

Nebraska Workforce Development Board
Meeting Minutes
September 10, 2020, 9a – 12p
Administrative Services Building
Conference Room D, 4th Floor
1526 K Street, Lincoln, Nebraska 68508

Agenda item 1. Call to Order

Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on September 10, 2020 at approximately 9a at Nebraska Department of Administrative Services, 4th floor, Conference Room D, Lincoln, NE.

Chair Moravec introduced new board member, Senator Jim Smith. Jim is currently Executive Director of Blueprint Nebraska. He is a former State Senator representing District 14 in Papillion

Bradley Pierce was introduced as the Interim Director of Employment and Training. Shauna Smith was introduced as the new Reemployment Services Administrator, and Nicole Goodwin was introduced as the new Administrative Assistant.

Agenda item 2. Roll Call

Nicole Goodwin called roll and advised Chair Moravec that quorum was established.

Members in attendance

- | | |
|--------------------|-----------------------|
| 1. John Albin | 8. Mark Moravec |
| 2. Gary Dixon, Jr. | 9. Kyle Nixon |
| 3. Jason Feldhaus | 10. Bradley Schroeder |
| 4. Michael Geary | 11. Jennifer Sedlacek |
| 5. Allan Hale | 12. Jim Smith |
| 6. James Hanson | 13. Becky Stitt |
| 7. Susan Martin | 14. Lisa Wilson |

Members absent

- | | |
|---------------------------|--------------------|
| 1. Governor Pete Ricketts | 9. Anthony Goins |
| 2. Senator Joni Albrecht | 10. Tate Lauer |
| 3. Greg Adams | 11. Don Nordell |
| 4. Kyle Arganbright | 12. Terri Ridder |
| 5. Elizabeth Babcock | 13. Dannette Smith |
| 6. Phil Bakken | 14. Carol Swigart |
| 7. Brian Deakin | 15. Paul Turman |
| 8. Lindy Foley | |

Nebraska Department of Labor (NDOL) Board Support Staff

1. Brad Pierce, Interim Director of Employment and Training, Office of Employment and Training
2. Shauna Smith, Workforce Services Administrator, Office of Employment and Training
3. Deb Andersen, Interim Workforce Services Administrator
4. Dawn Carrillo, WIOA Program Analyst, Office of Employment & Training
5. Nicole Goodwin, Administrative Assistant, Office of Employment and Training

Agenda item 3. Notice of Publication

Nicole Goodwin 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. 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 Board's attention to the draft minutes from the last meeting of the Board held on April 20, 2020, which were included in the Board Members' meeting packets as Handout 1. The minutes were emailed to Members of the Board on August 28, 2020. Chair Moravec asked if Members Board had additions or corrections to the minutes. Kyle Nixon said that his name was misspelled as Kyle Nelson, and it was noted to be changed.

Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made. James Hanson, Jr. motioned to approve the minutes of the April 20, 2020 meeting of the Board, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by voice vote. The vote carried unanimously.

Chair Moravec reminded the Board that agendas, minutes, and packets provided during meetings of the Board are available on Board's webpage, which is accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/NWDB>.

Agenda item 5. Old business

a. Proposed amendment of the Bylaws

Chair Moravec addressed Board bylaws and the restructuring of subcommittees. The Board formally agreed to eliminate the evaluation review subcommittee and reassign its responsibilities and reappoint its members to one of the two remaining subcommittees. The Board also informally agreed to exclude members of the Board's executive committee from subcommittee service to ensure subcommittee meeting do not result in establishment of a quorum for the full Board. As discussed during the March meeting, implementation of the Boards informal decisions require amendment bylaws.

Chair Moravec introduced Deb Andersen to walk Board Members through subcommittee revisions.

Deb explained that revisions have been made because resignations have occurred since the subcommittees were formed, and current bylaws do not include provisions relating to resignations for members or chairs. Other revisions included:

- Align language in sections that refers to WIOA adult worker and youth annual report guidance issued earlier, so that it represents the true content of the reports.
- The phrase representing business has because it restricted the chair's ability to appoint a subcommittee chair from all available members on the board before it was just strictly business representatives.
- The total minimum number of required board members serving on the executive committee went from eleven to seven. This maximizes the ability for the executive committee to meet quorum when it forms instead of trying to pull together eleven people (half the Board).

