



**Nebraska Workforce Development Board**  
Meeting Minutes  
March 11, 2022, 9a – 12p  
Administrative Services Building  
1526 K Street, Lower Level  
Lincoln, NE 68508

Agenda item 1. Call to Order

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Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on March 11, 2022 at approximately 9a at the Administrative Services Building, 1526 K Street, Lower Level, in Lincoln, NE.

Agenda item 2. Roll Call

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

Members in Attendance

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|----------------------|-----------------------|
| 1. John Albin        | 9. Don Nordell        |
| 2. Brain Deakin      | 10. Terri Ridder      |
| 3. Gary Dixon        | 11. Bradley Schroeder |
| 4. Lindy Foley       | 12. Jennifer Sedlacek |
| 5. Allan Hale        | 13. Jim Smith         |
| 6. James Hansen      | 14. Becky Stitt       |
| 7. James Hanson, Jr. | 15. Paul Turman       |
| 8. Mark Moravec      |                       |

Members Absent

- |                           |                   |
|---------------------------|-------------------|
| 1. Governor Pete Ricketts | 8. Anthony Goins  |
| 2. Senator Ben Hansen     | 9. Tate Lauer     |
| 3. Greg Adams             | 10. Susan Martin  |
| 4. Kyle Arganbright       | 11. Kyle Nixon    |
| 5. Elizabeth Babcock      | 12. Danette Smith |
| 6. Jason Feldhaus         | 12. Lisa Wilson   |
| 7. Michael Geary          |                   |

Nebraska Department of Labor (NDOL) Board Administrative Staff

1. Derek Ahrens, State Monitor, Division of Reemployment Services
2. Deb Andersen, Administrator, Division of Reemployment Services
3. Elizabeth Cano, Attorney III, Office of the General Counsel
4. Erick Carrillo, Program Analyst, Division of Reemployment Services
5. Jana Dye, Administrator, Division of Reemployment Services
6. Bobbi Jo Howard, Administrator, Division of Reemployment Services

7. Lisa Laws, Administrator, Division of Reemployment Services
8. Bradley Pierce, Director, Division of Reemployment Services
9. Nicole Schaefer, Administrative Programs Officer, Division of Reemployment Services
10. Katie Thurber, General Counsel, Office of the General Counsel

### Agenda item 3. Notice of Publication

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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 announced that notice of the meeting was also posted on the State of Nebraska Public Meeting Calendar.

### Agenda item 4. Approval of Minutes

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Chair Moravec called the next order of business, which was the approval of the meeting minutes from the September 10, 2021. The draft minutes from the September meeting were emailed to the Members of the Board on September 9, 2021. The meeting minutes were included in Board Member meeting packets as Handout 1.

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, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by roll call vote, which carried unanimously.

### Agenda item 5. Old Business

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#### a. NDOL Updates

- Local Area Monitoring

Bradley Pierce advised the Board that Nebraska Department of Labor's comprehensive monitoring schedule for the upcoming Program Year 2022 (July 1, 2022 to June 30, 2023) has been established.<sup>1</sup> Bradley reported that each local workforce development area will be comprehensively monitored during a four-month period during Program Year 2022. Bradley also advised the Board that internal process improvements and additional investment in monitoring staff has drastically improved the effectiveness of the State Monitoring Unit. These enhancements ensure that Federal expectations and requirements are met by the State when performing monitoring of the local areas and will also benefit the local areas in their pursuit of continuous improvement to service delivery.

- Statewide Security Policy

Bradley Pierce also advised the Board that the State will be issuing a policy on physical security in response to security incidents in one-stop centers during the pandemic. NDOL is currently developing the policy in collaboration with the US Department of Labor Employment and Training Administration. The policy will address security vulnerabilities that have been observed in recent

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<sup>1</sup> The Program Year 2022 monitoring schedule is accessible at <https://dol.nebraska.gov/webdocs/getfile/ba8e80c0-562a-4203-a6e1-516961f382c3>.

years and focus on planning, risk identification, mitigation response, and reporting procedures to ensure that all one-stop centers have sufficient mechanisms in place to address accessibility concerns of the public and provide reasonable safety for one-stop center staff and customers.

