



2008 ANNUAL REPORT

WIA: Workforce Investment Act

STATE OF NEBRASKA

Program Year 2008

July 1, 2008 through June 30, 2009



Acknowledgements



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Nebraska Workforce Development is a Proud Member of America's Workforce Network



Governor Dave Heineman

Nebraska's Vision...

Our vision for the years ahead must be about preparing Nebraska to compete in the 21st Century, in an age of technological marvels, new educational challenges, international competition and entrepreneurial opportunity.

The Governor's Vision is expressed in four goals:

- Be a dynamic, demand-driven workforce development system focusing on high-growth, high-demand industries within a regional development context;
- Continue to increase the integration of services to employers and job seekers by multiple public and private partners;
- Recognize the need to meet the changing long and short-term needs of businesses and individuals with a coordinated, efficient, and less bureaucratic delivery system; and
- Provide the knowledge, skills and resources for learning, earning, and living.

"Through our One-Stop Career Centers, we work with business partners, education, and local government to provide opportunities for Nebraskans to learn, upgrade their skills, and find meaningful employment. There are many diverse employment paths available to our citizens with new industries in bioscience and technology, energy, transportation and information services. Creating careers for our citizens in these business fields expands Nebraska's competitiveness and improves the quality of our workforce."



Governor Dave Heineman



Nebraska Workforce Investment Board



Catherine D. Lang, Commissioner of Labor/State WIA Liaison and Nebraska Workforce Investment Board Member

- Organized in December, 1999.
- 40 Members, plus 3 ex-officio members.
- Majority of membership (21) comes from business and industry.
- The Chair is Gayle McClure (Dutton-Lainson Co. - Hastings, NE).
- The Vice-Chair is Jim Linderholm (HWS Consulting Group Inc., Lincoln, NE).

The Board is a public body as defined by Nebraska law and is subject to both the Public Records law and the Public Meeting law requirements.

“The Nebraska Workforce Investment Board has been highly effective in combining the efforts of the business community, education leaders and other workforce partners to develop Nebraska’s workforce. In light of the most recent economic events, we will face additional challenges in workforce management, and our needs will be greater than before. The Nebraska Workforce Investment Board will once again be the leader in meeting the challenges as we develop a 21st century workforce.”

Catherine D. Lang, Commissioner of Labor/State WIA Liaison and Nebraska Workforce Investment Board Member

STANDING COMMITTEES

Executive Committee

- Authority to act on behalf of the NWIB between scheduled meetings.



Gayle McClure, Chair
Sr. Vice President, Dutton-Lainson Co., Hastings



Bruce Cutright, Chair
Vice President of Human Resources, Mary Lanning Memorial Hospital, Hastings

Compliance Committee

- Grant planning, administration and service delivery.
- Performance measures.
- Youth services and programs.
- Adoption of continuous improvement.
- Allocations.

SPECIAL COMMITTEES

Goal #1

- Increase partnerships and opportunities to meet the twenty-first century needs of our workforce customers.

Goal #2

- Enhance external and internal relationships of the NWIB to address workforce issues.



Nebraska Workforce Investment Board Membership



BUSINESS

Gayle McClure, Chair	<i>Hastings</i>
Jim Linderholm, Vice Chair	<i>Lincoln</i>
Pepper Aasgaard	<i>Omaha</i>
Michael Abramson	<i>Omaha</i>
Mitch Arnold	<i>Omaha</i>
Charles Baldwin	<i>Sidney</i>
Tammie Burns	<i>Lincoln</i>
Bruce Cutright	<i>Hastings</i>
Mathew Fleischer	<i>Columbus</i>
Michael Geary	<i>Omaha</i>
J. Brent Gilbert	<i>Omaha</i>
M. L. Martin	<i>North Platte</i>
Liz Mazzotta	<i>Omaha</i>
Mark Moravec	<i>Grand Island</i>
Robert Mueller	<i>Exeter</i>
Wayne Sasges	<i>Grand Island</i>
Bradley Schroeder	<i>Omaha</i>
Jennifer Sedlacek	<i>Omaha</i>
Becky Stitt	<i>Scottsbluff</i>
Suzanne Mahel Tyrrell	<i>Lincoln</i>
Julie Younkin	<i>Ainsworth</i>

GOVERNOR OF NEBRASKA

Governor Dave Heineman *Lincoln*

LIEUTENANT GOVERNOR

Lt. Governor Rick Sheehy *Lincoln**

LEGISLATURE

Sen. Abbie Cornett *Bellevue**

Sen. Tony Fulton *Lincoln**

LABOR

Ken Mass *Omaha*

Mark McColley *Omaha*

GOVERNOR DESIGNATE

Mayor Roger E. Glawatz *Seward*

Patricia "Sue" Hartwell *Crete*

Michelle Olson *Omaha*

Paulo Reynoso *North Platte*

Clyde Tyndall *Lincoln*

Dr. Pearl Van Zandt *Lincoln*

YOUTH

Dr. Connie Eichhorn *Omaha*

Ronald Johns *Gering*

STATE AGENCY

Economic Development

Richard Baier *Lincoln*

Education

Dr. Roger Breed *Lincoln*

Health and Human Services

TBD *Lincoln*

Labor

Catherine D. Lang *Lincoln*

Post Secondary Education

Marshall Hill *Lincoln*

University of Nebraska

Pete Kotsiopulos *Lincoln*

Veterans' Affairs

John Hilgert *Lincoln*

COMMUNITY BASED ORGANIZATION

Dennis Baack *Lincoln*

Daniel Mauk *North Platte*

** ex-officio*



Workforce Investment Act



Governor Dave Heineman

Nebraska Workforce Investment Board

**Greater Lincoln
Workforce Investment Area**
(Serves Lancaster & Saunders Counties)
CEO: Mayor Chris Beutler

Local Workforce Investment Board

Local Youth Council

**Greater Omaha
Tri County Workforce Investment Area**
(Serves Douglas, Washington & Sarpy Counties)
CEO: Mayor Mike Fahey (7/1/08-6/8/09)
CEO: Mayor Jim Suttle (6/9/09-6/30/09)

Local Workforce Investment Board

Local Youth Council

**Greater Nebraska
Workforce Investment Area**
(Serves 88 rural county area)
CEO: Local Elected Officials Board
Region I – County Commissioner Donald W. Blausey, Chadron; County Commissioner Casper Brixius, Alliance; Mayor Wendall Gaston, Sidney

Region II – Mayor Dennis Berry, McCook; Mayor John Fagot, Lexington; County Commissioner Joe Hewgley, North Platte

Region III – Mayor Stanley Clouse, Kearney; Mayor Hal Haeker, Alma; County Supervisor Pamela Lancaster, Grand Island

Region IV – Mayor Tom Crisman, Crete; Mayor Roger E. Glawatz, Seward; County Commissioner Scott Stuhr, Utica

Region V – Mayor Don Edwards, Fremont; County Supervisor Ron Pfeifer, Lindsay; Mayor Lois Shelton, Wayne

Local Workforce Investment Board

Local Youth Council

Workforce Investment Areas Are Responsible For:

