

Pam Lancaster
CEOB Chair

Lisa Wilson
GNWDB Chair

Meeting Minutes – Greater Nebraska

Joint Greater Nebraska Workforce Development & Chief Elected Officials Board

Thursday, October 18th, 2018

LOCATION Holiday Inn Express & Suites
300 Holiday Frontage Road, North Platte, NE 69101
Dawson Building – Room 163 (Cedar Room)

DURATION 12:45 pm to 2:15 pm (CST)

CALL TO ORDER:

GNWDB Chair, Lisa Wilson called the meeting of the Greater Nebraska Greater Nebraska Workforce Development Board to order at approximately 12:53 pm. on Thursday, October 18th, 2017.

CEOB Chair Pamela Lancaster called the meeting of the Greater Nebraska Chief Elected Officials Board's Executive Committee to order at approximately 12:55 pm. on Thursday, October 18th, 2017.

ROLL CALL:

Staff Assistant, Lindsey Sullivan individually called the roll for the GNWDB and CEOB. A quorum was established for each board.

GNWDB Members Present (11):

Wayne Brozek
Ann Chambers
Alicia Fries
Gary Kelly
Greta Kickland
Roy Lamb II
Dan Mauk
Kim Schumacher
Stacey Weaver
Lisa Wilson
Stan Zimbelman

Members Absent (6):

Elaine Andersen
Erin Brandyberry

Matt Gotschall
Charlene Lant
Denise Pfeifer
Jill Smith

CEOB Members Present (10):

Jack Andersen
Bryan Bequette
Stanley Clouse
John Fagot
Kent Greenwalt
Hal Haeker
Joe Hewgley
Pamela Lancaster
Hilary Maricle
William Stewart

Members Absent (1):

Christian Ohl

Nebraska Department of Labor (NDOL) Staff in Attendance (5):

Stan Odenthal, Director of Employment and Training
Kelsey Miller, Workforce Services Administrator, Office of Employment and Training
Ashley Mathers, Program Coordinator, Office of Employment and Training
Libby Elder, Legal Counsel, Nebraska Department of Labor
Lindsey Sullivan, Administrative Assistant, Office of Employment and Training

Guest (14):

John Albin, Nebraska Department of Labor
Dawn Carrillo, Nebraska Department of Labor
Linda Black, Nebraska Department of Economic Development
Bernie Hansen, Nebraska Department of Labor
Becky Maggart, Nebraska Department of Labor
Pat Comfort, Nebraska Department of Labor
Karen Stohs, Nebraska Department of Labor
Randy Kissinger, Nebraska Department of Labor
Mary Kay Versen, WNCC
Erin Heckenoth-Brown, ResCare
Jennifer Calvin, ResCare
Jennifer Brandt, ResCare
Jody Stutzmen, Proteus
Cecilia Coatney, Veterans Affairs, USDOL

NOTICE OF PUBLICATION:

Lindsey Sullivan announced that adequate legal notice of this meeting was posted in the Columbus Telegram, Grand Island Independent, Beatrice Daily News, Hastings Tribune, Kearney

Hub, Norfolk Daily News, North Platte Telegraph, and the Scottsbluff Star-Herald. Let the record reflect that the notice was published in accordance with the open meeting law requirement and published in the Greater Nebraska area. A copy of the Nebraska Open Meetings Law is available at this meeting and can be obtained from the legal counsel or administrative staff.

APPROVAL OF MINUTES:

Lisa Wilson motioned to approve the minutes for the May 24th, 2018 of the joint Greater Nebraska Workforce Development & Chief Elected Officials Board Meeting Minutes. *Dan Mauk made the motion and Stacey Weaver seconded with the agreement that on page 6 of the meetings the last name Fries would be added to Alicia. All members present voted by a voice vote to approve the motion, which carried unanimously.*

Pamela Lancaster motioned to approve the minutes for the May 24th, 2018 of the joint Greater Nebraska Workforce Development & Chief Elected Officials Board Meeting Minutes. *Hilary Maricle made the motion and Bryan Bequette seconded. All members present voted by a voice vote to approve the motion, which carried unanimously.*

ANNOUNCEMENTS:

Lisa Wilson introduced new staff members: Ashley Mathers the Greater Nebraska Program Coordinator and Kelsey Miller the Workforce Services Administrator.

Lisa Wilson updated the boards on recent staff transitions: Dylan Wren accepted a position with KANSASWORKS and will no longer be the Program Coordinator for Greater Nebraska. Wendy Sieler accepted an interim position servicing as the WIOA State Monitor.

