

Nebraska Workforce Development Board
Meeting Minutes
December, 8 2017

Agenda Item 1: Call to Order

Chair Mark Moravec called the Nebraska Workforce Development Board (NWDB) meeting to order on December 8, at 9:30 am at the Lincoln Marriott Cornhusker Hotel, 333 South 13th Street, Lincoln NE. Mark introduced Lindsey Sullivan, Administrative Assistant with the Office of Employment and Training. Lindsey worked for the Department of Health and Human Services as a staff assistant at the Grand Island Veteran's home. Previous to this position, Lindsey held the title of Facility Coordinator at the Sheldon Museum of Art with the University of Nebraska-Lincoln.

Agenda Item 2: Roll Call

Lindsey Sullivan, Administrative Assistant, called the roll. It was determined that a quorum was established.

Members present (15):

John Albin
Senator Joni Albrecht
Brian Deakin
Jason Feldhaus
Allan Hale

James Hanson, Jr.
Don Nordell
Mark Moravec
Susan Martin
Terri Ridder

Jennifer Sedlacek
Carol Swigart
Lisa Wilson

Members absent (8)

Tammie Beck
Matthew Blomstedt
Michael Geary

Susan Martin
Mark Moravec
Courtney Phillips

Governor Pete Ricketts
Becky Stitt

Nebraska Department of Labor (NDOL) Staff in Attendance:

Stan Odenthal, Director, Office of Employment & Training
Deb Andersen, Policy Coordinator, Office of Employment & Training
Danna Bacon, Job Training Program Coordinator, Office of Employment & Training
Lindsey Sullivan, Administrative Assistant, Office of Employment & Training
Thomas Ukinski, Attorney III, Office of the General Counsel
David Branch, Employment Services Program Specialist, Office of the General Counsel

Guests in Attendance:

Phil Baker, Office of Labor Market Information, Nebraska Department of Labor
Shannon Grotrian, Greater Nebraska Workforce Development Area
Wendy Sieler, Staff Assistant, Office of Employment & Training, Nebraska Department of Labor
Dylan Wren, Greater Nebraska Workforce Development Area
Jan Norlander-Jensen, City of Lincoln, Greater Lincoln Workforce Development Area
Erin Porterfield, Heartland Workforce Solutions, Greater Omaha Workforce Development Area

Alejandra Sinecio, Heartland Workforce Solutions, Greater Omaha Workforce Development Area
Randy Kissinger, Office of Employment & Training, Nebraska Department of Labor
Cherisa Price-Wells, City of Lincoln, Greater Lincoln Workforce Development Area
Teri Chasten, Nebraska Department of Health and Human Services
Rich Katt, Nebraska Department of Education

Agenda Item 3: Notice of Publication

Lindsey Sullivan announced that Notice of Public Meeting was duly published 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 in accordance with the Nebraska Open Meetings Act. Copies of the Act were available from Legal Counsel or administrative staff.

Agenda Item 4: Approval of Minutes

James Hanson motioned to approve the minutes of the December 8, 2017 meeting (Handout 1). Brian Deakin seconded the motion. All members present voted by voice vote to approve the motion, which carried unanimously.

Chair Mark Moravec announced that meeting agendas, minutes, and Handouts for meetings of the full Board and standing committees are available on the NDOL website at www.dol.nebraska.gov under the heading "Workforce Innovation and Opportunity Act."

Agenda Item 5: Greater Nebraska Plan Modification

Chair Mark Moravec directed the Board to Handout 2 in accordance with agenda item 5 outlining the proposed plan modification request submitted by the Greater Nebraska Workforce Development Board for the transfer of \$200,000 in funds from the Dislocated Worker program to the Adult Program. The outline provided a justification for the funds transfer. Carol Swigart motioned to approve the Greater Nebraska Plan Modification. Jason Feldhaus seconded the motion. All members present voted by voice vote to approve the motion, which carried unanimously.