- Local plan and budget
- Establish and certify One Stop Delivery System
- Provide Rapid Response services to laid off and dislocated workers
- Choose eligible service providers
- Establish performance accountability system
- Establish reporting and monitoring capabilities
- Develop and implement a continuous improvement plan



Services and Products



Core Services

- Eligibility Determination
- Outreach, Intake, and Orientation to Available Services
- Initial Assessment
- Job Search
- Placement Assistance
- Career Counseling
- Labor Market Information Delivery
- Performance and Program Cost Information on Eligible Providers of Training Services
- Local Area Performance Information
- Information on Filing Claims for Unemployment Compensation
- Assistance in Establishing Eligibility for other programs
- Follow-Up Service
- Supportive Service Information Provided

Intensive Services

- Comprehensive and Specialized Assessments
- Development of an Individual Employment Plan
- Group Counseling
- Individual Counseling and Career Planning
- Case Management
- Short-term Prevocational Services

Training Services

- Occupational Skills Training
- On-the-Job Training
- Combination of Workplace Training with Related Instruction
- Private Sector Training
- Skill Upgrade and Retraining
- Entrepreneurial Training
- Job Readiness Training
- Adult Education and Literacy Activities
- English as a Second Language
- Customized Training

Youth Services

- Tutoring, Study Skills Training, and Dropout Prevention Strategies
- Alternative Secondary School Services
- Summer Employment Opportunities
- Work Experiences, including Internships and Job Shadowing
- Occupational Skills Training
- Leadership Development Opportunities
- Adult Mentoring
- Follow-Up Services
- Comprehensive Guidance and Counseling

Supportive Services

- As defined in Local Plans, may include services such as transportation, child care, dependent care, housing, needs-related payments that are necessary to enable an individual to participate in authorized activities.

What it takes to be successful in the use of the One Stop Career Center:

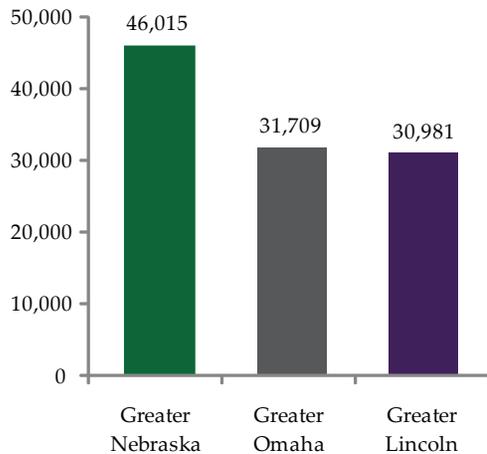
- Get to know the staff and someone on the staff very well;
- Ask questions and then ask some more;
- Be persistent and do not get discouraged;
- Be open and let the staff know you;
- Trust the staff and the procedures - let both work for you;
- Be open minded to new opportunities;
- Communicate what you need in support mechanisms as early in your job search as possible;
- Surround yourself with support-staff, others going through what you are, family, and friends;
- Expect the unexpected--roll with it and get back on track;
- Consider this process your job and commit to success.

These "Tips for Success" were identified by Customer Focus Groups. The focus groups were facilitated by Lincoln Workforce Investment Board member, Dr. Richard Harding of Kenexa.

Customer Base

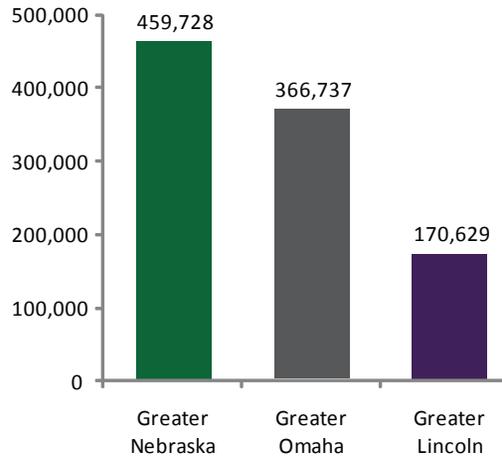


* Accessing Services Through One-Stop System



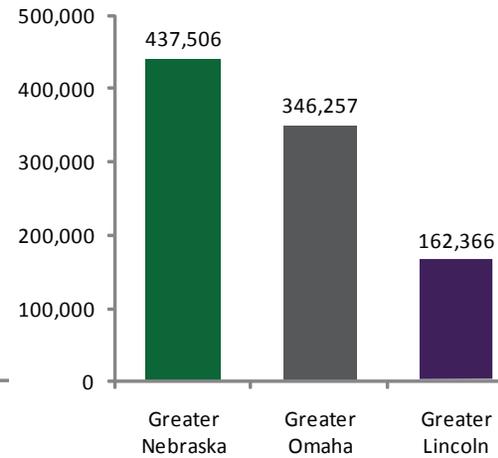
Source: Greater Nebraska and Greater Omaha data is captured from the NWAS/SASi MIS and Greater Lincoln data is locally self-reported.

Labor Force (June 2009)



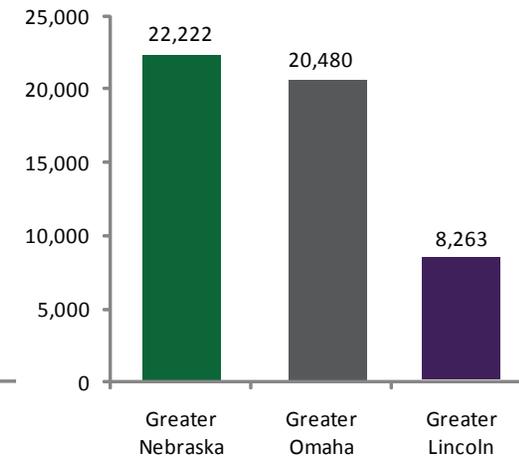
Source: NE Dept. of Labor, Local Area Unemployment Statistics

Employment (June 2009)



Source: NE Dept. of Labor, Local Area Unemployment Statistics

Unemployment (June 2009)



Source: NE Dept. of Labor, Local Area Unemployment Statistics

* Self-service customers may not always be reflected.

