

2009 ANNUAL REPORT
**Workforce
Investment
Act**

State of Nebraska
Program Year 2009
July 1, 2009 through June 30, 2010



NEBRASKA
WORKFORCE INVESTMENT BOARD

Acknowledgements

This is a publication of the Nebraska Workforce Investment Board

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



Vision and Goals



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:

- Maintain a dynamic, demand-driven workforce development system focusing on high-growth, high-demand industries within a regional development context;
- 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.

"In 2010 and beyond, we will continue to position Nebraska for future economic growth. Our roadmap is clear and my focus will be on three priorities: growing our economy by focusing on job creation; strengthening Nebraska's education system so that our students can compete in the 21st Century economy; and developing a more efficient government through greater use of technology. I am confident that the year ahead will provide us with new opportunities to continue to move Nebraska forward."

Dave Heineman
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.
- 39 Members, plus 3 ex-officio members.
- Majority of membership (20) comes from business and industry.
- The Chair is Gayle McClure (Dutton-Lainson Co. - Hastings, NE).
- The Vice-Chair is Jim Linderholm (Alfred Benesch & Co., 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.

“It has been my pleasure to serve on the Nebraska Workforce Investment Board since its inception in December of 1999 and to currently serve as Chairman. The membership of the Board is made up of a diverse, dedicated group of men and women from across Nebraska who have been appointed by Governor Heineman to address matters relating to Nebraska’s Workforce issues. The Board meets regularly and is charged with providing input to and supporting the outstanding Staff at the Department of Labor who must deal with the day to day operations. I speak for the entire Board when I say how proud we are to serve our great State of Nebraska.”

Gayle McClure, Director of Environmental Affairs, Dutton-Lainson Company and NWIB Chairman

Committee Structure

Executive Committee

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



Gayle McClure, Chair
Director of Environmental Affairs,
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

State Energy Sector Partnership Charter Committee

The Nebraska Workforce Investment Board (NWIB) was awarded a State Energy Sector Partnership (SESP) grant through the US Department of Labor. This \$4.8 million SESP grant will allow Nebraska to develop employment opportunities and create training curriculum for the Renewable Energy sector, specifically for Wind, Bio-Fuels, and Green Building Technology. The project Nebraska has developed for this grant is the “syNERgy” project. NWIB leadership designated SESP committee members, and a Charter has been signed by this membership. The Charter Committee will serve as an industry advisory committee throughout the life of the syNERgy project and ensure the overall success of the Energy Sector Plan. Under the leadership of the NWIB, the SESP and syNERgy have developed a comprehensive strategy that aligns the Governor’s Workforce Vision with the State’s energy policy to prepare an educated and skilled workforce to meet the current and emerging needs of the energy efficiency and renewable energy industries in Nebraska and the US. One of the responsibilities of the SESP Charter Committee is to identify and encourage synergies with other Recovery Act projects, and Federally and State funded initiatives that fund job retention and training programs for workers, such as the WIA program. The NWIB and the SESP Charter Committee will coordinate efforts to maximize syNERgy project resources and ensure the optimum amount of training can be offered to Nebraska workers. The Chair of the Nebraska Workforce Investment Board and the Lieutenant Governor will co-chair the SESP Charter Committee which will provide oversight of the syNERgy project.

Nebraska Workforce Investment Board Membership

BUSINESS

Gayle McClure, Chair	<i>Hastings</i>
Jim Linderholm, Vice Chair	<i>Lincoln</i>
Mitch Arnold	<i>Omaha</i>
Charles Baldwin	<i>Sidney</i>
Bruce Cutright	<i>Hastings</i>
Mathew Fleischer	<i>Columbus</i>
Michael Geary	<i>Omaha</i>
John Grabowski	<i>Omaha</i>
James Hanson	<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>
Don Nordell	<i>Lincoln</i>
Terri Ridder	<i>West Point</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*

STATE AGENCY

Economic Development

Richard Baier *Lincoln*

Education

Dr. Roger Breed *Lincoln*

Health and Human Services

Kerry Winterer *Lincoln*

Labor

Catherine D. Lang *Lincoln*

Post Secondary Education

Marshall Hill *Lincoln*

University of Nebraska

Pete Kotsiopoulos *Lincoln*

Veterans' Affairs

John Hilgert *Lincoln*

YOUTH

Dr. Connie Eichhorn *Omaha*

Ronald Johns *Gering*

COMMUNITY BASED ORGANIZATION

Dennis Baack *Lincoln*

TBD

* 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 Jim Suttle

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 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