Agenda Item 6: Strategic Direction Committee Report Out

Brian Deakin greeted the group and touched base on the committee responsibilities (Handout 3) including: employer engagement, industry sector partnerships, career pathways, connects to "Big Picture" workforce efforts, regional plans and workforce-related grants. Brian reported on updates to Industry Partnerships in Nebraska. In central Nebraska: Kearney, Grand Island, Hastings and Holdrege the effort was launched in August of 2017. They hosted their first live meeting after the launch. Brian noted the high energy, engagement and general excitement that is focusing around these initiatives. The Southeast Public Sector Training is looking at a potential launch in February 2018 focusing on the manufacturing industry. The Omaha area is on the horizon after the first of the year focusing on the Health Care Industry. In the Northeast region of the state a Public Sector Training was held in September, launch anticipated in January of 2018. A Lincoln area launch is anticipated in the early 2018 time frame as well. In the Southwest region of Nebraska a potential partnership group attended one of the live meetings. Brian noted the growth and synergy taking foot in this region. Brian reported on the Central NE launch concerning their manufacturing partnership. A meeting was recently held at Career Pathways in Grand Island, NE, Brian defined four major take a ways from that meeting. Brian encouraged the Board to visit Career Pathways as it models what the committee wants to see as a collaboration between education, industry and partnership in support of the workforce for the state. The group discussed marketing the value of central Nebraska as an employment hub for individuals and families, to not only work with and support our current workforce but to make this a

welcoming environment for others to want to come to work in our state. Meetings have been initiated with school and school boards regarding improving the ability of training and skill development hub for current employees. A representative from the Grand Island Airport Board addressed the group in context of ground and air transportation relating the challenges and opportunities of bringing change to the central Nebraska area.

Brian reported on National Apprenticeship Week (November 13 – 19). Brian referenced Scott Asmus' presentation to the Board on October 20, 2017 and noted that the group is starting to see some traction with the grant and US apprenticeships. Brian made three announcements regarding participation in this year's National Apprenticeship Week line up: 1. Dramco tools became Nebraska's first Youth Apprenticeship program in partnership with Career Pathways Institute (Grand Island Public Schools). A signing ceremony took place at Dramco Tools on November 14, 2017. In attendance were John Albin, Commissioner of the Nebraska Department of Labor, Mikey Foley, Lt. Governor, State of Nebraska, Dr. Tawana Grover, Superintendent of Grand Island Public Schools, and Jeremy Jensen, Mayor of Grand Island. 2. On November 14, 2017, Ariens Company of Auburn, Nebraska had a signing ceremony for new apprentices entering their Registered Apprenticeship Programs. 3. North End Teleservices Call Center in Omaha and Bellevue University hosted a Registered Apprenticeship celebration on November 16, 2017. North End Teleservices and Bellevue University will be publicly adopting their Standards of Apprenticeship for Front-Line Supervisors.

Brian announced potential Registered Apprenticeship development. There has been a lot of interest in the South Sioux City and Beatrice areas following group employer meetings hosted in each community. South Sioux City Schools Career Academies are potentially interested in creating a Youth Apprenticeship Intermediary, similar to Career Pathways Institute. Metropolitan Community College Center for Advanced and Emerging Technologies is discussing plans to utilize Registered Apprenticeship. Bellevue University is working on adding Addiction Counseling and Teller occupations to their intermediary program. Pine Ridge Job Corps is collaborating with GBW Railcar Services Registered Apprenticeship program. This is in the initial development stages. Mobius Communications began development of a Low Voltage/Fiber Optic Cable Technician program in Hemingford, Nebraska. Mobius would like to create a veterans hiring initiative around their program. CHI Health is interested in a Registered Apprenticeship program for Hospital Coders. They may collaborate with AHIMA for program development. No More Empty Pots in Omaha is close to the final stages of program development for a Cook/Chef intermediary program.

Agenda Item 7: System Alignment Committee Report Out

Terri Ridder addressed the Board referencing Handout 4, slides 2 and 3 outlining the committee members and responsibilities. Terri announced that the focus of the committee update for this meeting would be on Eligible Training Providers and the mandatory 2-year modification of Nebraska's Combined State Plan. Terri informed the group that the Eligible Training Provider Program currently has 602 programs on the Eligible Training Provider List. Of those 602 programs, 31 are Registered Apprenticeship programs offered by 13 sponsors listed on slide 5. 571 of the total are non-apprenticeship programs offered by 24 training providers. Of these 571: 456 are linked to employment opportunities in high-demand, high-skill, high-wage occupations; 47 are linked to high-demand, high skill occupations; and 68 are linked to high-demand only occupations. Terri introduced the newest Eligible Training Provider, No More Empty Pots and presented a short film highlighting the provider. No More Empty Pots is a grassroots non-profit organization in Omaha that connects individuals and groups to improve self-sufficiency, regional food security, and economic resilience of urban and rural communities through advocacy and action. To help support this effort, the organization collaborates with an array of public and private organizations, businesses, communities, individuals and entrepreneurs. No More Empty Pots is the first community-based organization on the Eligible Training Provider List. They offer a Culinary Workforce Training Program that provides classroom training, internships and job placement.