Pamela Lancaster welcomed Cliff Barley as the newest member of the GNWDB.

Pamela Lancaster announced this meeting as the last meeting for board CEOB members Jack Anderson, Kent Greenwalt and Hilary Maricle. Pamela Lancaster presented each of the three vacating members of the board with words of acknowledgement and a plaque honoring their years of service.

The boards were directed to page 79 of their meeting booklet for more information highlighted in the announcements portion of the agenda.

OLD BUSINESS:

Both boards concurred that there was no old business to be discussed.

NEW BUSINESS:

Labor Market Information

Ashley Mathers provided an update on Labor Market Information. Ashley referred the boards to pages 14 and 15 noting July county and statewide unemployment rates. The current statewide rate is 2.9%, falling lower than that national rate of 3.9%.

Ashely directed the boards to pages 16-19 for Business Openings and Expansions, pages 20-23 Job-to-Job Flows by Educations Level and pages 24-25 Labor Availability Study Highlights, overview of published results from Columbus, Norfolk, Fremont, Omaha, Lincoln and Sidney. Ashley noted points of interest from this page spread such as: that in the first quarter of 2016 Nebraska had a net loss of 363 Nebraska workers to other states, the education with the largest loss was a bachelor's degree or advanced degree netting a loss of 105 workers, and Columbus businesses indicated the most difficulty finding workers, 81.4%, which aligns with the lowest percentage of respondents who were actively job seeking, 25.5%.

Performance

Ashley Mathers directed the boards to page 28, the Greater Nebraska performance for PY17. She noted that Greater Nebraska exceeded all goals for the Adult Program. All goals were exceeded except the credential attainment goal for the DLW and Youth programs.

Ashley directed the boards to page 29, new program enrollments since the start of the New Year by county. 352 participants have been enrolled as of September 15.

Ann Chambers questioned the information on page 28, whether the credential attainment goal was not reached due to data entry error. Ashley answered that entry error was a possibility for the disparity. Training is being scheduled with staff to ensure those credentials are correctly being entered into the system. Stan Odenthal added that all three local areas are struggling to meet this performance number. State staff are looking at their reporting as well as offering technical assistance to staff in all three local areas entering the credentials.

Motion to Appoint New Member to GNWDB

Pamela Lancaster introduced Ashley Mathers to review the nomination form, resume and letter of recommendation for Anita Sutton.

Pamela Lancaster motioned for the Chief Elected Officials Board to approve the appointment of Anita Sutton to the board. *Jack Andersen made the motion and John Fagot seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Motion to Appoint to the Executive Committee

Pamela Lancaster informed the boards that an additional representative from the general membership was needed to complete the seven member body and ensure a majority of representatives are from business. The representative of One-Stop was noted as vacant.

Pamela Lancaster motioned for the Chief Elected Officials Board to approve the appointment of Anita Sutton to the Greater Nebraska Workforce Development Board Executive Committee. *Stanley Clouse made the motion and Hilary Maricle seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Appointment to the System Coordination Committee

Pamela Lancaster directed the boards to page 31 of their meeting booklet. To comply with Article V. of the Bylaws, the Chair of the Greater Nebraska Workforce Development Board shall appoint the members to all other committees from the general membership. Pamela Lancaster proposed that the Chair of the Greater Nebraska Workforce Development Board appoint Anita Sutton to the System Coordinator Committee for a three-year term ending May 23, 2021.

Chair Lisa Wilson appointed Anita Sutton to the System Coordination Committee. *The motion carried.*

One Stop Operator Update

Lisa Wilson introduced Linda Black from the Nebraska Department of Economic Development to update the boards on Sector Strategies.

Linda directed the boards to page 35 of their booklet. Linda has been collaborating with Nebraska Department of Labor. Since the inception of this collaboration, through the collection of Business Retention and Expansive surveys Working, 18 Prime businesses have been identified, those businesses that pull in financials from outside of Nebraska. The other Commercial, Retail, Tourism and Services role out of Prime businesses. The collaborative departments are working on connecting with communities and getting them the information they need and finding out what their needs are and the best avenues to provide assistance.

Linda referred the boards to pages 35-40 Next Generation Industry Partnerships. Linda noted that there was a launch occurring in the Columbus/Norfolk area same day in the Manufacturing industry. To date in the southeast area of the state there have been 9 businesses actively engaged with 12 partners, in the central area there have been 21 businesses actively engaged with 10+ partners and in the northeast part of the state 20 businesses and around 14 partners. Linda noted that the southeast area of the state will be working with marketing to develop a plan to better market what we do. Linda noted that ongoing training has been fruitful and provides action steps that will start showing results.