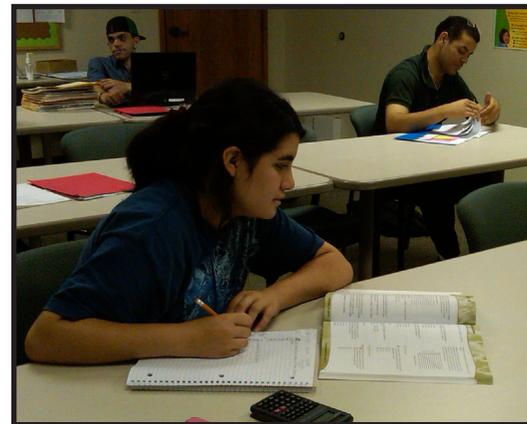
Youth Services

- 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

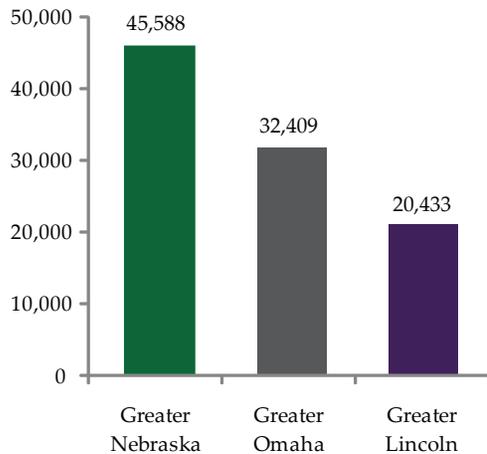
- As defined in Local Plans, may include services such as transportation, child care, dependent care, housing, needs-related payments that are necessary to enable an individual to participate in authorized activities.



Students in a Literacy Class in Lincoln.

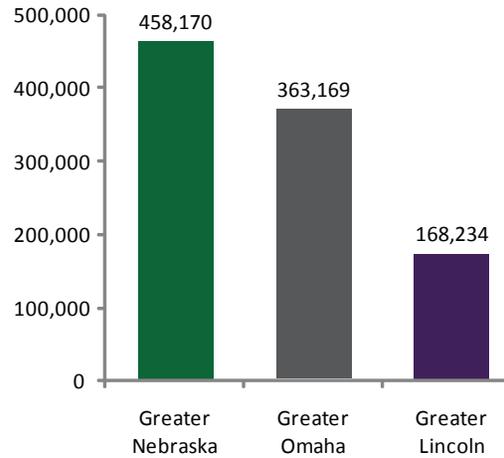
Customer Base

*** Accessing Services Through One-Stop System**



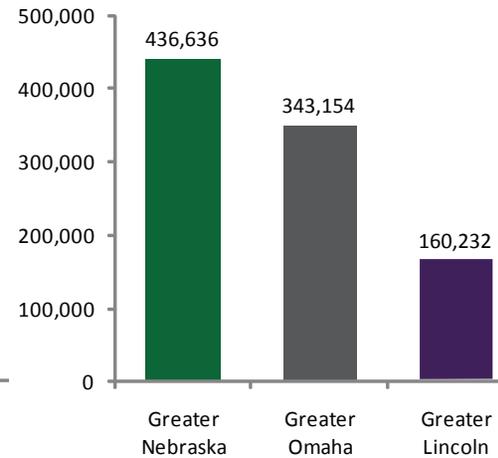
Source: Greater Nebraska and Greater Omaha data is captured from the Nwas/SASi MIS and Greater Lincoln data is locally self-reported.

Labor Force (June 2010)



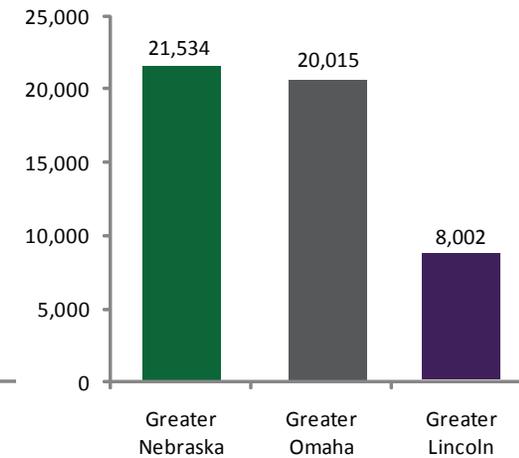
Source: NE Dept. of Labor, Local Area Unemployment Statistics

Employment (June 2010)



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

Unemployment (June 2010)



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 Southeast Nebraska Economic Development Summit was held on June 16, 2010 as the capstone event for the Greater Lincoln Regional Innovation Grant (RIG). The RIG project is a 12 county collaborative initiative to generate opportunities for further regional economic prosperity. Summit speakers included Angelos Angelou and Steve Vierck of Angelou Economics, the firm that produced the region's Economic Scan, the Target Industry and Asset Map Assessment, and finally the Action Plan. Working with the RIG Executive Committee, the final Strategic Action Plan linking economic development, workforce development, and education was formalized and released along with the Lincoln Business Conditions & Indicators Report. The Summit was followed by the annual Lincoln Partnership for Economic Development luncheon featuring Rebecca Ryan, founder of Next Generation Consulting, as the keynote speaker. Over 300 attendees from the 12 county region participated in the events. The Lincoln Partnership for Economic Development recognized Jim Linderholm for his service to Lincoln's economic development efforts. Linderholm, Chairman of HWS Consulting, and Steve Frayser, President of the University of Nebraska Technology Park, were honored for their outstanding work in advancing economic development in Lincoln.

As a result of the Regional Innovation Grant awarded to the City of Lincoln and the Greater Lincoln Workforce Investment Board, local education, economic development and workforce development entities have agreed to enter into the Lincoln Regional Innovation Compact. The participating entities agree to continue formal and informal collaboration in order to prepare the Southeast Nebraska workforce for 21st century jobs and find unique ways to encourage innovation and entrepreneurship, and agree to continue to work with the RIG Steering Committee over a five year period to evaluate progress in fulfilling strategic objectives set through the RIG process.