The second update focused on the Combined State Plan mandatory 2-year modification. WIOA requires that states update state plan strategies based on changes in the labor market and economic conditions or other factors affecting the implementation of the plan. The final slide of the System Alignment Committee Report Out, laid out a tentative timeline for the modification. Dates of note concerning the Board are March 2, 2018 on which a draft modification, including public comments, will be provided to the Board for review; March 9, 2018, the NWDB meeting at which the Board will consider for approval the draft of modified sections of the plan; March 16, 2018, the draft modification will be submitted to Federal partners for review; and late June of this year Federal reviewers will provide approval or request revisions of the modification.

Agenda Item 8: Local Area Updates and Initiatives

Chair Mark Moravec introduced Carol Swigart and Project Director, Cherisa Price-Wells to present on behalf of the Greater Lincoln Workforce Development Area. Carol Swigart announced that Greater Lincoln felt like their biggest accomplishment this year was partnering with the Mayor of Lincoln to issue three RFP's for One-Stop Operator, Adult and Dislocated Worker Service Provider, and Youth Service Provider. Through this process two responses were received, one from the Urban Development Committee and one from ResCare Workforce Services. Following the responses the Greater Lincoln local board selected ResCare and with the Mayor's support. Contracts were issued in October 2017. Greater Lincoln is looking forward to working with ResCare and increasing enrollment in work-based training opportunities particularly in Registered Apprenticeships. Greater Lincoln will continue collaborating with key community stakeholders to move forward in the Next Generation Industry Partnerships pipeline. They anticipate growing activity in the coming year. Cherisa Price-Wells talked about key initiatives for Greater Lincoln. Economic development has a focus to engage workforce partners this year to address the skilled workforce shortage in Nebraska. They have met with over 150 businesses regarding business expansion and retention programs. Key initiatives include:

- educating employers on using existing talent market through education, internship, immigrant, and talent forums;
- collaborating with other workforce partnerships to promote clear workforce development programming through their talent forum, Talent Team and Knowledge Council;
- collaborating with Lincoln companies to create a summer series for their interns, recording 100 participants in year one and 300 participants in three events;
- South East Community College is a significant partner who is undergoing plans to change their program and space, with students moving from a quarter-based system to a semester-based system and classes based on in-demand occupations in contrast to scheduling what they have always offered in the past;
- Veteran's Student Support involving increased partnership with the Veteran's Administration for recruiting staffing and collaboration; and
- Engage Learning, through which they have introduced the on-course training, focusing on student engagement.

Regarding the partnership with Leadership Lincoln, Charisa announced that they completed a poverty simulation that was very impactful. This simulation is offered to staff, faculty and students focused on the impact of poverty on our college students. Two initiatives to address adult basic education are: Career Pathways Implementation Initiative which focuses on long-term career pathways and the American Job Center Initiative, holding collaborative meetings to increase the quality of care for students.

Under Greater Lincoln's partnership with the Career Academy, they work closely with pathway support teams in communicating specific skills that are needed are included in programs offered. They also collaborate on events such as mock interviews and capstone events. Lincoln Business Task Force

partnerships utilizes efforts around employer relationship and workforce efforts and share information with over 300 non-profits within the community. The taskforce focuses on meeting with case managers who can distribute this information to families in their case load. In September this organization hosted a Veteran's Job Fair during which over 100 Veterans and over 40 employers who attended. At a case managers event, the group hosted 88 case managers and 30 employees. In Sector Partnerships with a healthcare focus, the partnership is working with the Career Academy to build recruitment. They recently held a Job Fair at Bryan Hospital.