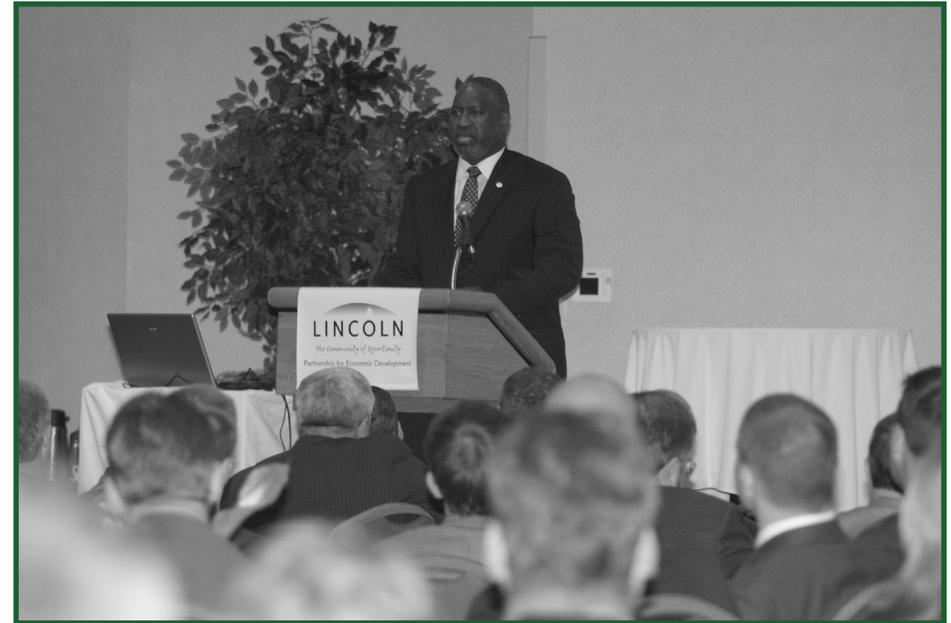


Major Career Center Partners



Partners Working Together

- Adult Education and Literacy
- Adult Employment and Training Activities
- Community Services Block Grant
- Dislocated Worker Employment and Training Activities
- Employment Services
- Health and Human Services
- Job Corps
- Migrant and Seasonal Farmworker Programs
- Native American Programs
- Post Secondary Vocational Education
- Title V of the Older Americans Act
- Trade Adjustment Assistance
- U.S. Department of Housing / Urban Development Employment and Training Programs
- Unemployment Insurance
- Veterans' Programs
- Vocational Rehabilitation
- Youth Activities



The first Regional Economic Development Summit and Lincoln Partnership for Economic Development Annual Lunch was held on June 18, 2009.

“We were very pleased with the summit as a whole,” said Wendy Birdsall, President of the Partnership and Lincoln Chamber of Commerce. “It is imperative that we begin to think more as an economy and less as political subdivisions. The Partnership has been committed to this concept for a number of years and will continue to make this a priority.”



Carl D. Perkins Act



Give a brief explanation on Carl D. Perkins Career and Technical Education Improvement Act funding and how it coordinates with the Workforce Investment Act program and funding.

Nebraska receives approximately 8 million dollars annually to support Career Technical Education (CTE). Eighty five percent goes directly to public schools and community colleges to support the improvement and expansion of career technical education. Of the 85% flow through, 55% is directed to public secondary school districts and 45% to Nebraska community colleges. All eligible recipients are encouraged to coordinate activities with their local career centers and Workforce Investment Boards. The state utilizes the remaining 15% for administration (5%) and statewide leadership activities (10%). The focus of these resources allows for exploration and support of leveraging opportunities with WIA activities for maximum impact. The efforts of FutureForce Nebraska provide an avenue for continued collaboration between Perkins and WIA.

Has the Perkins IV funding been impacted by any new legislation, particularly the American Recovery and Reinvestment Act of 2009 (ARRA)?

Perkins is one of the federal programs eligible under a portion of the ARRA State Fiscal Stabilization Fund (SFSF) (\$234 million over two years) directed to schools through the Tax Equity and Educational Opportunities Support Act (TEEOSA) calculation. ARRA did not set aside specific appropriations directly for Perkins use, but schools may choose to use the available ARRA SFSF funds to support CTE efforts.

Have there been changes and new directions for Carl Perkins programs now that President Obama is in office? Is it true that there is an emphasis on training more people at community colleges and, if so, how does this affect Perkins in Nebraska?

President Obama and Education Secretary Duncan have continued to express interest in and support of career technical education. A strong focus of the direction relates to college AND career ready students that leave the schools. Preliminary discussions have occurred concerning the reauthorization of Perkins in 2011. The administration has placed a great deal of emphasis on the community college system and is looking for ways to enhance their ability to prepare individuals for both work and continued education. Nebraska continues to build career academies that bridge instruction between secondary and postsecondary education to support a seamless transition. All Nebraska community colleges are working on implementing academies – most have dual-credit courses as a part of the academy program that allow students an early college experience while a junior or senior in high school. A strong focus continues to solidify the relationship between secondary and postsecondary career technical education with the use of Perkins funds.

Comment: The Compliance Committee reviewed the information on coordination with the Federal Carl D. Perkins Career and Technical Education Improvement Act of 2006 (Perkins IV) and found it acceptable.

Last year, there was mention of a study being conducted to assess the effectiveness of efforts to reach nontraditional students and special populations. Are the findings in on that study?

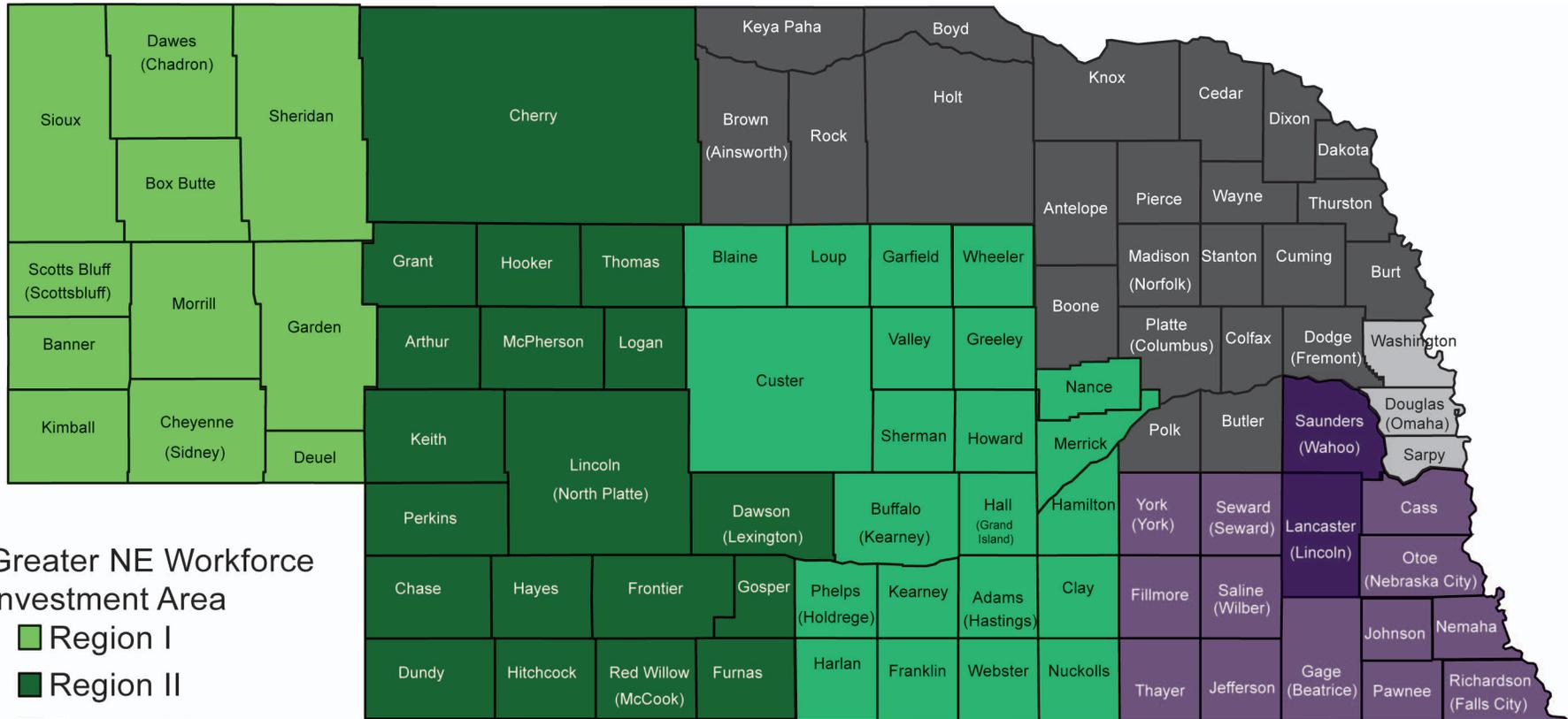
The findings are being summarized now and we anticipate a fall release of the findings. Preliminary findings emphasize the impact of school counseling, the importance of elementary career guidance, and mentoring as strategies to support student success and involvement.