There was an amendment to the provision restructuring the Board to eliminate the evaluation and review subcommittee. When it comes to selecting subcommittee chairs, it is now required that the chairs of the three existing subcommittee serve on the Board's executive committee with the elimination of the evaluation and review subcommittee revision to that section was necessary.

Chair Moravec opened the floor for questions or comments regarding the proposed changes. Hearing none, Chair Moravec asked for a motion to approve the proposed amendment to the bylaws. Lisa Wilson motioned the vote, and Becky Stitt seconded the motion. Members of the Board in attendance voted by roll-call vote on the motion. All Members of the Board voted in favor of the proposed amendments to the bylaws, and the motion carried.

Chair Moravec announces that the subcommittee appointments and reappointments will be decided before the December meeting of the Board. The Board will partner with Chair of the Nebraska Partner Council, Lindy Foley, to see if any of those council members are willing to serve on the board subcommittees.

Agenda item 6. New business

a. 2020 Workforce Development Excellence Award

Chair Moravec introduced Dr. Marjorie Kostelnik, Faculty Ombud and Professor of Child, Youth, and Family Studies at the University of Nebraska- Lincoln, and asked her to present the 2020 Workforce Development Excellence Award.

Dr. Kostelnik introduced Ann Chambers. Ann has served as the Adult Education director at Central Community College since 1987, during which time more than 6,400 adults receive their GEDs. She also worked with Cargill in Columbus, NDOL, and Department of Education to implement English as a second language literacy skills and GED classes for Cargill employees. Ann was a Greater Nebraska Workforce Investment Board Member from 1998-2014.

Dr. Kostelnik presented Ann Chambers with the 2020 Workforce Development Excellence Award.

b. Combined State Plan for Nebraska's Workforce System

Chair Moravec introduced the next item of new business- a presentation from Brad Pierce, Interim Director of Employment and Training with the Nebraska department of Labor, on Nebraska's newly approved Combined State Plan. Brad's presentation is included as Handout 3 in the packet provided.

Brad covered Nebraska's current Combined State Plan's (CSP) Common Elements section of the plan, which analyzes the State's current economic environment and identifies the State's overall

vision for its workforce development system. The current state plan covers July 1, 2020 through June 30, 2021. Points of this plan include:

- Nebraska's vision is to be a national model for the delivery of workforce development services.
- Nebraska's two-part statewide goal for preparing an educated and skilled workforce that meets the need of employers includes prioritization of development of career pathways and alignment of the state's workforce development system.

Brad stated that through collaborations with the state and local boards, one-stop partners, and other workforce system partners across the state, all plan parties will work together to broaden use of state's common intake system. This comprehensive approach will help develop policies that support program and technology alignment, and disseminate online resources and information to support fully integrated customer service, among other things.

Strategies such as technology integration, policy development, online resources, and cross training/ technical assistance will all be important components to realizing the overall goals for workforce development system.

Annual assessments will be conducted for core programs based on performance reports which may be derived from NELDS. Core partners will also coordinate with state and local boards and agencies to focus on evaluations and research projects of core programs.

Brad Pierce thanked everyone involved in completing this year's State Plan and opened the floor for questions and comments.

Senator Jim Smith asked how firm the definition around partnering is.

Brad said they are synonymous, and that there is a defined list of what partners look like. The State has required core partners that must be included in the State Plan. Brad asked Deb Andersen how many partners there currently are in this particular plan. Deb answered that this cycle has 11 partners, six of which are core partners. There are 17 defined in law, and it depends from area to area whether or not each operate in that local area.

c. Workforce Retraining Initiative

Chair Moravec introduced Shauna Smith, Reemployment Services Administrator with the Nebraska Department of Labor, and Allison Hatch, Talent Development Team Leader with the Nebraska Department of Economic Development, to present on the Workforce Training Initiative. Shauna's presentation is included at Handout 4 in the provided packet, and Allison's presentation is provided as a video.

