veterans, eligible spouses of Veterans, and non-Veterans who are recipients of public assistance; other low-income individuals; or individuals who are basic-skills deficient.¹
- how the program connects with the Jobs for Veterans State Grant program;
- services available to adults enrolled in the program;
- services provided to adults from specific businesses in your local area, including the type of training services provided and occupations in your local area to which the training services relate;
- number of adults enrolled in the program during each of the past three program years (2015, 2016, and 2017);
- number of adults enrolled in training services during each of the past three program years (2015, 2016, and 2017); and
- how your approach to the provision of training services through the program differs from the approach taken by your youth and dislocated worker programs.

Provide a list of all service providers procured by the local board to provide services to adults and identify the service each providers.

Funding

Describe your adult program funding levels for each of the past three program years (2015, 2016, and 2017), including the amount of funds:

- allocated for each program year;
- carried over from each previous program year; and
- transferred to the adult program from the dislocated worker program.

Success

Describe one successful adult program initiative implemented by your local board during program year 2017 (July 1, 2017 – June 30, 2018).

¹ This priority of services is mandated under WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600(a)

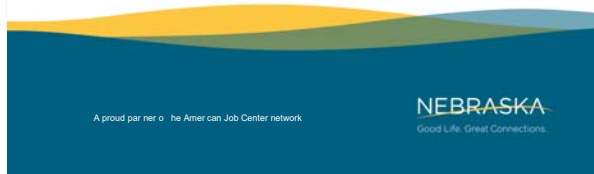
Greater Lincoln Workforce Development Area – WIOA Adult Programs

Greater Lincoln Local Area	2 counties – Lancaster and Saunders	
Chief Elected Official	Chris Beutler, Mayor of Lincoln	
Administrative Entity	City of Lincoln	
Workforce Board Staff Contact	Jan Norlander-Jensen, Workforce Administrator jnensen@lincoln.ne.gov , 402-441-7117	
Adult Provider	City of Lincoln, Urban Development Department: through September 30, 2017 ResCare Workforce Services: October 1, 2017 -- present	
ResCare Workforce Services Contacts	Michelle Olson, Project Director Michelle.Olson@rescare.com 402-817-2648	Cherisa Price-Wells, Regional Director cherisapricewells@rescare.com 402-458-4925
American Job Center Location	Southeast Community College – Downtown Campus at Education Square 1111 O Street, Lincoln, NE 68508 402-413-9236 AJC services provided in Suites 205, 219, and 222	
WIOA Adult Funding		
<ul style="list-style-type: none"> Program Year 2015 <i>July 1, 2015 – June 30, 2016</i> 	Allocation \$291,977 Carry In \$92,939 Transfer from DLW \$0 Total \$384,916	
<ul style="list-style-type: none"> Program Year 2016 <i>July 1, 2016 – June 30, 2017</i> 	Allocation \$257,847 Carry In \$148,167 Transfer from DLW \$0 Total \$406,014	
<ul style="list-style-type: none"> Program Year 2017 <i>July 1, 2017 – June 30, 2018</i> 	Allocation \$246,948 Carry In \$151,986 Transfer from DLW \$50,000 Total \$448,934	
Adult Participants		
<ul style="list-style-type: none"> Program Year 2015 <i>July 1, 2015 – June 30, 2016</i> 	Number of Adults enrolled in the program 46 Number of Adults enrolled in training 43	
<ul style="list-style-type: none"> Program Year 2016 <i>July 1, 2016 – June 30, 2017</i> 	Number of Adults enrolled in the program 53 Number of Adults enrolled in training 38	
<ul style="list-style-type: none"> Program Year 2017 <i>July 1, 2017 – June 30, 2018</i> 	Number of Adults enrolled in the program 61 Number of Adults enrolled in training 49	
Program Design and Services		
Methodology to Ensure Priority of Service	<ul style="list-style-type: none"> Applies to Veterans; eligible spouses of Veterans; and non-Veterans who are public assistance recipients; other low-income individuals; or individuals who are basic skills deficient. Career Planners receive training on state and local policies; applies to provision of individualized career services and training services; required documentation and operational procedures List maintained of eligible individuals not part of priority populations; factors include order of application, available funding, and staff workloads Board has set a goal of 75% of adult participants meet the priority of service definitions 	