Charisa introduced the group to Project Homeless Connect, a Nationwide, statewide event, working with those who are homeless or near homeless. An event was held this year at the Pinnacle Bank Arena, where individuals had access to any resources they might need, for example, laptops were available for job-seekers to register for NEworks, explore career pathways and re-entry options. Charisa presented a video of the event. This year the event helped 445 individuals as compared to last year's 443 individuals. Based on the success of the event Charisa, suggested to the members of the NWDB that this is something they could model in their communities, working with community partners and hosting an event.

Charisa briefly discussed updates concerning the One-Stop Operator and WIOA programs. They have been working to honor the WIOA guidelines through communication and monthly forums that will, moving forward be offered on-site with key partners to learn more about their respective programs and see how they can better connect. They have been working on cross-training forum on a quarterly basis for partners. Professional development training is offered, most recently the webinar, *Breaking Barriers from Incarceration to Employment*. They are implementing a new service delivery model. Concerning the WIOA programs, Charisa announced that they have the opportunity for increased case management support. They currently have a significant waiting list of over 300 individuals interested in programming, of which mostly are adults. This is a good opportunity to work with partners and see what co-enrollment options there are for these individuals. Charisa indicated that they believe in conducting business under the model of *leaving people better off than where we found them*. With this in mind, anyone who calls in is made aware of free resources through the AJC and partner resources despite the wait list. They have developed an enhanced service delivery model, *Helping those live the best lives*, whether those are our job seekers, co-workers, children and families.

There are some new online tools, such as the ResCare Career Assessment tool, picture-based career assessment that can be utilized via computer, notebook, or phone that allows users to think about what their interests are and on the backend of the program it connects to labor market information that will present jobs that available to the user based on these parameters and their education level. Users have the option to look at career ladders but adding additional education scenarios. ResCare additionally offers online classes and professional development and user friendly financial philosophy classes. They offer a computer essentials class met for those of the populace who are not able to utilize computer.

Mark Moravec introduced Lisa Wilson to present on behalf of the Greater Nebraska Workforce Development Area. Lisa thanked everyone for their support this year in their activities. They started off the year by completing and RFP for the One-Stop Operator. The bidding process did not receive approval; however, the Governor did approve continued support from the Nebraska Department of Labor as WIOA Title I service provider. Through the sole source procurement process the One-Stop Operator was awarded to the Nebraska Department of Economic Development. Greater Nebraska completed their local and regional service agreements. The Governor accepted the plans for the Tri-City Region and Greater Nebraska Workforce Development Area. The local area certified their Beatrice and Grand Island American Job Centers. Lisa briefly mentioned the WIOA/SNAP pilot with the Nebraska Department of Health and Human Services, which was discussed in more detail by Randy Kissinger. Lisa mirrored her excitement and acknowledged Brian's comments on the sector strategy updates and energy in central Nebraska.

Concerning 2017, Lisa announced that the funding agreements were all completed and would be ready to present about mid-December. Regional plans for Scottsbluff, Norfolk, and Columbus are complete. The North Platte regional plan will be completed in the near future. Training is complete for the adult and dislocated worker programs in Lexington and the training for the youth program in Beatrice. The American Job Center managers are working together to host a monthly meeting so that they stay in tune with and on top of what the needs are for the region. Lisa referenced Brian's enthusiasm for Registered Apprenticeship programs, noting the interest and high energy behind the programs. Many of businesses are interested and they are thinking about how this can be implemented and how they can best work with the education and school systems available in Greater Nebraska. Greater Nebraska is working on developing a more integrated workforce system, increasing the coordination of the career centers across the 88 county area with the assistance of the one-stop operator, Nebraska Department of Economic Development. Lisa states that Linda Black has been very helpful in working with them on these initiatives.

Mark introduced James Hanson, Jr. and Erin Porterfield to present on behalf of the Greater Omaha Workforce Development Area. James initiated the Greater Omaha area report out by listing a few accomplishments from the last year:

- They finished and are now implementing the data project they have been working on for five plus years.
- They are continuing to pursue financing outside of WIOA. They feel that it is very important in Omaha to reach out to those entities that are not necessarily performance-based, they discussed hiring ex-offenders, seeing this as something they could potentially fund in the future.
- They were awarded the Community Builder Award by the AIM Institute.
- James mentioned the excellent relationship the Greater Omaha local board has with Heartland Workforce Solutions and notes that in the past 15 years, never has he seen this board so active.
- In a recent break-out SWAT analysis, the Greater Omaha local board identified a weakness underlying all areas of discussion, concerns with branding, that the public does not necessarily know who they are and what they can provide. They want to develop a marketing plan that speaks to employers and job-seekers. They are working on an RFP for brand management, integrating their social media and redesigning their website to be more user friendly. Some small changes have already been made. Their hope is to share their success and template with the other local areas of the state.