Signatories on the Lincoln Regional Innovation Compact are:

- Mayor Chris Beutler, City of Lincoln
- Jim Linderholm, Chairperson, Greater Lincoln Workforce Investment Board
- Roger Glawatz, Chairperson, Greater Nebraska Chief Elected Officials Board
- M.L. Martin, Chairperson, Greater Nebraska Workforce Investment Board
- Wendy Birdsall, President, Lincoln Partnership for Economic Development
- Jack Huck, President, Southeast Community College
- Pete Kotsiopoulos, Vice President, University of Nebraska
- Dr. Todd Drew, Vice President, Peru State College

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. 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 allow for exploration and support of leveraging opportunities with WIA activities for maximum impact. The Department of Education Career Education staff and the Department of Labor staff meet periodically to coordinate efforts and maximize the use of resources.

Have there been any changes and new directions for Carl Perkins programs due to economic realities?

We continue to work to align secondary career education programs with Nebraska's current economic and workforce needs. Through the work of the Partnership for Innovation (PFI) statewide Perkins consortium, we are aligning secondary and postsecondary programs of study. PFI also provides economic modeling data for all secondary and postsecondary institutions in Nebraska. This information is particularly useful in projecting future employment needs. Career academy programs are growing rapidly. These programs bring secondary and postsecondary career education together by aligning curriculum and allowing for more dual-credit courses to be available statewide. Two new teaching certificates have been implemented to assist with making dual-credit courses possible for more Nebraska students.

What is FutureForce and what benefits does the program bring to Nebraska?

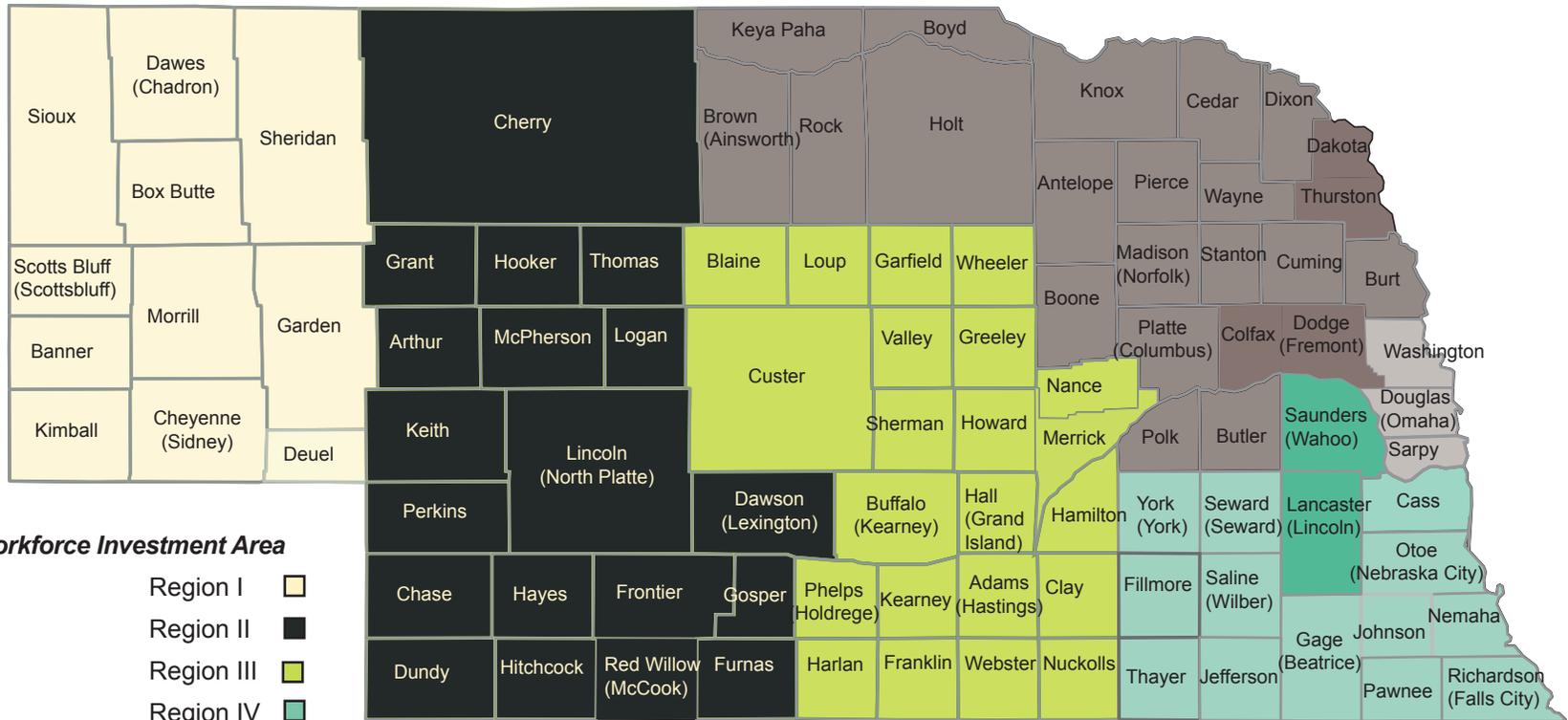
FutureForce continues to exist as a brainstorming or think-tank structure to be activated when needed for the coordination of secondary and postsecondary education, workforce development and economic development activities. It is particularly beneficial in seeking grants that require the collaboration of all three entities.