What is happening with FutureForce Nebraska?

Now housed at the Nebraska Department of Education (NDE), FutureForce Nebraska is working closely with NDE, Partnerships for Innovation, as well as private business and industry to advance the Career Pathways Program of Study standards revision project within the areas of Agriculture, Food, and Natural Resources; Health Sciences; Transportation, Distribution, and Logistics; Education and Training; and Manufacturing. Also, FutureForce Nebraska continues the development of “comprehensive career pathways”. Efforts are aimed at producing a collaborative advantage for the state by identifying opportunities for partnership among Nebraska business and industry, educational institutions, government entities, and community/faith based organizations.



Nebraska Local Workforce Investment Areas



Greater NE Workforce Investment Area

- Region I
- Region II
- Region III
- Region IV
- Region V

- Greater Lincoln Workforce Investment Area
- Greater Omaha Workforce Investment Area



Revenues

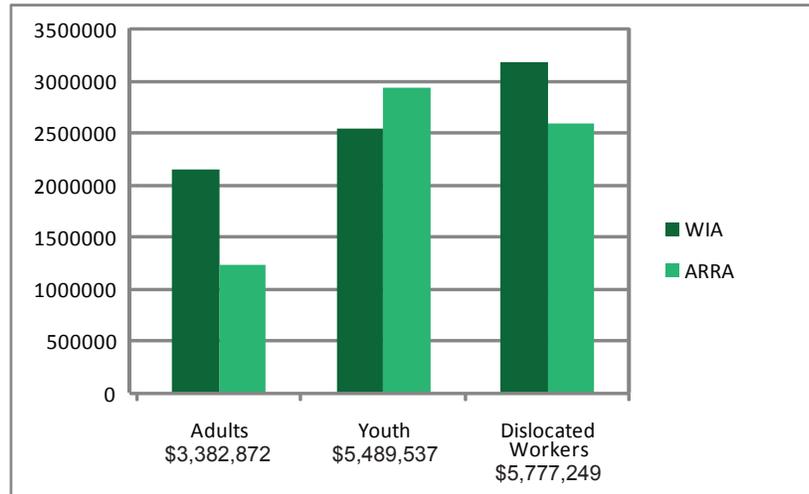


Program Year 2008 WIA Title I and ARRA Funding

Total = \$14,649,658

WIA= \$7,879,523

ARRA= \$6,770,135

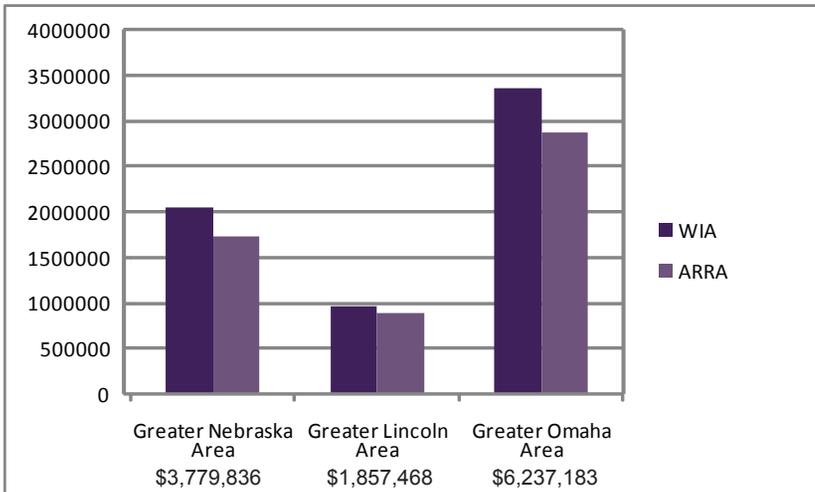


Local Area Funding

Total = \$11,874,487

WIA=\$6,378,982

ARRA=\$5,495,505

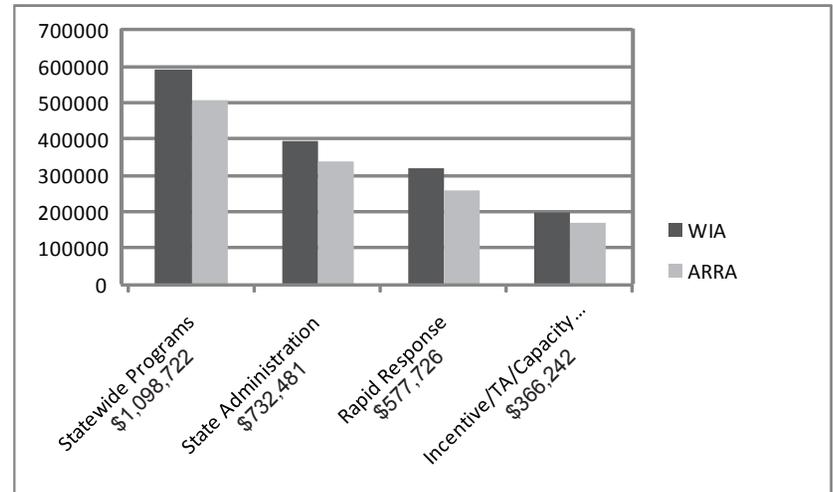


State Level Funding

Total = \$2,775,171

WIA=\$1,500,541

ARRA=\$1,274,630





WIA Financial Statement



Operating Results	Available	Expended	Percent	Balance Remaining
Total All WIA Funds Sources	\$12,061,046	\$6,218,525	51.6%	\$5,842,521
Adult WIA Program Funds	\$2,043,577	\$745,137	36.5%	\$1,298,440
<i>WIA Carry in Monies (no add)</i>	\$566,967	\$566,967	100.0%	–
Dislocated Worker WIA Program Funds	\$1,750,642	\$661,542	37.8%	\$1,089,100
<i>WIA Carry in Monies (no add)</i>	\$743,398	\$743,398	100.0%	–
Youth Program WIA Funds	\$1,946,866	\$1,176,042	60.4%	\$770,824
<i>WIA Carry in Monies (no add)</i>	\$758,904	\$758,904	100.0%	
Out-of-School WIA Youth		\$1,489,714		
In-School WIA Youth		\$445,232		
Local Administration WIA Funds	\$637,897	\$288,007	45.1%	\$349,890
<i>WIA Carry in Monies (no add)</i>	\$364,436	\$364,436	100.0%	–
Rapid Response WIA Funds	\$318,614	\$18,327	5.8%	\$300,287
<i>WIA Carry in Monies (no add)</i>	\$70,966	\$70,966	100.0%	–
Statewide Activity WIA Funds	\$1,181,927	\$23,579	2.0%	\$1,158,348
<i>WIA Carry in Monies (no add)</i>	\$1,676,852	\$801,220	47.8%	\$875,632
Total All ARRA Funds	\$6,770,135	\$1,767,378	26.1%	\$5,002,757
Adult ARRA Program Funds	\$944,323	\$2,079	0.2%	\$942,244
Dislocated Worker ARRA Program Funds	\$1,749,002	\$5,756	0.3%	\$1,743,246
Youth ARRA Program Funds	\$2,252,633	\$1,604,136	71.2%	\$648,497
Summer Employment Funds		\$1,604,136		
Local ARRA Administration Funds	\$549,547	\$6,612	1.2%	\$542,935
Rapid Response ARRA Funds	\$259,112	\$0	0.0%	\$259,112
Statewide ARRA Funds	\$1,015,518	\$148,795	14.7%	\$866,723

Cost-Effectiveness*

	C-E Ratio
Overall, All Program Strategies	\$1,708