Erin Porterfield thanked the Board for their leadership in past years. John Albin and Stan Odenthal were thanked for their open communication with the local areas. Erin expressed her gratitude toward other local areas and agencies on working together through the common ground of WIOA and figuring out next action steps and creating efficiency for job seekers and efficiency for career talent seekers. Erin posed a question on actualizing efficiency and increasing inclusivity. What does that look like? Currently, they are pulling together ResCare and NDOL staff to work together in functionally the same way and sharing information. An example of this was a recently hosted Veteran's Career Fair where 28 businesses and roughly 114 job seekers, primarily Veterans were onsite at the Greater Omaha AJC. Erin provided an additional example of blurred partnerships with *Workforce Wednesdays*, where they invite business partners in the community to come at 7:30a for coffee and snacks and have conversations about what their talents needs are and how they can meet those together. They have been working on research alignment and engagement for a number of years but it is going to see some increased activity as they have been awarded as the recipient of a grant through the city of Omaha for \$520,000 to implement innovation based on a systemic plan they submitted for a work ready community to decrease unemployment in high occurrence areas. So far of 104 individuals who have gone through the career ready program 100 percent have received jobs and 87 percent have retained their jobs. Erin introduced another innovative project, *Career Readiness to Eliminate*

Disparities, bringing industry into play with NCRC through Career Exploration Tours. Greater Omaha facilitates this by working with local industry in providing transportation from areas of Omaha and the AJC to an industry, lunch, and ending with a career fair. They are receiving good response from industry and job seekers. Erin concluded by recognizing Lindsey Woolsey, indicating that Greater Omaha will be working with the Woolsey Group on healthcare initiatives, noting that the first Industry Sector Standup is upcoming and acknowledging the youth council that has pulled together a number of funders and partners to develop a community strategy for youth that are not employed or in school, set to take place in January and February of 2018.

Mark thanked the presenters on behalf of the Board and noted that plans are in place to request that local area representatives provide similar presentations moving forward on an annual basis.

Agenda Item 9: reVISION Program and Career Education

Chair Mark Moravec introduced Rich Katt, presenting on the reVISION Program and Career Education in Nebraska in partnership with the Nebraska Departments of Economic Development and Labor. reVISION, establishing a clear vision for Nebraska Career Education, is a strategic approach for Nebraska schools to analyze their current Career Education system and make adjustments to more effectively prepare students for college careers. reVISION provides a unique opportunity to bring understanding, new energy and commitment to Career and Technical Education as a vital education, workforce, and economic development strategy through a five-step program: Re-work-Review and assess current career education programs; Initial reVISION team meeting-collaborating to review and analyze data and identify areas for improvement; a Community Engagement Meeting to share key information and other feedback from community stakeholders; a secondary reVISION team meeting-to review key information and feedback to initiate Strategic Plan Development; and Technical Assistance, individualized support by Nebraska Career Education staff to develop and finalize a three-to five-year reVISION Strategic Plan. Nebraska Career Education is working on reaching rural areas through a regional approach though the reVISION approach. Areas and schools that complete this project are eligible to apply for an Action Grant, funded by Federal Perkins dollars for which that can apply each year for up to three years to apply their Strategic Plan. To date they have awarded over \$3,000,000.00 in Action Grants. Statistically about one-third of applicants receive grant funded to complete their strategic plan. Some noted outcomes of reVISION include the addition of new programs of study, increased interest from the business perspective in creating workplace experiences, engagement with Nebraska Career Connections, review of K – 12 career development, and increased relevance of curriculum for students. There is a strong interest in work-based learning with the assistance of Katie Thurber. This includes developing career readiness standards through a program called *Habitudes and Handouts* to purposefully and intentionally meet standards from elementary school up through high school age students. Conversations are starting in elementary schools about transference skills and what they want to do and become instead of “what I want to be” in the narrowest of career pathways. Instead of having “random acts of guidance” from counselors, every teacher can be equipped with the language and information to help guide students toward career pathways. Forms and information are accessible at www.nebraskacareertours.com.