Since Nebraska is the recipient of federal incentive funds based on Program Year 2008 performance, do you anticipate some innovative actions taking place that will impact WIA, Adult Education, and Perkins IV programs?

The proposal that was submitted to the Department of Labor was an integrated proposal that benefits all three programs. The development of the new Career Readiness Standards and implementation strategies to be applicable to all three programs is innovative and will continue to move our programs forward as a workforce development system rather than three individual programs.

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.

Nebraska Local Workforce Investment Areas



Greater Nebraska Workforce Investment Area

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

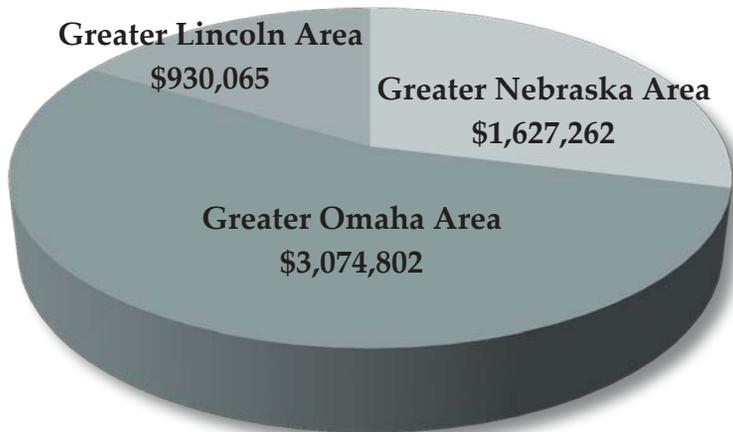
- Greater Lincoln Workforce Investment Area**
- Greater Omaha Workforce Investment Area**

Revenues

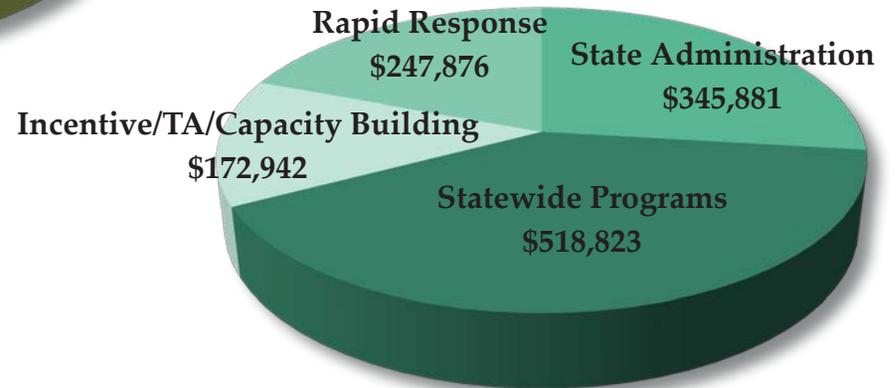
**Program Year 2009
WIA Title I Funding**
Total = \$6,917,651



Local Area Funding
Total = \$5,632,129



State Level Funding
Total = \$1,285,522



WIA Financial Statement

Operating Results	Available	Expended	Percent	Balance Remaining
Total All WIA Funds Sources	\$15,278,679	\$7,480,147	49.0%	\$7,798,532
Adult WIA Program Funds	\$1,718,576	\$716,855	41.7%	\$1,001,721
<i>WIA Carry in Monies (no add)</i>	\$1,298,440	\$1,298,440	100.0%	–
Dislocated Worker WIA Program Funds	\$1,598,162	\$1,238,607	77.5%	\$359,555
<i>WIA Carry in Monies (no add)</i>	\$1,089,100	\$1,089,100	100.0%	–
Youth Program WIA Funds	\$3,678,837	\$1,012,385	27.5%	\$2,666,452
<i>WIA Carry in Monies (no add)</i>	\$770,824	\$770,824	100.0%	
Out-of-School WIA Youth		\$1,281,405		
In-School WIA Youth		\$501,804		
Local Administration WIA Funds	\$777,285	\$104,962	13.5%	\$672,323
<i>WIA Carry in Monies (no add)</i>	\$349,890	\$349,890	100.0%	–
Rapid Response WIA Funds	\$247,876	\$0	0%	\$247,876
<i>WIA Carry in Monies (no add)</i>	\$300,287	\$54,208	18.1%	\$246,079
Statewide Activity WIA Funds	\$1,415,422	\$56,629	4.0%	\$1,358,793
<i>WIA Carry in Monies (no add)</i>	\$2,033,980	\$788,247	38.8%	\$1,245,733
Total All ARRA Funds	\$5,002,757	\$1,946,621	38.9%	\$3,056,136
Adult ARRA Program Funds	\$1,012,752	\$319,103	31.5%	\$693,649
Dislocated Worker ARRA Program Funds	\$1,908,246	\$808,694	42.4%	\$1,099,552
Youth ARRA Program Funds	\$689,981	\$677,116	98.1%	\$12,865
Local ARRA Administration Funds	\$430,943	\$42,299	9.8%	\$388,644
Rapid Response ARRA Funds	\$94,112	\$0	0.0%	\$94,112
Statewide ARRA Funds	\$866,723	\$99,409	11.5%	\$767,314