Adult (WIA and ARRA) Program	\$1,308
Dislocated Worker (WIA and ARRA) Program	\$1,623
Youth WIA Program	\$2,266

*Cost per Participant is calculated by taking the total program costs in terms of expenditures and dividing by the number of participants served during the year by the particular program.

NOTE: The American Recovery and Reinvestment Act of 2009 (ARRA) was signed into law by President Obama on February 17, 2009. Local areas were directed to fully utilize the additional ARRA workforce funding to substantially increase the number of customers served, and to substantially increase the number and proportion of those customers who receive training. The ARRA funds had to be used to supplement annual WIA/Wagner-Peyser appropriations and were to only be used for activities that were in addition to those otherwise available in the local area. To that end, ARRA funding had to be spent concurrently with other WIA and Wagner-Peyser funding, and were not to be used to replace state or local funding dedicated to workforce development and summer jobs. While the law required states to track and spend ARRA funds separately from other WIA and Wagner-Peyser formula funds, the state and local areas were encouraged to strategically align all of their resources to meet both short- and long-term state and regional workforce development needs.

Career Center Office Locations

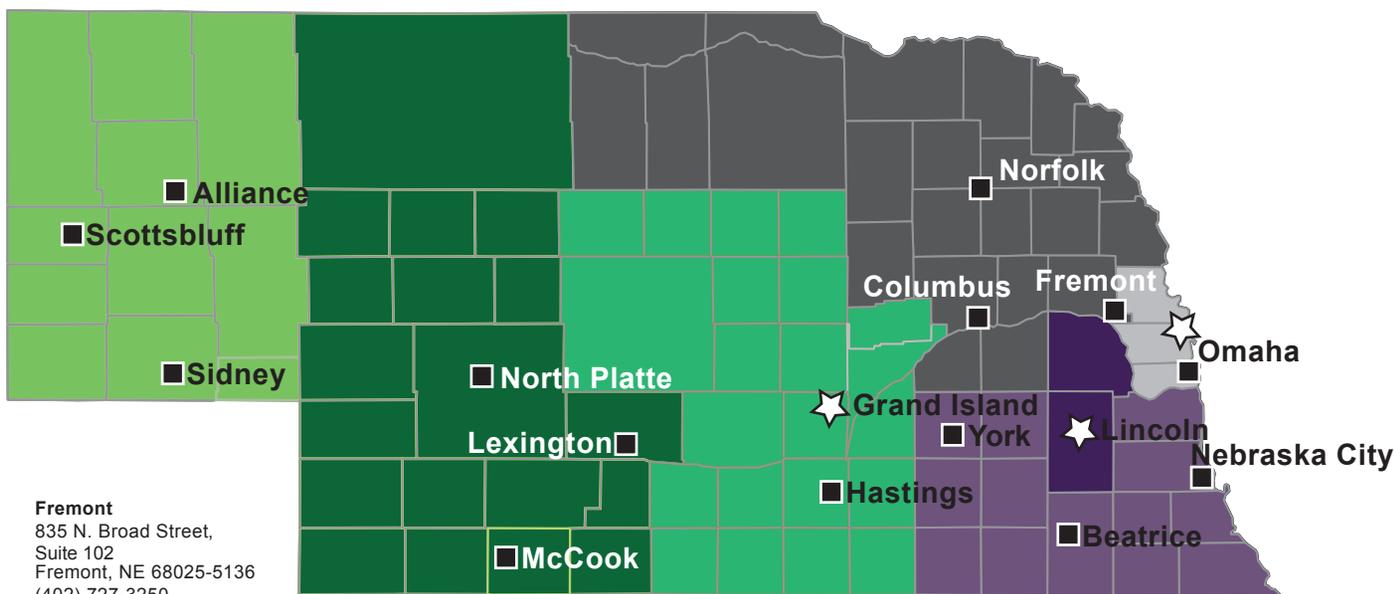


Career Centers serve as the cornerstone of the Workforce Investment system. These centers unify training, education, and employment programs into one customer-friendly system across Nebraska.

Includes Comprehensive and Affiliate Sites

☆ Certified Comprehensive Career Center

■ Certified Affiliate One Stop Career Center



Alliance
302 Box Butte Avenue
Alliance, NE 69301-3342
(308) 763-2935
Fax: (308) 763-2936

Fremont
835 N. Broad Street,
Suite 102
Fremont, NE 68025-5136
(402) 727-3250
Fax: (402) 727-3264

Beatrice
5109 West Scott Road
Suite 413
Beatrice, NE 68310-7059
(402) 223-6060
Fax: (402) 223-6088

Grand Island *
1306 West 3rd Street
Grand Island, NE 68801
(308) 385-6300
Fax: (308) 385-6029

Lexington
1308 North Adams
Lexington, NE 68850
(308) 324-2064
Fax: (308) 324-6320

McCook
220 West 1st Street
McCook, NE 69001-3601
(308) 345-8470
Fax: (308) 345-8471

Norfolk
105 East Norfolk Ave., Ste 100
Norfolk, NE 68701
(402) 370-3430
Fax: (402) 370-4431

Omaha
Blue Lion Centre *
2421 North 24th Street
Omaha, NE 68110
(402) 444-4700
Fax: (402) 444-3755

Scottsbluff
1930 East 20th Place, Ste. 200
Scottsbluff, NE
69361-2708
(308) 632-1420
Fax: (308) 632-1414

Sidney
923 8th Avenue
Sidney, NE 69162-1418
(308) 254-6937
Fax: (308) 254-6916

Columbus
3020 18th St., Ste. #1
Columbus, NE 68601-4254
(402) 564-7160
Fax: (402) 563-2715

Hastings
Landmark Center, Ste. 338
2727 West 2nd Street
Hastings, NE 68901-4684
(402) 462-1867
Fax: (402) 462-1896

Lincoln *
1010 "N" Street
Lincoln, NE 68508
(402) 471-2275
Fax: (402) 471-9776 or
(402) 441-6038