Program Design and Services, continued		
Connection with Jobs for Veterans	<ul style="list-style-type: none"> • NDOL Veterans' staff co-located at the Lincoln AJC • Participation in two Military and Veteran Career Fairs • Resource Room staff is cross-trained and screens for veteran status • Staff collaboration on career services to veterans, employer outreach, and job fairs. 	
Services Available A wide variety of services are available to enrolled Adults, including:	<ul style="list-style-type: none"> • Individual Employment Plan Development • Workshops • GED or Alternative Diploma • Occupational Skills Training Programs • Supportive Services which can include assistance with transportation, childcare, car repairs, housing assistance, workplace clothing and tools, educational and testing fees. • Follow-up Services • Case Management & Career Counseling • Assessment of skills, aptitudes and abilities • Career planning • Internships • Work experience • On-the-job training • Skills upgrading • Registered Apprenticeship training • Job Search Assistance • Resume Preparation • Interview Preparation • Job Referrals • Provision of Labor Market Information 	
Services from Local Businesses	Training Type	Occupation
Innovative Exhaust Solutions	On the Job Training	<ul style="list-style-type: none"> • Marketing & Drafting
Peoples City Mission Clinic	Work Experience	<ul style="list-style-type: none"> • Health Science
Nebraska Vocational Rehabilitation	Work Experience	<ul style="list-style-type: none"> • Human Services
Catholic Social Services	Work Experience	<ul style="list-style-type: none"> • Human Services
Services from Eligible Training Providers	Training Type	Occupation
Southeast Community College	Occupational Skill Training (Classroom)	<ul style="list-style-type: none"> • Business Administration • Health Science • Energy Generation • Human Services
Doane College	Occupational Skill Training (Classroom)	<ul style="list-style-type: none"> • Human Resources
JTL Truck Driving	Occupational Skill Training (Classroom)	<ul style="list-style-type: none"> • Truck Driving
Metro Community College	Occupational Skill Training (Classroom)	<ul style="list-style-type: none"> • Electrical Technician
Bellevue University	Occupational Skill Training (Classroom)	<ul style="list-style-type: none"> • Behavioral Science
Adult Program Compared to DLW, Youth Programs		
<ul style="list-style-type: none"> • Low Income/Receiving Public Assistance increased collaboration with TANF, Lincoln Housing, and Community Action Partnership • English Language Learners/Refugees, and New Americans: Collaboration with TANF, Lutheran Family Services, Prosper Lincoln, and Asian Community and Cultural Center • Lack of Reliable Transportation: Use of Star Tran, Uber, Lyft, and Happy Cab • Justice Involved: Collaboration with Probation, Community Corrections Center Lincoln • Inconsistent Work History: Expanded effort to increase work experience opportunities that can lead to an OJT, and employment. 		
Adult Service Providers Procured by Local Board		
Competitive procurement by City of Lincoln RFP #17-143. The selected firm, ResCare Workforce Services, provides outreach; intake; eligibility determination; assessment; provision of referrals to and coordination of activities with other programs and services; provision of workforce and labor market statistics; supportive services; career services; access to training services, etc.		
Success		
Successful Initiative in PY2017	Justice Involved Employment Initiative: <ul style="list-style-type: none"> • Justice Involved Job Search Workshop • TurnAround Letter Development • Partner 2 Day Training Event: Second Chance Act Webinar • Collaboration with Community Correction Center Lincoln • NDOL Re-Entry Grant • Success: Employment Rate of workshop attendees was 80% 	

Greater Nebraska Workforce Development Board

Greater Nebraska WIOA Title I Adult Program




A proud partner of the American Job Center network

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Priority of Service

- The first step Greater Nebraska takes to ensure priority of service is given is by performing outreach to the priority population groups and partner programs that they may work with to ensure they are aware of the services available to them.
- Compliance with the priority of service requirements are monitored by the local board and the NDOL State Monitor.



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Priority of Service- Continued

Priority of Service is provided to Adult participants in the following order:


First, to Veterans and eligible spouses of Veterans who are:
recipients of public assistance;
low-income; or
basic-skills deficient;

Second, to individuals who are not Veterans and eligible spouses of Veterans but are:
recipients of public assistance;
low-income; or
basic-skills deficient;

Third, to Veterans and eligible spouses of Veterans who are not:
recipients of public assistance;
low-income; or
basic-skills deficient

Last, to persons who are not:
recipients of public assistance;
low-income; or
basic-skills deficient

One-stop partner staff must give priority for career services, training, and employment services to Veterans, eligible spouses of Veterans, and non-Veterans who are:
recipients of public assistance;
other low-income individuals; or
individuals who are basic-skills deficient.



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Jobs for Veterans Grant Program

The Jobs for Veterans State Grant (JVSG) program is a program Greater Nebraska partner with frequently. Many of the participants that qualify for services provided by the JVSG program also qualify as an Adult participant for the WIOA Title I program. When it is beneficial to the participant, we will co-enroll them in both programs to provide access to a broader array of services.