Bradley went on to say that local boards are required to annually assess the physical and programmatic accessibility of all one-stop centers in their respective local areas, pursuant to Federal law and regulations. In addition to this assessment requirement, local boards will also be required to assess local area compliance with the physical security of measures established in the future policy. Additionally, compliance with the State's future physical security policy will be incorporated in the triennial site certification process. The State will be working with all three local areas in the coming months during development of the policy, in addition to the Board's Policy and Oversight Subcommittee.

## Agenda item 6. New Business

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### a. RISE | Prison Reentry | Nebraska Prison Program

Chair Moravec introduced Jeremy Bouman, Erica Raetz, and Maria Godemann from RISE, a non-profit organization in Nebraska focused on rehabilitative programming in prisons and reentry support. Jeremy is the founder and CEO of RISE, Erica is the Director of Reentry Services, and Maria is Director of Programs. During their presentation to the Board (Handout 2), they described how they prepare and train individuals during each phase of their involvement with Nebraska's criminal justice system through intensive character development, employment readiness, job creation through entrepreneurship, family programming, and case management. RISE acts as a liaison between employers and currently and formerly incarcerated individuals to help them find gainful employment while participating in work-release programs. Upon release, RISE helps justice-involved individuals find housing, learn to balance a budget, reintegrate into society and bring about healing and restoration with their families and facilitates transformation of justice-involved individuals by building awareness and empathy in their home communities, which ultimately reduces recidivism rates.

### b. Fidelity Bonds

Lisa Laws presented to the Board on the Federal Fidelity Bond Program (Handout 3). Fidelity Bonds provide \$5,000 in insurance coverage to employers that hire at-risk and hard-to-place job seekers. The coverage is provided at no cost to the employer or employee. The Federal Fidelity Bond Program targets individuals with backgrounds that pose significant barriers to securing or retaining employment, such as justice-involved individuals and individuals in recovery from substance use disorders. Fidelity Bonds benefit employers by protecting company assets, providing tax benefits, and providing access to an otherwise untapped talented labor pool. Fidelity Bonds also benefit justice-involved individuals by assisting them with employment placement, thereby reducing recidivism. Fidelity Bonds protect the employer against crimes of dishonesty, and coverage is effective from the date of issuance and terminates six months after the employees' start dates. Coverage does not, however, protect against liabilities due to poor performance or on-the-job injuries and accidents.

### c. Career Pathways Advancement Project (CPAP)

Chair Moravec introduced Mary Kunes-Neary and Janet Drudik, both Project Managers with the Nebraska VR Program, a Federally funded vocational rehabilitation program. Nebraska VR was

recently awarded a Career Pathway Advancement Project (CPAP) 2.0 grant through the Federal Rehabilitation Service Administration (Handout 4). CPAP's main goal is to help individuals obtain gainful employment where they can receive good wages and benefits. CPAP also seeks to up-skill individuals with disabilities by providing opportunities to advance them in their employment. CPAP also aims to backfill positions through access to Nebraska VR's untapped talent bank. CPAP benefits employers by retaining key talent, cultivating workforce development, improving morale, and reducing training cost. Targeted career pathways under CPAP include agriculture and construction, healthcare, manufacturing, administrative support, lodging, sales, and restaurant/food and beverage service. Eligibility for participation in the program requires that individuals have a disability, whether physical or mental, and an interest in advancement through training.

#### d. Subcommittee Reports

- [Policy and Oversight Subcommittee](#)
  - [Annual Performance Report for Program Year 2020](#)

James Hanson, Jr. advised the Board that since the September 2021 meeting of the Board, the Nebraska Department of Labor submitted the Program Year 2020 Annual Performance Report Narrative to the US Department of Labor and the Nebraska Legislature (Handout 5). James pointed out three significant sections of the report.