Nebraska City
917 Wildwood Lane, Ste J
Nebraska City, NE 68410-0700
(402) 873-3384
Fax: (402) 873-3552

North Platte
306 East 6th, Ste. 140
North Platte, NE 69101-4160
(308) 535-8320
Fax: (308) 535-8085

5717 F Street
Omaha, NE 68117
(402) 595-3000
Fax: (402) 595-2701

York
510 Lincoln Avenue
York, NE 68467-2997
(402) 362-5891
Fax: (402) 362-5901



Awards and Recognition



Greater Omaha

- Becky Golden, Tri-County Workforce Investment Board member and Chair of the Youth Council, is the Director of Human Resources for Kiewit Building Group Inc. and was awarded the HR Professional of the Year award by the Society for Human Resource Management (SHRM) Nebraska State Council during the SHRM State Conference in September.
- A'Jamal-Rashad Byndon, a former Tri-County Workforce Investment Board member, was honored by the Northwest Rotary on May 5, 2009 for his volunteer involvement on the Board.
- Chelsey Davison, Tri-County Partnership participant, received Goodwill's Independence Award at the March Annual Dinner. Chelsey is an outstanding example of what the Partnership program strives to achieve. She is highly motivated and goal oriented. After completing dental hygienist training she became employed with a dentist in Lincoln where she remains.
- Jane Nielsen, a member of the Tri-County Workforce Investment Board, is President of the Sarpy County Chamber of Commerce and graduated from the Institute of Organization Management, a four-year certificate program put on by the US Chamber, on June 10, 2009.

Greater Nebraska

- Jill Smith is a Greater Nebraska Workforce Investment Board member and Human Resources representative for BD Diagnostics in Broken Bow, Nebraska. BD Diagnostics received the Peak Performance Award from the Nebraska Safety Council for safety programs and results in 2008.
- Peggy Mlady, a Greater Nebraska WIB member, was recognized for 20 years of service to Goldenrod Hills Community Action (Wisner, Nebraska) in the spring 2009.
- The Chadron YouthBuild program in Chadron, Nebraska, was awarded a U.S. Department of Labor grant.
- On June 1st, 2009, Ada Sanchez, a Workforce Coordinator in the Columbus office, became a U.S. Citizen. She had been working very hard for many years to make this dream come true!

Greater Lincoln

- Jim Jones was awarded Sertoma's National "Service to Mankind Award" for 2008 for his past work with the Lincoln-based rehabilitation program, the Community Justice Center. Jim was nominated by the Mid-Town Sertoma Club of Lincoln. Jim works at the Lincoln One Stop Career Center.
- Jan Norlander-Jensen, Urban Development Department, was chosen to serve on the Governing Council of the Midwest Innovation Initiative, a project funded by the U.S. Department of Labor. This effort includes twelve Midwestern states: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.
- Work continued on the Regional Innovation Grant (RIG) which was awarded to the Greater Lincoln WIB and the City of Lincoln. The grant is to assist a 12-county area of southeast Nebraska to establish plans for promoting economic growth and addressing current and future dislocation events. The following individuals were named to the project's Executive Board: Jim Linderholm; Dr. Todd Drew; Roger Glawatz; Pat Haverty; Dr. Jack Huck; Pete Kotsiopoulos; and Mary Simmons. As a kick-off event, the Lincoln Partnership for Economic Development hosted the first Regional Economic Development Summit and Lincoln Partnership for Economic Development Annual Lunch on June 18, 2009. Over 300 regional leaders from the 12-county area were on-hand to hear about the key topics of the day: regionalism and innovation, and working more towards a spirit of cooperation between economically linked communities and counties. The keynote speaker, Ronnie Bryant, CEO of the Charlotte Regional Partnership, encouraged those in attendance to make regionalism a priority. The grant supports planning, outreach to potential stakeholders, regional asset mapping and a Strengths, Weaknesses, Opportunities and Threats (SWOT) assessment of the region.

Statewide

- Central Community College received a grant for \$2,172,876. The Molding Careers to Learn, Earn \$, and Live project will focus on the development of the Midwest Center for Plastics and Design which will serve to train and retain high-skilled employees in advanced manufacturing and mechatronics. Key partners include: Greater Nebraska Workforce Investment System; Productivity, Inc.; Cardinal Tool and Die; Royal Plastics, Inc.; Dramco Tool and Die Co.; Nebraska Advanced Manufacturing Coalition; FutureForce Nebraska; and Bellevue University.
- Nebraska Department of Labor received a technical assistance grant to develop a number of Web pages designed to provide information to job seekers and employers regarding the Registered Apprenticeship System.



John's Story

John was laid-off from Goodyear/Veyance after 41 years of employment. At age 62, he was not ready to retire and dreamed of owning his own business. After completing the WIA assessment, John decided that he wanted to open an appliance repair business in the small Saunders County town where he lived. The town's only appliance repair shop had closed several years ago and he knew there was a market for in-home appliance service. John was approved by the Trade program and was co-enrolled in Dislocated Worker and TAA. He began the new Major Appliance Repair program at Southeast Community College in Milford on July 14, 2008. He excelled in his classes and graduated with Distinction March 19, 2009. After graduation, John opened his business and it is a huge success. He has more customers than he ever imagined and credits the Lincoln One Stop Employment Solutions Office for helping him reach his goal.

Greater Lincoln Dislocated Worker/Trade Customer

Ashley's Story

Ashley has persevered and inspired others as she faced obstacles. With parents who could not care for her, she lived in several homes. Three years ago, Ashley gave birth to a daughter. The teen then became the caregiver for the woman she considered her mother, who was diagnosed with cancer. Inspired by this experience, Ashley completed a certified nursing assistant program and went to work at a nursing home in Columbus, while caring for her daughter and attending school. Now at 18, she wants a career as a nurse, so her daughter can have a better life than she did. [Ashley is the recipient of the Salvation Army DJ's Hero Award. As an honoree, she will receive a \$5,000 scholarship. The awards are named in memory of D.J. Sokol, son of David and Peggy Sokol of Omaha. Her story was featured in the Omaha World-Herald.]

Greater Nebraska Youth Customer

Sharlyn's Story

Sharlyn was a participant at age 50 who had lost everything including her job and eventually her home. She was a single mom to a daughter that became a single mom herself. All three of them were homeless for a while and then moved in with her parents. Sharlyn would like to note that despite a stellar work history and years of experience, she was unable to find a job and came to the Blue Lion Center for assistance. She said that Muhammed is the one who encouraged her as she was "reinventing" herself. She went out on a limb and began a new career (Medical Assistant). She is currently employed and graduated with a GPA well above 3.0. She would like to take what she has gained and use it to encourage others. She is even willing to come in or be matched to another Client as a mentor.

Greater Omaha Adult Customer

Linda's Story

Linda was 22 years old when she applied for services at the One Stop in Lincoln. She had completed the first two and a half years of her Bachelor's Degree, but did not have enough financial resources to be able to continue with her schooling. One semester before graduating, her pickup truck rolled on black ice when she was trying to move during the winter break. Her neck was broken. If anyone had a good reason to give up and not finish out her training, it was Linda. It took her about two months longer than planned, but she finished her clinicals and earned her Bachelor's Degree in nursing! She currently works full time as an RN.