Cost-Effectiveness* C-E Ratio

Overall, All Program Strategies	\$1,965
Adult (WIA and ARRA) Program	\$1,821
Dislocated Worker (WIA and ARRA) Program	\$2,422
Youth WIA Program	\$1,601

*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 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. In January, 2010, a State Issuance provided the opportunity through an application process for the local designated Workforce Investment Areas to request funds set aside for Dislocated Worker Rapid Response and Statewide Activities under ARRA. Through an application process, the State made funds available in the following two categories:

1. ARRA Dislocated Worker Rapid Response funds (up to \$200,000) to provide direct client services as allowed under the dislocated worker program. The funds were expected to support services for eligible dislocated workers. In applying for this category the local area had to (1) document increased numbers of unemployed individuals due to plant closings, mass layoffs or labor force reductions AND (2) have expended 100% of their PY 2008 Dislocated Worker Funds and at least 50% of their PY 2009 Dislocated Worker Funds.

2. ARRA Dislocated Worker Statewide Activity funds (up to \$150,000) to conduct research and/or demonstrations that aid in developing strategies and action plans to assist communities in rapid re-employment of dislocated workers. This activity had to include linkages with local and state economic development entities and available state and local business retention and recruitment activities. Regional concepts were encouraged. This category could also include lay off aversion strategies.

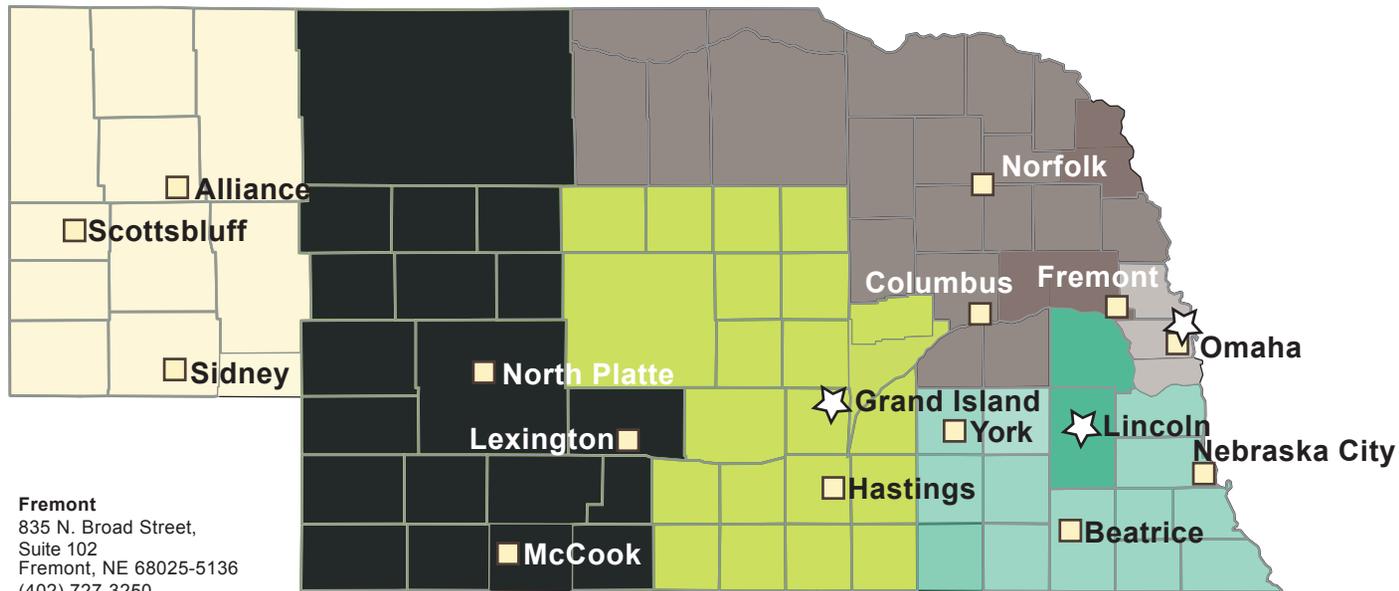
Career Center Office Locations

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

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

Hastings
2727 West 2nd Street, Ste. 338
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

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

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

Awards and Recognition

Greater Nebraska

- Donna Kuskie WIA representative in the Alliance Career Center was noted in an article in the Chronicle of Higher Education, February 21, 2010, "Obama Tries New Tack to Collect Student Data."
- Alliance One Stop Career Center collaborated with the City Of Alliance, Box Butte Development Corporation, and Chamber of Commerce to have Alliance become a Certified Economic Development Community. Alliance received this designation in November, 2009.