Services Available to Adults

- We offer an array of services to Adult participants including basic career services, individualized career services, training services, supportive services and follow up services.
- There is no sequence-of-service requirements for basic career services and they can be provided by WIOA Title 1 and/ or WIOA Title III.



Basic Career Services

Basic Career Services

1. Determinations of whether the individual is eligible to receive assistance from adult, dislocated worker, and youth programs
2. Outreach, intake (including worker profiling), and orientation to information and other services available through the one-stop delivery system, including an opportunity to initiate an application for Temporary Assistance for Needy Families (TANF) assistance and non-assistance benefits and services, which could be implemented through the provision of paper application forms or links to the application website
3. Initial assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive services needs
4. Labor exchange services, including job search and placement assistance and career counseling when needed by an individual, including provision of information on:
 - a. in-demand industry sectors and occupations; and
 - b. nontraditional employment
5. Provision of referrals to and coordination of activities with other programs and services, including programs and services within the one-stop delivery system and other workforce development programs when appropriate
6. Provision of workforce and labor market employment statistics information, including provision of accurate information relating to local, regional, and national labor market areas, such as:
 - a. job vacancy listings in labor market areas;
 - b. information on job skills necessary to obtain the vacant jobs listed; and
 - c. information relating to local in-demand occupations and the earnings, skill requirements, and opportunities for advancement for those jobs



Basic Career Services Continued

7. Provision of performance information and program cost information on eligible providers of education, training, and workforce services, delineated by program and type of providers
8. Provision of information, in usable and understandable formats and languages, on how the local area is performing on local performance accountability measures, as well as any additional performance information relating to the area's one-stop delivery system
9. Provision of information, in usable and understandable formats and languages, relating to the availability of supportive services or assistance and appropriate referrals to those services and assistance, including: child care; child support; medical or child health assistance available through the state's Medicaid program and Children's Health Insurance Program; benefits under Supplemental Nutrition Assistance Program (SNAP); assistance through the earned income tax credit; and assistance under a state program for TANF and other supportive services and transportation provided through that program
10. Provision of information and meaningful assistance to individuals seeking assistance in filing a claim for unemployment compensation
11. Assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA



Individualized Career Services

Individualized Career Services

1. Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include:
 - a. diagnostic testing and use of other assessment tools; and
 - b. in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
2. Development of an individual employment plan (IEP) that identifies the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the list of, and information about, the eligible training providers
3. Group counseling
4. Individual counseling
5. Career planning
6. Short-term pre-vocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training
7. Internships and work experiences that are linked to careers, including transitional jobs
8. Workforce preparation activities
9. Financial literacy services
10. Out-of-area job search assistance and relocation assistance
11. English language acquisition and integrated education and training programs



Training Services

Training services may include:


- Occupational skills training, including training for nontraditional employment;
- On-the-job training;
- Incumbent worker training;
- Programs that combine workplace training with related instruction, which may include cooperative education programs;
- Training programs operated by the private sector;
- Skill upgrading and retraining;
- Entrepreneurial training;
- Transitional jobs;
- Job readiness training provided in combination with the other services in this list;
- Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with any of the other services in this list; and
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.



Supportive Services

Supportive services may include:

- Linkages to community service
- Assistance with transportation
- Assistance with child care and dependent care
- Assistance with housing
- Assistance with relocation and pre-employment interviews
- Assistance with educational testing
- Payments and fees for employment and training-related applications, tests, and certifications
- Reasonable accommodations for individuals with disabilities
- Legal aid services
- Referrals to health care
- Assistance with uniforms or other appropriate work attire and work-related tools
- Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes
- Needs-related payments




Follow Up Services

Follow-up services are available for any participant placed in unsubsidized employment for a minimum of 12 months after the first day of employment. Follow-up services are a required career service. Follow-up services are based on the needs of each participant and vary by type and intensity.

Follow-up services may include:

- Basic career services
- Supportive services



Services Provided by Specific Businesses

Royal Engineered Composites- Minden, NE

- The partnership with Royal Engineered Composites began after local staff learned of Royal's expansion plans. Local staff educated the company on the services available to them. The services provided are a joint effort between the WP, WIOA and LVER staff including posting their open positions, Veteran services and screening applicants for WIOA eligibility.
- To date Royal Engineered Composites has provided 57 Adult On-the-Job training opportunities to local jobseekers. WIOA has reimbursed \$144,906 of those wages to assist them in their commitment to hire and train new employees.
- The OJT occupations include assemblers and fabricators, cutting and slicing machine setters, operators and tenders and production workers.