Linda announced that the Wolsley group, the consultants that were hired to facilitate this process is expiring April 30th.

The last item update for One Stop Operator was the Customer Service Satisfaction Surveys. Linda directed the board to page 41 of their booklet. Susan Nickerson announced that they had completed their first full round of surveys. Participants were selected as individuals and businesses that had received staff assisted service via NEworks within a 90 day period.

Participants were emailed a survey. Participants were given a 45 day time period to complete the Survey Monkey survey via email or phone. Workforce staff had the additional option of providing a supplementary postcard with a Quick Response (QR) code to increase participation in completing the survey. A combined response rate of 7.35% was logged.

Stan Odenthal offered comment on the end of contract with the Wolsley group. Staff are aware and are meeting with the Department of Economic Development to see what the next best steps are. Stan announced that Linda Black was retiring and congratulated her on her excellent work with the department and as a partner agency.

Joe Hewgley inquired why there was such a disparity between regions for response rate. Linda responded that she did not at this time know why some regions scored higher or lower. She suspected that there may be a filter that is catching these surveys as spam.

Susan Nickerson noted that the group was looking into how they send surveys. Linda Black mentioned that they were additionally having conversations with IT.

Lisa Wilson introduced Stacey Weaver to provide the board with an update on the revised One-Stop System. Stacey directed the board to page 51, suggestions prepared by and comments to improve the workforce system survey. The System Coordination Committee proposed that the Greater Nebraska Workforce Development Board adapt the revised surveys for employers and participants.

Lisa Wilson motioned for the Greater Nebraska Workforce Development board to approve the revised study. *Gary Kelly made the motion and Dan Mauk seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Sidney Labor Study

Lisa Wilson introduced Anita Sutton, the Sidney Employment Services Manager to provide an update to the boards on the workforce development activities in Sidney, more specifically mitigating the response of the sale of Cabela's to Bass Pro Shop.

Anita spoke of the combined efforts of partnerships to serve the city of Sidney. With the opening of a new office through the Department of Labor new ties were developed to better serve the community such as the offering of Adult Education classes and entrepreneur events and freelance workshops. Anita announced that new businesses are coming into Sidney via Economic Development incentives.

Anita informed the board that an economic plan revision recently approved that will allow them to pursue additional funds that could translate up to an additional. \$3.7 million dollars in incentives for new and transplant companies opening in Sidney.

Pamela Lancaster asked if, overall there was a net gain or a net loss of jobs. Anita answered that Bass Pro Shop and Cabela's have not released that information. Public information, released to the press informs that the loss is over 300 individuals.

Pamela Lancaster asked if there was a net number for Sidney in general. Anita noted that she did not have that information.

Stan Odenthal, Director of Employment & Training, Nebraska Department of Labor informed the board that 4 new positions had been added to the office in Sidney.

Strategic Planning Committee

Lisa Wilson directed the boards to page 53 of their booklet. Lisa updated the board on what was discussed in the Strategic Planning Committee regarding Spending Trends.

Transferring DLW Funds to Adult Program – Motion to Approve Plan Modification

Pamela Lancaster introduced the next item of business, the Motion to Approve Plan Modification: Transferring DLW Funds to Adult Program. Pamela invited Lisa Wilson to update the boards on this topic. The board was referred to page 48 of their booklet.

Ashley Mathers announced that the Department of Labor has received a Dislocated Worker Grant that will help with co-enrollments, Greater Nebraska will not be spending as much from their title one pool. Currently the pool for Dislocated Worker is low and thus the request for the transfer of the funds. Stacey Weaver noted that the committee did discuss this and was aligned to move forward with the request.

Lisa Wilson stated that 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.

Lisa noted that the Strategic Planning Committee proposes that the Greater Nebraska Workforce Development Board and Chief Elected Officials Board transfer the following amount of funds: Transfer \$200,000 of Dislocated Worker funds to the Adult program with all funds coming from FY17/PY18 funds, effective 10/18/18.

Kelsey Miller noted that the chart located on page 48 does not reflect PY19, those funds have not yet been received.

Pamela Lancaster motioned for the Chief Elected Officials Board to approve the Local Plan Modification: Transferring DLW Funds to Adult Program. *John Fagot made the motion and Joe Hewgley seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the Local Plan Modification: Transferring DLW Funds to Adult Program. *Greta Kickland made the motion and Ann Chambers seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Trade and Economic Transition National Dislocated Worker Grant

Lisa Wilson introduced Stan Odenthal to provide an update on the Trade and Economic Transition National Dislocated Worker Grant (ETNDWG).