Statewide

- The Nebraska Department of Labor in partnership with several agencies received a grant for \$4,839,511 to implement training and employment strategies in wind, biofuels, and green sustainable building technologies.
- Goodwill Industries, Inc. serving Eastern Nebraska and Southwest Iowa received a Health Care and High Growth training grant of \$2,007,846 funded by the American Recovery and Reinvestment Act of 2009 to train unemployed workers in the Insurance and Banking industries.
- Goodwill Industries, Inc. of Omaha received a Green Jobs Capacity Building Award of \$71,714.
- Nebraska's Labor Market Information was part of a Montana Department of Labor and Industry consortium that received a grant of \$3,877,949. The consortium also included Iowa, South Dakota, Utah, and Wyoming.
- Nebraska (in coordination with the three local areas) applied for and received \$534,080 in American Recovery and Reinvestment Act of 2009 funds for an On-the-Job Training, National Emergency Grant.
- A "Pathways Out of Poverty" training grant was awarded to the Southeast Community College area in Lincoln for \$2,331,278.

Greater Omaha (Tri County)

- Crystal Browning-Prince, Adult program participant, was nominated to attend the Student Leadership Conference in September by her teachers at Metropolitan Community College. She was also nominated to Phi Theta Kappa, made the Dean's List, and received a certificate of appreciation for participating in 6 hours of community service during the 2010 Winter quarter while taking 18 credit hours of classes. (Crystal is a single mother of three children.)
- Jesse Twohig, Youth Program participant, received the Independence Award at Goodwill's Annual Dinner in March, 2010.
- Chris Parker, Youth program participant, was selected to attend Goodwill International's Advocacy Day in Washington DC in April. Goodwill International paid for Chris and his wife to fly to Washington DC and meet with members of Nebraska's congressional delegation advocating for continued funding for programs like the Partnership.
- Douglas County Commissioner Chris Rodgers, a member of the Tri-County Workforce Investment Board (TCWIB), was recently elected Second Vice President of the National Association of Counties (NACo).
- TCWIB member, Sarah Stoakes, who is the Executive Director of the Ridgewood Senior Living Community in Bennington, NE, received Midlands Business Journal's "40 under 40 Award" in December, 2009.
- Rose Welindt, TCWIB member and Human Resources Director at Hilton Omaha, was recertified in January 2010 through the Professional in Human Resources Certification program.
- Raymond Weinberg, metapHRases Solutions, Inc., received the "Service Above Self" Award from the Rotary International Board in April (114 awarded throughout the world). Ray also received the "Individual Contributor" Award at The Best Places To Work Awards in May (given by the Greater Omaha Chamber of Commerce and Baird Holm LLP).



Former Lincoln Mayor Don Wesely, Greater Lincoln WIB Chair Jim Linderholm, Lincoln Mayor Chris Beutler

Greater Lincoln

The Greater Lincoln Workforce Investment Board celebrated its tenth anniversary at a recognition ceremony on December 2, 2009 at Speedway Motors Museum. Mayor Don Wesely had made the first appointments to the Board on December 1, 1999. Of the founding members, thirteen were recognized as still active on the Board. They were:

Terry Adair	Jacob North Companies
Donna Behlen	Behlen Video Services
Clint Burge	IBEW Local Union #265
Tammie Burns	Duncan Aviation
Dick Harding	Kenexa
Jack Huck	Southeast Community College
Kal Lausterer	Greater Wahoo Economic Development
Jim Linderholm	HWS Consulting Group, Inc.
Rich Marshall	Regional Council of Carpenters Local 1055
Vicki Rasmussen	Client Assistance Program
Steve Richman	Nebraska Workforce Development
Carol Swigart	Hillaero Modification Center
Gerry Tyler	Tyler Graphic Services, Inc.

Successes

John's Story

Prior to his enrollment into the Adult WIA Program, John had been laid off from his drywall finisher job. He had not been successful in securing employment as work in the construction industry has slowed dramatically in the current economy. He was interested in truck driving although he had no previous experience or training in this area. With WIA's assistance he attended a truck driving course in May. In less than three weeks after finishing his training, he was on the job. John was quick to let his case manager know of his success and to thank her for the new start. "I have taken a job. They have offered me a regional driving position. The rate of pay will be \$600 to \$800 a week. I actually had four pre-hire offers through the driving school and really had to do my homework to make a choice. That's more offers than I've had in the past five months. Thanks for the new start!"

Greater Omaha (Tri County) Adult Customer

Cherri's Story

Cherri worked as a Materials and Production Planner at a factory in Dewitt until the plant moved production to China. Although Cherri had a Bachelor's Degree in Business Administration, she lacked the Teaching Certificate that would allow her to teach business classes at a high school or college level. Cherri had done all her research on what she needed to do to get a teaching certificate and found that the University of Nebraska at Kearney had a great program. Cherri started classes and is now finishing up her student teaching. She will graduate in December 2010. During this education adventure Cherri has faced the challenges of cancer and treatments, plus relocating her family to York, Nebraska for her husband's job. Cherri has always kept a positive attitude and her grades and college performance have been more than outstanding.

Greater Nebraska Dislocated Worker/Trade Customer

Florence's Story

Florence is a refugee from Sierra Leone. She came to the U.S. to escape the Civil War that was taking place in her country, join her father and pursue a better education. Her dream was to become a doctor. Unfortunately, Florence continued to experience difficulties after her arrival. Her dad and his girlfriend mistreated her so Child Protective Services had to place her in foster care. When Florence came to the One Stop Employment Solutions WIA SummerWorks program, she was a senior with a 3.8 GPA, "aging-out" of care. She has since graduated from high school, successfully completed her SummerWorks employment and has been hired part-time by the worksite. After enrollment in WIA as a "Year Round" participant, she moved into her own apartment. She is currently attending Southeast Community College. In addition to school and her part-time job, Florence has been completing the requirements of U.S. Immigration Services in the hope that she will one day become a U.S. citizen. Florence continues to excel in her undergraduate studies. She is well on her way to achieving her dream to complete medical school and is an inspiration to all youth.