1. Section II(c) provides a summary of an evaluation project conducted by NDOL during late 2020 and early 2021.
2. Section II(f) provides information on sector strategies and career pathways activities occurring in Nebraska's three local workforce development areas.
3. Section II(h) addresses performance deficiencies among Nebraska's local areas.

Another section in the report worth noting is Section III, along with its supporting Appendices VI and VII, all of which meet the reporting requirement established under Nebraska Revised Statute 48-3304 regarding NDOL's utilization of Federal funding for WIOA Title I adult, dislocated worker, and youth programs.

- [2022 Modification of the Combined State Plan](#)

James Hanson, Jr. referred the Board to the last page of the Board packet (Handout 6) which provided a link to the draft modification of the Combined State Plan for Nebraska's Workforce Development System. James stated that the draft modification was published on February 16, 2022 for public comment. The plan partners held a public hearing on March 2, 2022 at 10am. The hearing concluded at 10:30a as members of the public were not in attendance. The public comment period ended on March 18, 2022. As the date of this meeting of the Board, plan partners had not received public comments on the modification. James advised the Board that the plan partners intend to submit the entire state plan modification to US Departments of Education and Labor no later than April 1.

James informed the Board that the Policy and Oversight Subcommittee has a meeting scheduled for March 16, during which the Greater Nebraska One-Stop Operator, Josh Hanson, will present to the Subcommittee on the Greater Nebraska Career Pathways Planning Project that will support the activities of both the Policy and Oversight Subcommittee and its Career Pathways Workgroup, as well as the activities of Strategy and Innovation Subcommittee.

- o Workgroup Updates

- Alignment

Stan Odenthal presented to the Board on the Alignment Workgroup's progress toward implementation of the goal and strategies defined in the current Combined State Plan. Stan advised the Board that the Workgroup's membership consists of representatives from required one-stop partners, including representatives from various state agencies, as well as representatives from each local workforce development areas. One-stop operators from each of the three local areas were recently added as Workgroup members, which is important considering one-stop operators coordinate activities of required one-stop partners in each of Nebraska's one-stop center.

The Alignment Workgroup is currently addressing the need for an effective common-intake system. The Workgroup is also preparing to provide quarterly training for required one-stop partners beginning in July 2022. The quarter training sessions will feature presentations from select required one-stop partner program representatives who will train attendees on services available through their respective programs.

Stan announced that Jody Easter will assume his role as Chair of the Alignment Workgroup.

- Career Pathways

- Strategy and Innovation Subcommittee

Deb Andersen spoke to the Board on behalf of Michael Geary, Chair of the Strategy and Innovation Subcommittee. Deb reminded the Board that during the September meeting of the Board, Michael mentioned that the Strategy and Innovation Subcommittee has two projects in progress, which were to establish an MOU between the Board and Nebraska's three Homeless Continuums of Care and alignment of statewide workforce initiatives.

When the Subcommittee meets on March 18, there will be discussion on a Subcommittee recommendation to the Board that the establishment of the MOU be tabled until they had heard from Nebraska's three Homeless Continuums of Care, all three of which have fallen silent on proceeding with the MOU. There will also be discussion on next steps for alignment of statewide workforce initiatives. In addition, there will be a presentation from Josh Hanson, the Greater Nebraska One-Stop Operator. Josh will present to the Subcommittee on the Greater Nebraska Career Pathways Planning Project, which will support the activities of both the Strategy and Innovation Subcommittee, as well as the Policy and Oversight Subcommittee and its career Pathways Workgroup.

- 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. Next Meeting – Date and Time

Chair Moravec reminded the Members of the Board that the next meeting of the Board is scheduled for June 10, 2022 from 9a to 12p, at the Administrative Services Building, 1526 K Street,

Lincoln, NE. If the date or time of the meeting changes, Members of the Board would be notified by email.

#### Agenda item 8. Public Comment

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

#### Agenda item 9. Adjournment

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Chair Moravec asked for a motion to adjourn the meeting of the Board. Brian Deakin motioned that the meeting be adjourned, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by roll call vote, which carried unanimously. The meeting adjourned at approximately 12p.