Greater Lincoln Adult Customer

Randy's Story

Randy lost his job due to plant closure after working for a company for over 7 years. Due to a failing economy and many layoffs, Randy was struggling to land employment. He was also struggling because he did not have a high school diploma. Randy was the individual making the most money in his household when he was laid off. With funding from the WIA program, Randy was able to complete his GED and earn an Associate Degree from Southeast Community College in Major Appliance Professional Technology. Today Randy is working for a thriving business in Lincoln. Randy is very thankful for the assistance he received from Nebraska Workforce Development.

Greater Nebraska Dislocated Worker Customer

Mike's Story

Mike began the WIA program in November 2008. Mike was self-employed as an Auto Insurance Consultant and had a thriving business until late 2007. Due to the failing Car Industry, Mike had to go out of business by June of 2008. The economy took its toll once more, when Mike was let go from his part-time position as a Night Auditor. Mike lacked a degree, which he realized employers required to work in either industry. Mike noted that his years of experience could not make up for his lack of a degree. Mike then decided to become a Truck Driver, and his Interest Assessments supported the new employment goal. Within two weeks following the completion of Truck Driver training, Mike had secured a position with a trucking company based out of Kansas. He has been gainfully employed and very happy since April 2009. Mike is responsible for his own success story, but WIA assisted him in reaching his employment goal. He is earning approximately \$24.00 per hour.

Greater Omaha Dislocated Worker Customer



Evaluations and Continuous Improvement



In PY 2008, Nebraska implemented a standard Customer Service Survey in each of the seventeen One Stop Career Centers in the state to gain further insights into services received by our customers. Feedback to questions on timing, services, perceived treatment, and suggestions for improvement, etc. were compiled and reported to the Nebraska Workforce Investment Board at their Compliance Committee meetings held three times during the year. The local areas also promoted continuous improvement of their services and Career Center delivery as identified below:

Greater Omaha

- The Tri-County WIB joined Metro Community College and local area businesses in partnering with the Omaha Workforce Funding Collaborative, led by the Omaha Chamber of Commerce. Through this initiative, several programs have been designed to move unemployed individuals into meaningful jobs with local business sponsors. A customized training for Ophthalmic Assistant Technicians and a pre-welding program were both initiated in PY 2008. Bellevue University's Human Capital Lab, in conjunction with Capital Analytics, is evaluating impacts of these training programs.
- In December, the Tri-County WIB issued a letter of commitment to Goodwill Industries in Omaha for their YouthBuild Grant application. The Tri-County WIA program has worked in partnership with the YouthBuild program supported by Goodwill Industries over the past few years.
- The Tri-County WIB Employer Outreach and Engagement Committee has held two Lunch and Learn activities over the past program year to better educate business board members, community business representatives and partner organizations about the services available through the Tri-County Workforce Development Career Centers.
- A Memorandum of Understanding was negotiated with the Indian Center, the local area Title I Native American partner. The Indian Center is now co-located in the Blue Lion Career Center.
- The Tri-County WIA program completed a partnership with Nebraska Health and Human Services Eastern Nebraska Veterans' Home that guaranteed employment for WIA clients being trained as Certified Medical Assistants.
- The Tri-County WIB Performance Committee designed and implemented an Accreditation process for Eligible Training Providers.

Greater Nebraska

- The Nebraska City Career Center relocated services to a new location. The center is now located in the Nebraska City Center for Children and Families building which will provide more visibility and enhance the partnership with the community in providing services to employers and job seeker customers.
- The Alliance Career Center conducts monthly Workforce Development meetings in partnership with the local hospital, Box Butte Development Corporation, and employers. The meetings are very productive and increase the level of partnerships and communications within the community. These partnership meetings warrant a true partnership commitment with excellent relationship building throughout the community.
- A Greater Nebraska Workforce Investment Board member and staff member attended the 2008 National Youth Development Symposium: Empowering Youth Achievement in a New Economy.
- Three Greater Nebraska Workforce Investment Board members and multiple Greater Nebraska staff attended the Heartland Conference in Kansas City. The Heartland Professional Development is a unique event specifically focused on the professional development of workforce development boards and front-line staff.
- A Greater Nebraska Workforce Investment Board member attended the Collaborate for Success: Partnering with Registered Apprenticeship conference.
- The Greater Nebraska Administrative Entity attended the 2009 National Network of Statewide Afterschool Networks Conference.

Greater Lincoln

- Under the direction of the Greater Lincoln Workforce Investment Board's Customer Advisory and Marketing Committee, Customer Focus Groups were held in February 2009 at the Lincoln One Stop Career Center and at a local restaurant. The overall goal of the focus groups was to understand what it takes to be successful in the use of the One Stop Career Center. Respondents were chosen on the basis of having a recent successful experience at the One Stop and were employed.
- In spring 2009, a special mailing went out to residents of the city's designated Area of Substantial Unemployment (ASU). The mailing promoted the services available at the Center, particularly the summer youth employment program. As a result, staff saw a marked increase in the number of on-line applications of youth residing within the ASU.
- To improve services to youth, contracts were negotiated with The Hub and with Southeast Community College. These contracts increase WIA enrollment options for youth and also provide literacy and numeracy instruction at the One Stop Career Center's new Youth Computer Lab.
- For PY 2008, results of customer surveys distributed to job seekers by staff at the One Stop Career Center showed the following results: 98% of the respondents said they were treated as a valued individual; 96% of the respondents said that staff answered questions to their satisfaction; 90% of the respondents said the entire process made efficient use of their time; and 92% of the respondents said they would recommend our services to family and friends.



Waivers

Nebraska received approval of the following waivers :

Waiver to allow the transfer of 100 percent between adult and dislocated workers funding streams (does not apply to Recovery Act funds).

During all of the last three program years, the Greater Nebraska Workforce Investment Area has chosen to transfer funds to meet the needs of an 88 county, mostly rural population. In PY08 the Greater Nebraska Workforce Investment Area moved \$400,000 in Dislocated Worker funds to the Adult program. This allowed the Greater Nebraska area to add to their \$309,948 Adult program funds so they could double the openings available for new adult participants. The Greater Omaha and Greater Lincoln Workforce Investment Areas have been affected by major layoffs and trade-affected events in recent years. They have also benefited by having this provision available. By allowing for increased flexibility in the use of funds, the Local Workforce Investment Boards are able to respond more quickly and effectively to events in their areas. In addition, since there is no hold harmless when allocating dislocated worker funds within the State, this waiver has assisted local areas in keeping services available even when experiencing a drop in their dislocated worker funding.

Waiver to permit implementation of and reporting only for the Common Measures.

In June, 2008, Nebraska received a waiver to permit the State to replace the WIA seventeen performance measures with the common measures for PY08. Approval of this waiver streamlined administrative processes and allowed the Nebraska Department of Labor to focus the maximum amount of resources on employment outcomes. Administrative cost savings were realized when the State and the local boards were able to discontinue administration of the Customer Satisfaction Surveys and the number of performance reports generated.

Waiver of the time limit on the period of initial eligibility for training providers.