Adult Enrollments: PY2015-PY2017

- PY 2015- 157 Adult Enrollments
- PY 2016- 219 Adult Enrollments
- PY 2017- 243 Adult Enrollments

Adult Enrollments in Training: PY2015-PY2017

- PY 2015- Adult Enrollments in Training
 - 119 OST
 - 3 OJT
- PY 2016- Adult Enrollments in Training
 - 141 OST
 - 29 OJT
- PY 2017- Adult Enrollments in Training
 - 185 OST
 - 21 OJT



Adult Training Vs. Dislocated Worker and Youth Training

- With our Adult participants we promote work-based learning to assist these individuals in earning a wage while increasing their skills. Since the majority of our adult participants have additional barriers, possibly multiple terminations, and don't always show attachment to the workforce, we still encourage Occupational Skills Training to grant them the opportunity to gain the knowledge they need in order to obtain an H3 career.
- The Adult program is the broadest entry point into WIOA. The eligibility criteria is more defined for the DLW & Youth programs.
- The Adult program provides us the opportunity to co-enroll participants with partner programs more frequently than the DLW & Youth programs to strengthen the services provided.



Adult Service Providers

- Nebraska Department of Labor
 - Career services, work-based learning opportunities, supportive services, comprehensive guidance and counseling, follow-up services
- Central Community College
 - Tutoring, GED and ESL training, comprehensive guidance and counseling
- Southeast Community College
 - Tutoring, GED and ESL training, comprehensive guidance and counseling
- Western Nebraska Community College
 - Tutoring, GED and ESL training, comprehensive guidance and counseling
- Mid-Plains Community College
 - Tutoring, GED and ESL training, comprehensive guidance and counseling
- Eligible Training Provider List
 - Occupational skills training



Allocated Adult Funds: PY2015-PY2017

- PY 2015 \$ 468,505
- PY 2016 \$ 432,483
- PY 2017 \$ 401,640



Dislocated Worker to Adult Fund Transfers: PY2015-PY2017

- PY 2015
 - None
- PY 2016
 - **1/9/2017**: \$150,000 of FY16 Dislocated Worker Program funds transferred to the Adult Program
- PY 2017
 - **10/26/2017**: \$200,000 of FY17 Dislocated Worker Program funds transferred to the Adult Program
 - **5/24/2018**: \$200,000 of FY17/PY18 Dislocated Worker Program funds transferred to the Adult Program



Adult Initiative Implemented in PY2017

SNAP Next Step

In PY 2017 the SNAP Next Step program launched in our Hastings, Columbus and Norfolk Career Centers. The SNAP Next Step program is a partnership designed to focus on individuals and families receiving SNAP who are working, but lack the skills or resources to further their careers and achieve income independence.

- Hastings 7/1/2017
 - 25 enrollments to date
- Columbus 9/1/2017
 - 38 enrollments to date
- Norfolk 2/1/2018
 - 20 enrollments to date





Greater Omaha Workforce Development Area – WIOA Adult Program

Greater Omaha Workforce Area	3 local counties – Douglas, Sarpy and Washington 5 regional counties – the 3 local counties, Dodge & Cass	
Chief Elected Official	Jean Stothert, Mayor – City of Omaha	
Administrative Entity	Heartland Workforce Solutions, Inc.	
Adult Program Provider	ResCare Workforce Services	
American Job Center Location	Heartland Workforce Solutions 5752 Ames Ave, Omaha, NE (402) 444-4700	
Workforce Board Staff Contact	Erin Porterfield, Executive Director eporterfield@hws-ne.org (402) 218-1163 Alejandra Sinecio, Manager of Workforce Performance asinecio@hws-ne.org (402) 934-2287	
ResCare Workforce Services Contacts	Joanna McGarvey, Project Director Joanna.McGarvey@rescare.com 402-934-2165	Cherisa Price-Wells, Regional Director cherisapricewells@rescare.com 402-458-4925
WIOA Adult Program Funding		
<ul style="list-style-type: none"> Program Year 2015 <i>July 1, 2015 – June 30, 2016</i> 	Allocation \$850,999 Carry In \$315,523 Transfer from DLW (\$500,000) Total \$1,666,522	
<ul style="list-style-type: none"> Program Year 2016 <i>July 1, 2016 – June 30, 2017</i> 	Allocation \$899,989 Carry In \$268,397 Transfer from DLW (\$175,000) Total \$1,343,386	
<ul style="list-style-type: none"> Program Year 2017 <i>July 1, 2017 – June 30, 2018</i> 	Allocation \$941,602 Carry In \$583,466 Transfer to Adult (\$300,000) Total \$1,825,068	
Adult Service Providers Procured by Local Board		
Competitive procurement by Greater Omaha Workforce Board was completed in 2016 by a third-party contractor. ResCare Workforce Services was selected as the service provider to provide the Adult Program Services. The local area is currently going through the procurement process for PY19.		
Adult Program Participants		
<ul style="list-style-type: none"> Program Year 2015 <i>July 1, 2015 – June 30, 2016</i> 	Number of Adults enrolled in the program: 222 Number of Adults enrolled in training: 147	
<ul style="list-style-type: none"> Program Year 2016 <i>July 1, 2016 – June 30, 2017</i> 	Number of Adults enrolled in the program: 154 Number of Adults enrolled in training: 120	
<ul style="list-style-type: none"> Program Year 2017 <i>July 1, 2017 – June 30, 2018</i> 	Number of Adults enrolled in the program: 267 Number of Adults enrolled in training: 168	