Agenda Item 10: SNAP/WIOA Pilot Project

Chair Mark Moravec introduced Teri Chasten and Randy Kissinger to present on behalf of the SNAP/WIOA Pilot Project. Teri Chasten announced to the group that she would be speaking on behalf of the role that the Nebraska Department of Health and Human Services has in this program. The pilot was implemented July 2016. What makes this collaborative program and pilot unique is that the focus is on underemployed participants, families that are not able to make ends meet and that are working very hard, especially if they are single parents. The goal of this pilot is to reduce their need for assistance of programs like SNAP to completely getting them off the benefit entirely. The Nebraska Department of Health and Human Services identifies the participants that would be eligible for the pilot

program, focusing on households of four or less, with one adult that is currently working, who are English proficient, and within the pilot area. When the program started in 2016 it included only the Grand Island area. The pilot program has recently extended to Hastings and Columbus. Nebraska Department of Health and Human Services staff contact eligible participants and talk to them about the program and if they have any goals or interest, if they would like assistance in achieving better employment opportunities. A meeting is scheduled for interested parties with a Nebraska Department of Health and Human Services case manager and a Nebraska Department of Labor case manager. Randy Kissinger informed the Board what happens when participants are handed over to Nebraska Department of Labor staff from the initial Nebraska Department of Health and Human Services contact. With low unemployment rates across the state, a focus was geared toward underemployed individuals that potentially had a mismatch on their skills sets. Not only is the goal to decrease or end Nebraska Department of Health and Human Services assistance programs and address underemployment but it is also an opportunity to work with employers and job seekers on retention. Of the 30 Grand Island individuals in pilot program, only one left the program early due to an out of state move. The remainder of the individuals spent time addressing retention and barriers to employment, such as child care and transportation concerns. Through this program, individuals become more self-sufficient and improve their family life. Participants gain the resources and information needed to make an educated decision in making a job transfer such as wage differential and benefits impactation, reducing stagnancy and recidivism. Teri provided a statistical overview of the pilot program. About 50 percent of eligible individuals from the screening process enroll. 84 percent of those who attend the initial meeting continue on in the program. Currently 64 participants are enrolled. About 23 percent of the participants have new jobs. The annual salary of participants has increased an average of \$10,000.00 per year. The beginning average salary was \$1,300 a month and on average the participants are successfully leaving the program at \$2,150 a month. Eight participants received fewer SNAP benefits and seven no longer receive SNAP benefits. Terri shared some success stories one of which a single mother who was making \$900 a month with no benefits received a new position and is now making over \$2,000 a month with benefits and a pension. There are plans to expand the pilot further in 2018. Currently the pilot is on track to expand to Norfolk in May of 2018. With the 2016 implementation, meetings were one on one. With the expansion to Hastings, the program is looking at utilizing technology such as Skype for those that may have transportation barriers, so that no matter where the individual resides in the state, they can access this program. Terri expressed that they were looking into aligning this pilot with Federal programs to potentially access federal funds. Both organizations are completing the pilot to date with no extra funding.

Don Nordell questioned how the pilot worked with clients to go from dependency on SNAP programs to financial independency. Randy answered saying they meet with clients one-on-one and assess their best options. About one-third of the individuals currently enrolled are in additional training. Some applicants and employers choose to enter into on the job training. The program also looks at offsetting certain costs such as providing transportation, onsite daycare, and uniforms. Teri stated that the budget work they do with each individual really helps make an impact on the decision that person is going to make. Deb Andersen questioned what the age range was for the SNAP pilot participants. Teri answered they did not set intentional age parameters for the pilot but that SNAP does have requirements for individuals aged 19 – 50 years, so the participants fall into this age range. Susan Martin commended the program and expressed her excitement on the expansion of the pilot. Senator Joni Albright mentioned that families would not take a raise for fear of having benefits restructured. She commended this pilot and thinks it will be great for the state. She questioned whether they were receiving calls even if they were not in the pilot and if so, could they still receive benefits. Randy indicated they are receiving calls and are serving roughly an additional 30 to 40 individuals even though they did not meet requirements for participation in the pilot program and that they are also seeing family members referring others.