Allison Hatch stated that Douglas County received \$166M from the Federal Coronavirus Relief Fund to help support individuals whose employment was impacted by layoff and furloughs caused by the pandemic. With it, DED is now managing four Coronavirus relief programs, including Workforce Retraining Initiative (WRI), which provides scholarships to Nebraska community colleges for individuals whose employment has been impacted by Coronavirus. \$14M of the \$16M that were set aside for WRI were dedicated to scholarships- the remaining funds were used for administrative costs.

Allison also stated that current federal guidelines require funds be extended by December 30, 2020. Training programs for WRI are allowed to be extended through the end of next May as long

as the scholarships are awarded by the end of this year. Colleges have till the end of October to accept applications and request WRI scholarship funds. DED is using some the administrative funds set aside to manage all four of the Coronavirus relief fund programs to support the marketing and promotion of WRI scholarships by hiring a marketing and PR firm out of Omaha.

Shauna Smith outlines some parameters for WRI eligibility:

- Individuals who started unemployment on or after March 13th.
- Individuals who were able to regain employment, but employment was either temporary or at a lesser wage opportunity than their previous job.

Shauna also stated that there are currently 200 approved programs throughout the state, and colleges are allowed to add to their list as they develop more programs and partnerships with employers. Each training program is developed to lead to high-demand, high-skill occupations. Scholarship awards are currently set at \$1,450 per award (\$1,100 for tuition and fees, and \$350 for books and other required tools for the students' program).

Colleges have received 4,000 scholarship applications, out of which 1,500 scholarships were awarded throughout the state of Nebraska.

Shauna opened the floor for questions or comments.

Kyle Nixon inquired about the length of the program.

Shauna explained that each program is different depending on the college and program; most are a few weeks to two months, but they have to be completed by May 2021.

Kyle Nixon asked whether there was a part of the program which helps students find a job upon completion

Shauna explained that each scholarship recipient is aligned with a career coach that helps them transition into employment. Training programs will transition into on-the-job learning opportunities, apprenticeship programs, and internships. The goal is to have recipients employed within three months of program completion.

Kyle Nixon inquired about how businesses get involved with individuals who have gone through the program.

Shauna explained that employers can reach out to NDOL with a list of occupations they have available. From there, NDOL can coordinate with the employer and student to coordinate behind the scenes to make sure it aligns with the business location and occupation with the program.

Mark Moravec asked how long the career coach is with a student.

Shauna explained that parameters haven't been set, but it is expected that the career coaches help meet the goal of employment three months after completion of training. The student could also be transferred to the Workforce Services and Programs through NDOL or their partners if they haven't found employment after three months.

Commissioner Albin inquired whether there is a possible extension for those who were laid off in the early days, from January 1 to March 13. He said we are seeing a lot of 'secondary closures'- instances where businesses that temporarily laid-off employees and intended to reopen but couldn't, thus creating permanent layoffs.

Shauna explained that it is something that should be explored. There have been instances of people being laid off prior to COVID, but they weren't able to find employment in their industry because of COVID.

Susan Martin inquired what the main reasons for eligibility were when only 1,500 awards were handed out, but 4,000 applications were received.

Shauna explained that either students have applied for multiple college programs, and came down to which scholarship the student decided to accept, or the colleges simply don't hear back from the student.

d. Workforce Retraining Initiative

Chair Moravec announced discussion of upcoming meeting dates as the next item on the agenda for New Business. Chair Moravec asks if there is a motion to approve the 2021 meeting dates and suggested locations. Brad Schroeder forwards the motion. Kyle Nixon seconds the motion. Roll is called, and the motion carries.

e. 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. Public Comment

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

Agenda item 8. Next Meeting – Date and Time

Chair Moravec reminded the Members of the Board that the next meeting of the Board is scheduled for December 4, 2020 from 9a to 12p and will be tentatively held at the Administrative Services Building in the Development Center (lower level), Lincoln, Nebraska. If the date or time of the meeting changes, Members of the Board would be notified by email.

Members of the public may confirm the dates and times of the meetings of the Board by checking the Upcoming Meeting section of the Board's webpage. The Board's webpage is accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/NWDB>.

Agenda item 9. Adjournment

Chair Moravec asked for a motion to adjourn the meeting. Michael Geary motioned that the meeting be adjourned, and John Albin seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously. The meeting adjourned at approximately 11a.