Stan provided brief background on the grant process. The grant came out in August with a quick turn-around time for a start time frame of October, 2018. Grantees that were eligible were states, tribes and other non-profit entities. The Department of Labor was awarded the two year grant at just under \$2.7 million. With this grant the Department of Labor will be hiring within Kelsey Miller's division, one program coordinator and 5 workforce coordinator positions. Different than past grants, these positions will be hired as permanent positions. New team members will be working in depth on Apprenticeship training, becoming regional experts in this area of facilitation.

The team will be a compliment to the current Dislocated Worker program and will seek out new and better ways to serve the state. The team hopes to serve 300 people over the course of the 2 year period. One of the new and recent items of accomplishment with regard to Ariens Company in Auburn, is to have offered incentive package along with Economic Development to Fast Global as part of the Dislocated Worker program.

Joe Hewgley asked if the layoff had to be specifically related to technology. Stan answered that it does not as long as the individual can qualify under the original Dislocated Worker Grant.

System Coordination Committee

Lisa Wilson referred the board to page 57 of their booklet and introduced Stacey Weaver to provide the boards with an update of what was discussed at the System Coordination Committee meeting.

Policy Revision: Individual Training Account Policy

Stacey noted that the Workforce Innovation and Opportunity Act mandates that all training services (except for limited exception identified in the Contracting and Training Providers Policy) be provided through the use of ITAs and that eligible individuals shall receive ITAs through the one-stop delivery system. Policy 14, sets criteria for providing Individual Training Accounts (ITAs) and identifying requirements One Stop Operators and Service Providers must adhere to in providing such services to participants in the Adult, Dislocated Worker and Youth Programs.

Stacey announced that Policy 14: Individual Training Accounts has been updated to reflect a change made in applying Pell and other grant or scholarship funds to tuition and fees before WIOA dollars can be applied.

Stan Zimbleman asked if there income requirements mentioned in another policy. Kelsey Miller responded that there was such language addressed in the Eligibility Policy.

Stan Zimbleman asked if we could specify that participants stay in the state of Nebraska in regard to the section on training and support to those individuals whom were willing to commute or relocate. Kelsey Miller noted that that specific language derives from the State policy. Ashley Mathers answered that per the Code of Federal Regulations (CFR) we are required to offer participants consumer choice. Workforce Coordinators promote our state and are focusing on the H3 Careers in their areas.

Stacey Weaver noted that several policy revisions were forthcoming.

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the revised Individual Training Account Policy. *Gary Kelly made the motion and Alicia Fries seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously*

Acceptance of State's PY18-19 Performance Levels

Stacey Weaver directed the board to page 57 of their booklet. Stacey announce that the Nebraska Department of Labor completed negotiations with the US Department of Labor for state performance levels for Program Years 2018 and 2019. All three local boards have accepted the state performance goals as their local goals. The executive committee approved performance levels on September 20, 2018.

Supportive Service Limits

Chair Lisa Wilson invited Stacey Weaver to provide a recap on what was discussed in regard to Supportive Service Limits. Stacey announced that the System Coordination Committee proposed that the Greater Nebraska Workforce Development Board raise the supportive service limit to \$4,000.00, maintaining the \$9,000.00 participant cap to ensure Greater Nebraska could meet their client's needs.

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the Supportive Services Amount. *Wayne Brozek made the motion and Kim Schumacher seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously*

PUBLIC COMMENT: Pat Comfort, Regional Manager, Nebraska Department of Labor thanked the vacating board members for their service.

MEETING DATES:

January 24, 2019 – GNWDB and CEOB – Case New Holland, Grand Island

May 23, 2019 – GNWDB and CEOB – Lied Lodge, Nebraska City

October 24, 2019 – GNWDB and CEOB – Hampton Inn, Kearney

ADJOURNMENT:

Lisa Wilson motioned to adjourn the Greater Nebraska Workforce Development Board Meeting at 2:22 pm. *Roy Lamb II made the motion and Stacey Weaver seconded. All Board members present voted by a voice vote to approve the motion, which carried unanimously.*

Pamela Lancaster motioned to adjourn the Chief Elected Officials Board Meeting at 2.22 pm. *Jack Andersen made the motion and Kent Greenwalt seconded. All Board members present voted by a voice vote to approve the motion, which carried unanimously.*

DRAFT