Agenda Item 11: Member Updates

Board members were asked to provide a 1-minute update on “1 big thing” happening in their industries or organizations this included updates for those members who are also members of local workforce development boards and a 1-minute update on “1 big thing” happening in their local workforce development area. Chair Mark Moravec initiated agenda item 11 by announcing several projects underway:

- initiated a development division program in Lincoln at the Railyard that has been highly successful;
- three new development sites: Norfolk Medical and Surgical care center; Grand Island building new hospital, medical office building and hotel; Hastings developing housing sites, around 220 apartments;
- Lincoln Huddle worldwide headquarters;
- completing all the steel for the new Scheele’s store down at South Point Pavilion;
- business charities business in Omaha;
- new retail stores in Grand Island;
- remodel of Hastings library;
- Hampton School Project near completion
- St. Paul Church;
- Jefferson Elementary School in Grand Island;
- new fire hall in Roseland;
- Arrow East Hotel completed in Broken Bow;
- new office for Chief Ethanol in Hastings;
- building the first Olympic Trap course at Heartland Event Center in Grand Island; and
- finishing an IT company expansion in Kearney.

Brian Deakin remarked on all the growth and expansion in his part of the state. There is a lot of infrastructure happening to meet those needs.

Terri Ridder commented that her big project right now is working on providing a nursing facility across from the hospital to meet needs of community. Her concern is finding staff to find skilled workers. Northeast Community college is expanding into WestPoint to fill some skill-set needs in the future. Economic development is working on marketing to bring young workers back to the area to work.

James Hansen, Jr.’s family owned business is keeping busy and payroll going.

Lisa Wilson of CNH is seeing increased orders for next years. They have been flat for three years so they are excited to develop some new staff.

Don Nordell of Black Hills Energy remarked that they serve around 300 communities across the state. Their team will continue to see the effects of the current retirement bubble they are in. Looking at implanting new technology and hiring new workers while maintaining a reasonable rate for customer service.

John Albin declined to provide an update as main of his topics of interest were addressed during the meeting through partnership activities.

Jennifer Sedlacek mentioned to the Board that her company recently completed their second force reduction and jobs have settled. Rail traffic is still at an all-time high. They are running a little short on skilled workers in different capacities throughout the state.

Jason Feldhaus mentioned a couple of large projects they are working on. They received a grant and will be working with the Rapid Results Institute to make social change in 100 days to address poverty concerns. He extended an offer to the Nebraska Department of Labor to assist in working with these individuals to get them off benefits or reduce benefits and get kids back into their homes. (84 percent of children removed from homes is due to neglect and not abuse.)

Senator Joni Albright addressed the Board and thanked them for their initiatives and energy. Senator Albright commended the reVISION presentation on education, noting that not only do we need to work with school but parents and getting them on track with this new process and providing them with information to help them be successful. Susan Martin remarked that there isn't a lot of awareness how much the Nebraska Departments of Health and Human Services and Labor work with everyone to help coordinate these efforts. In the end it's not just about branding our programs but branding our state to employers and careers seekers coming into our state. To show them how much we care and educate them on how to be a collaborative partner.

Allan Hale remarked that the two main drivers on their data center are Google and Facebook. They currently have about 500 individuals who do not live in Nebraska that are traveling into Nebraska to work as they do not have the skilled workforce available to them. They are looking for more people for their apprenticeship program. They currently have 18 enrolled. Allan invited referrals especially in the Greater Nebraska Workforce Development Area.

Susan Martin remarked that with all the new development jobs are steady and the winter season outlook is positive. Their Registered Apprenticeship programs are continuing to get a number of applicants and continue to provide the needed skills that her team needs. Terri announced that their Public Sector aspect is currently, "up in the air," due to government funding.

Agenda Item 12: Public Comment

Chair Mark Moravec asked guests in attendance if any wished to make a comment. No comments were made.

Agenda Item 13: Adjournment

Chair Mark Moravec asked if there was motion to adjourn the meeting.

Brian Deakin motioned to adjourn the meeting. Don Nordell seconded the motion. All members present voted by voice vote to adjourn the meeting. The motion carried unanimously.

Meeting adjourned at 11:33 AM.