Greater Omaha – Adult Program Design & Services

<p>Priority of Service</p>	<ul style="list-style-type: none"> • Applies to veterans, eligible spouses of Veterans; and non-Veterans who are public assistance recipients, other low-income individuals, or individuals who are basic skills deficient • Talent Development Specialists receive training on state and local policies; applies to provision of individualized career services and training services; required documentation and operational procedures • List maintained of eligible individuals not part of priority populations; factors include order of application, available funding, and staff workloads • Board has set a goal of 75% of adult participants meet the priority of service definitions 	
<p>Connection with Jobs for Veterans</p>	<ul style="list-style-type: none"> • NDOL Veterans' staff co-located at HWS AJC • Staff collaboration on career services to veterans, employer outreach, and job fairs 	
<p>Services Available A wide variety of services are available to Dislocated Workers, including, but not limited to:</p>	<ul style="list-style-type: none"> • Individual Employment Plan Development • Workshops • GED or Alternative Diploma • Occupational Skills Training • Supportive Services which can include assistance with transportation, childcare, car repairs, housing assistance, workplace clothing and tools, educational and testing fees • Follow-up Services • Case Management & Career Counseling • Job Fairs and Hiring Events • National Career Readiness Certificates • Assessment of skills, aptitudes and abilities • Internships • Transitional Jobs • On-The Job Training • Skills Upgrading • Registered Apprenticeships • Job Search Assistance • Resume Preparation • Interview Preparation • Job Referrals • Provision of Labor Market Information 	
<p>Services from Local Businesses</p>		
<p>Business</p>	<p>Training Type</p>	<p>Occupation</p>
<p>OPPD</p>	<p>On The Job Training</p>	<p>Administrative Service Managers</p>
<p>Woodmen Life</p>	<p>Work Experience</p>	<p>Business/Professional</p>
<p>North Omaha Area Health (NOAH)</p>	<p>Work Experience</p>	<p>Healthcare</p>
<p>Services from Eligible Training Providers</p>		
<p>Provider</p>	<p>Training Type</p>	<p>Occupation</p>
<p>Clarkson College</p>	<p>Occupational Skill Training (Classroom)</p>	<p>Healthcare Administration Health Science Certified Nursing Assistant</p>
<p>Metropolitan Community College</p>	<p>Occupational Skill Training (Classroom)</p>	<p>Business Administration Health Science</p>
<p>JTL Truck Driving</p>	<p>Occupational Skill Training (Classroom)</p>	<p>Truck Driving</p>
<p>Adult Program Compared to DLW & Youth Programs</p>		
<p>Omaha area has allowed jobs for adults in transitional jobs:</p> <ul style="list-style-type: none"> • Our local board approved transitional jobs, defined as time-limited work experiences that are wage-paid and subsidized, and are in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have inconsistent work history. • These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee employer relationship, and develop the skills that lead to unsubsidized employment. • Heartland Workforce Solutions authorizes the use of transitional jobs to provide a meaningful opportunity for individuals, especially those with barriers to employment and inconsistent work history, to gain experience that leads to stable long-term employment. 		
<p>Successes</p>		
<p>Successful Initiative in PY2017</p> <p>Collectively met the goal of the collective impact after 100 days</p> <p>Business service team was honored for their work at the Community Coaches training</p>	<p>Lift Up Sarpy County Initiative</p> <ul style="list-style-type: none"> • Backbone agency for a collective impact initiative Community Response. • HWS WIOA partnered and participated in the 100-day Challenge last spring. • Goal to move 50 families to a higher level of economic security within 100 days • Held financial literacy classes, job fairs, and legal clinics • Collaborative provided flex funds and financial coaching and introducing matched savings and low-interest loans for families in Sarpy County. 	