The Nebraska Department of Labor has an approved waiver to extend the period of “Initial Eligibility of Training Providers.” This waiver postpones the “Subsequent Eligibility of Training Providers” process. The waiver was needed to bring a larger number of training provider choices delivered through the State’s Eligible Training Provider List. There are public and private universities, state colleges, community colleges, private postsecondary career colleges and schools, community based organizations, and approved apprenticeship programs on the ETP list. By waiving subsequent eligibility requirements customers have a broader range of approved providers from which to select and the providers have additional time to prepare for reporting requirements.

Waiver to permit the use of a portion of local area formula allocation funds to provide incumbent worker training and other statewide employment and training activities.

Although Nebraska had this approved waiver, it was never used in PY 2008.

Waiver related to WIA procurement requirements for youth summer employment providers.

Nebraska requested a waiver of the requirements under WIA section 123 and 20 CFR 664.610, stating that providers of summer youth employment opportunities must be selected by awarding a grant or contract on a competitive basis. Nebraska sought the waiver to expand its existing contractual relationship with a WIA youth service provider by a set percentage through a companion contract for the specific use of Recovery Act funding allocated for 2009 WIA youth summer employment. This waiver was approved on April 15, 2009.

Waiver of performance measures for youth who participate in work experience only.

The Nebraska Department of Labor requested a waiver of the three Youth Common Measures for out-of-school youth ages 18-24 served with Recovery Act funds beyond the summer months (October 1, 2009 through March 31, 2010) who participate in work experience only. This waiver was approved on June 3, 2009 and allows Nebraska to use the work readiness indicator as the only indicator of performance for such youth.

Waiver of certain provisions under WIA section 129 and 20 CFR 664 to provide program design flexibility in serving youth who participate in work experience only.

WIA section 129 and 20 CFR 664 require the design framework of youth local programs to include 10 elements for improving the educational and skill competencies of its participants. By receiving this waiver approval on June 3, 2009, Nebraska will be able to provide program design flexibility in serving out-of-school youth ages 18 to 24 who only participate in work experience that occurs outside of the summer months. It specifically allows for a waiver of the requirement to provide a minimum of 12 months of follow-up services, to allow local areas to provide follow-up services with Recovery Act funds as deemed appropriate for such youth participants. It, also, waives the requirement to provide an objective assessment and the requirement to develop an individual service strategy (ISS) to allow local areas to provide an assessment or ISS as deemed appropriate for such youth participants. This waiver only applies to youth participants served through WIA Youth program funds made available through the Recovery Act and it is only applicable from October 1, 2009, through March 31, 2010.



Analysis of Performance

- **Tracking and Validating Performance**

The Tracking and Reporting Exchange System (TRES) continues to meet WIA Title I regulatory and reporting requirements for tracking WIA Title I participants. It is able to draw local and unemployment insurance data into a format that allows for federal reporting from a statewide perspective. The performance data identified in the Tables section of this report was provided through this system. Data Validation policy and procedures were followed during PY 2008 ensuring the accuracy of the data reported. In January, 2009, local areas began reporting on individuals placed in occupations considered high-demand, high wage, and high skill.

- **Negotiation of Levels for Standards**

Performance negotiations for Program Year 2008 took place in late PY 2006. In June, 2008, Nebraska received a waiver to permit the State to replace the WIA seventeen performance measures with the common measures for PY08. Negotiations again took place with the Federal representatives. In November of 2008, new values were renegotiated for the Adult and Dislocated Workers Entered Employment Rates and new values were set for the Youth common measures. The three local areas agreed to accept the State values for PY08.

- **Challenges**

After the American Recovery and Reinvestment Act of 2009 was signed into law on February 17, 2009, the Nebraska workforce system was challenged to implement the Act expeditiously and effectively, with full accountability of our expenditure of funds. Funds were allocated, plans and policies were written, tracking systems were revised, meetings were held, training was provided, and more customers were served.

The Literacy and Numeracy Gains common measure for Youth continues to require a lot of attention. At the State level, policy has been updated to reflect new information and data has been examined to ensure accuracy. At the local level, changes to assessment procedures have been required.

The use of Unemployment Insurance (UI) wage records for ascertaining data for many of the performance measures is cost effective and brings credibility to the measurement process. However, Nebraska has many workers who are in employment not covered through the unemployment insurance system, i.e., federal government and railroad workers. To meet the challenge of capturing wage record data on Federal civilian and military employees, Nebraska continues to join other states in a project called Federal Employment Data Exchange System (FEDES.) However, a lack of specific dates for earnings information prevents the Federal information from meeting all of the performance data needs.

- **Sharing Information with Other States**

The Wage Record Interchange System (WRIS) is a clearinghouse for state wage data. By participating in this system, Nebraska is able to track the wage records of individuals who have participated in its workforce programs, then moved to another state.

- **Nebraska's Decisions**

“To be considered eligible for receiving an incentive award, a local area must have a cumulative average of 100% of the core performance level per program area. When calculating an individual standard, performance is rounded to whole numbers.” [State Plan]

- **Overall Results**

Nebraska achieved at least a 100% cumulative program area score for each of the program areas. In addition, all of the common measures were over 90% of the negotiated performance levels. The Greater Omaha and Greater Lincoln Workforce Investment Areas shall receive state incentive funding for all programs. The Greater Nebraska Workforce Investment Area failed to meet the 100% cumulative program level for both the Dislocated Workers program and the Youth program.

Key Web Sites



“Working at the Lincoln Commission on Human Rights has been a wonderful and testing experience. This opportunity opened my eyes and improved my ability to be a better, harder worker.”

Keri R. Anderson, Greater Lincoln Youth Participant

State

- State of Nebraska — www.nebraska.gov
- NE Commission for the Blind and Visually Impaired — www.ncbvi.ne.gov
- NE Department of Economic Development — www.neded.org
- NE Department of Education — www.nde.state.ne.us
- NE Health and Human Services — www.hhs.state.ne.us
- NE Unicameral Legislature — <http://nebraskalegislature.gov>
- NE Vocational Rehabilitation — www.vocrehab.state.ne.us
- NE Department of Labor — www.dol.nebraska.gov (Workforce Investment Act) Recovery Act — www.Recovery.Nebraska.gov

Local

- Greater Lincoln — www.lincoln.ne.gov/city/urban/WIadmin/index.htm
www.lincoln.ne.gov/city/urban/wiprogram/wiayouth/youthservices.htm
www.lincolnjobs.com
- Greater Omaha — www.dol.nebraska.gov (Workforce Investment Act-Tri County Workforce Investment Board)
www.goodwillomaha.com/partnership/
- Greater Nebraska — www.dol.nebraska.gov (Workforce Investment Act-Greater Nebraska Workforce Investment Board)

National

- Employment and Training Administration — www.doleta.gov
- U.S. Department of Education — www.ed.gov
- U.S. Department of Health and Human Services — www.hhs.gov
- U.S. Department of Labor — www.dol.gov
- Recovery Act — www.Recovery.gov

“Thank you so much for a positive change in a negative situation. Bless you and Nebraska Workforce Development for your dedication and commitment for helping those who need it the most.”

WIA Dislocated Worker Client, Beatrice Career Center