Greater Lincoln Youth Customer

Jane's Story

Jane moved to Lincoln from out of state with the expectation of employment at a healthcare facility. She found out after moving here with her three children that she was not being offered employment. Although she had a Nursing Assistant degree from a different state, it was not transferable. In fact, she would need courses to be taken in Nebraska, and pass the State exam before she could get on the State Registry to receive her CNA. She was quite 'down', seeing little opportunities and not familiar with access to support services in a new community. When Jane applied for WIA, she was working part-time trying to make ends meet as a single parent. She was receiving ADC and Food Stamps, but was struggling. WIA funds were used to provide training for Jane to get her CNA and take her State exams. Upon completion of training, Jane found employment as a Home Health Aide and Med Aide (her employer assisted her with attaining Med Aide). While her income is not great, she has surpassed the income threshold for food stamps and Title XX, so she is managing without public assistance. She is happy to be working, supporting her family, and maintains a positive outlook.

Greater Lincoln Adult Customer

Charlie's Story

Charlie had lost his job in Omaha. While enrolled in the program, he had a stroke and is very fortunate that through therapy he was able to minimize the stroke's affects. The WIA case manager referred Charlie to Experience Unlimited to develop networking skills. They provided him with several job leads. Charlie's 16 year old son had a friend whose dad worked for a company that proved to be the most successful lead. The company interviewed Charlie and hired him for a position earning \$55,000 per year in Lincoln. He and his wife bought a house in the Ashland/Gretna area so they can be near his son as well as close to work.

Greater Omaha (Tri County) Dislocated Worker Customer

Evaluations and Continuous Improvement

Statewide

Nebraska conducts 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. are compiled and reported to the Nebraska Workforce Investment Board at their Compliance Committee meetings held three times each year. An estimated 90-95% of the employers sampled participate in the survey. Another 7.7% of the job seekers and participants visiting the Career Centers also provided survey responses in PY09. In June, 2010, Nebraska participated in the NASWA/CESER ARRA Implementation Study funded by a grant from the U.S. Department of Labor/Employment and Training Administration. The on-site visit addressed state progress and challenges in implementing the Recovery Act. The local areas also promoted continuous improvement of their services and Career Center delivery as identified:

Greater Nebraska

- The Alliance Career Center continues to conduct 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.
- The Greater Nebraska Administrative Entity attended the 2010 Heartland Conference in Chicago, Illinois.
- Four Greater Nebraska One Stop Career Centers (Beatrice One Stop; Hastings One Stop; Nebraska City One Stop; Sidney One Stop) were re-certified through June 2013.

Greater Omaha (Tri County)

- The Tri-County Partnership for Youth Development Program made a number of continuous improvement efforts during PY 2009. The Partnership Program felt there was a need to improve the leadership component to WIA activities. The program added monthly volunteer opportunities for youth, a monthly group counseling session and quarterly speakers. The Partnership also started GED classes at the Blue Lion for participants.
- Partnership also focused on improving performance as it relates to the common measures. The Partnership improved the orientation process for participants, including updating a power point presentation as well as having the Business Outreach Specialist position conduct focused one-on-one job readiness/job search meetings.
- Tri County came across a need during PY 09 and met it head on, bringing together the ideas and support from several agencies. As the end of the Summer Youth Employment Program drew near, it was obvious to those agencies that were involved in the summer program that the summer participants who were not headed back to school should somehow be engaged to keep them headed down a productive path. Goodwill Industries did what they could to encourage the youth ages 21 and younger to join the year-round Partnership program. For those young adults that were in the summer program that qualified for the Adult Program (ages 18-24), Tri County moved forward to encourage their participation in the Young Adult Pilot Program (YAPP). To assist the older young adults, the idea led to a contract, between Urban League of Nebraska and the Nebraska Department of Labor (NDOL), for Urban League to provide intensive, training, and supportive services to up to 60 transitional ARRA 2009 WIA Summer Youth Program participants who were eligible for the WIA Adult program. It was soon discovered that many of the YAPP participants were also in great need of job readiness and basic skills training. A contract was signed between Metropolitan Community College and NDOL to provide employability skills and basic skills training to YAPP participants.

Greater Lincoln

- The Greater Lincoln Workforce Investment Board was a sponsor of the 2010 Civil Rights Conference presented by the City of Lincoln Commission on Human Rights. Over 350 people attended the Fair Housing and Equal Employment Opportunity (EEO) conference held April 20-21, 2010 at The Cornhusker Marriott Hotel. Topics included an update on the employment significance of LB 403 and immigration-related unfair employment practices.
- During Program Year 2009, staff and Board members attended numerous training sessions and conferences. Local training opportunities included attendance at workshops on Anger Management, Workplace Bullying, Co-Dependency and the Dysfunctional Family, and Fair Employment Practices. The Beverly Ford DVD series on Case Management was also provided. On a regional level, staff attended the 2010 Heartland Conference and various workshops held in conjunction with the Midwest Innovation Initiative. Greater Lincoln also had representation at national level conferences: the 2009 National Youth Development Symposium, the 2010 National Association of Workforce Development Professionals (NAWDP) annual conference, and the 2010 National Association of Workforce Boards (NAWB) Forum.
- The Greater Lincoln Workforce Investment Board and Southeast Community College conducted a "Networking and Workforce Seminar" on June 29, 2010 for individuals laid off due to the closure of TierOne Bank.
- For Program Year 2009, results of customer surveys distributed to job seekers by staff at the One Stop Career Center showed the following results: 97% 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 50 percent between adult and dislocated workers funding streams (does not apply to Recovery Act funds).

Nebraska has three Local Workforce Investment Areas with very diverse needs. The Greater Nebraska Workforce Investment Area must meet the needs of an 88 county, mostly rural population. It is often necessary to move funds from Dislocated Worker funding to Adult program funding to serve low income participants. During all of the last four program years, the Greater Nebraska Workforce Investment Area has chosen to transfer funds. In PY09, the Greater Nebraska Workforce Investment Area moved \$75,000 in Dislocated Worker funds to the Adult program. This transfer allowed the Greater Nebraska area to serve approximately 20-25 more new adults. The Greater Omaha and Greater Lincoln local areas did not transfer funds in PY09. However, they support having this waiver. The Greater Lincoln Program Manager says “this waiver ability does allow better planning and quick reactions to local economic changes.” Nebraska as a whole is still experiencing major layoffs and business closures. 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.

Nebraska received a waiver to permit the State to replace the WIA seventeen performance measures with the common measures for PY08. This waiver was subsequently approved for PY09. 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 and to prevent providers from deciding to not renew their program applications due to the reporting burden. In addition, it has prevented providers from waiting to add programs until they have an interested WIA student because of the reporting burden. 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 (especially in rural areas that have very few providers) from which to select and the student is able to start school on time.

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 was approved for this waiver previously, it was never used and the State did not submit a request to extend this waiver. It expired as of October 13, 2009.

Nebraska received approval of these waivers for the Recovery Act funded programs:

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 an existing 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.

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 allowed Nebraska to use the work readiness indicator as the only indicator of performance for such youth. 55 youth were impacted by this waiver.

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 was able to provide program design flexibility in serving out-of-school youth ages 18 to 24 who only participated in work experience that occurred outside of the summer months. It specifically allowed 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, waived 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 applied to youth participants served through WIA Youth program funds made available through the Recovery Act and it was only applicable from October 1, 2009, through March 31, 2010. 55 youth were impacted by this waiver.

Analysis of Performance

- **Tracking and Validating Performance**

The Tracking and Reporting Exchange System (TRES) continued to meet WIA Title I regulatory and reporting requirements for tracking WIA Title I participants in PY 2009. 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 2009 ensuring the accuracy of the data reported. In October, 2009, a Request for Proposals (RFP) was published to allow for the implementation of new technology to replace several existing systems, including TRES. The new replacement system shall be called NEworks and it is expected to be in place to track WIA participants in October of 2010.

- **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.

- **Negotiation of Levels for Standards**

Due to the decline in the economic conditions across the state, in March, 2010, Nebraska requested to renegotiate the State PY 2009 Adult and Dislocated Worker WIA performance goals. This request was not granted. However, in June, 2010, Nebraska was able to reach agreement regarding the PY 2010 WIA performance goals for the State and these were incorporated into the State Plan. The Greater Nebraska local area requested consideration be given to the difference in wage rates between urban and rural areas when setting the local Adult and Dislocated Worker Average Earnings performance measures. Labor market information was reviewed by the Nebraska Workforce Investment Board. It was decided that the values of the local area goals were to remain the same as the State goals for all three areas. However, a new definition of failure and a revised State Incentive policy were implemented into the State Plan.

- **Nebraska's Decisions**

"Failure to meet performance standards occurs when a local area does not meet a cumulative average of 90% of the core performance level per program (adults, youth and dislocated worker). Local areas that fail to meet performance standards will not receive incentive awards for the particular program for that program year." [State Plan]

- **Challenges**

The Literacy and Numeracy Gains common measure for Youth continues to require a lot of attention. The State WIA policy was revised during PY09 to incorporate additional federal guidance. In addition, reporting issues related to this measure were discussed with federal representatives.

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.)

- **Overall Results**

Nebraska achieved at least a 95% cumulative program area score for each of the program areas. In addition, all of the common measures for the state were 89% or more 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 90% cumulative program level for the Youth program.

Key Web Sites



Youth Work Readiness Class in Norfolk –
Teambuilding Exercise

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.lincolnjobs.com
www.lincolnarearig.com
www.lincoln.ne.gov Keyword: YESS
Greater Omaha — www.dol.nebraska.gov (Workforce Investment Act-Tri County
Workforce Investment Board)
<http://www.goodwillomaha.org/partnershipforyouth.php>
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

“It is so amazing the amount of people that look at your website! You are doing an excellent job assisting people to find work - that must be so rewarding. Thank you!”

Jennifer Smith, Home Health Solutions, North Platte, NE