

STATE OF NEBRASKA
Workforce Investment Act Waiver Request
**Waiver Requiring Conduct of Evaluation of Workforce
Investment Activities for Adults, Dislocated Workers, & Youth**

Date: Resubmitted **April 10, 2013** (Original Submission: October 23, 2012)
State: Nebraska
Agency: Department of Labor, Office of Employment and Training

Statutory And / Or Regulatory Requirements To Be Waived

WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) requiring the conduct of evaluations of workforce investment activities for adults, dislocated workers, and youth.

Actions Undertaken To Remove State Or Local Barriers

There are no state or local statutory or regulatory barriers to implementing the waiver.

Goals And Expected Programmatic Outcomes Of Waiver

The reduction to 5% in the WIA allotment for Program Years 2011 and 2012 Governor's Reserve funds restricts the State's ability to effectively fund and carry out all nine of the required statewide workforce investment activities. Our goal in seeking this waiver is to ensure the State can prioritize the use of Governor's Reserve funds for the required statewide activities we deem most essential to the basic functions of the workforce investment system while allowing forward progress on the Governor's statewide initiatives as identified in the recently submitted 2012 Five Year Integrated Workforce Plan. There are no expected programmatic outcome changes as a result of this waiver.

Individuals Impacted By The Waiver

No individuals per se will be impacted. The State Workforce Investment Board and other policy makers potentially will not have the benefit of evaluation results which may or may not impact future policy decisions.

Customer Satisfaction Survey

The State will carry out the customer satisfaction indicator outlined in WIA Section 136(b)(A)(B) and Section 136(c)(A)(i). The local areas will administer a local WIB approved customer satisfaction survey tool to evaluate continuous improvement. The survey results will be reported to the Performance Committee of the Nebraska Workforce Investment Board.

This waiver will release the State from any expectation to carry out any evaluation above and beyond the customer satisfaction survey.

Process For Monitoring Progress In Implementation

The Nebraska Department of Labor (NDOL) will monitor the implementation and impact of the

waiver through the program and administrative monitoring system. The State's internal monitoring unit will assist in monitoring each waiver. Given that this waiver, if granted, would reduce those activities required of administrative staff, one of our monitoring approaches is to simply ensure that staff members are *not* pursuing unnecessary tasks. Given budget constraints, we need to reduce required activities in order to operate with a reduced budget.

Notice To Affected Local Boards

This waiver was originally approved for PY 2010. Original discussion of this waiver was held at the November 2, 2011, Local Area WIA Administrators meeting. This waiver was most recently included in the final draft Five-Year Integrated State Plan posted at www.dol.nebraska.gov on September 14, 2012.

Public Comment

This waiver request is posted for public comment on the NDOL website at www.dol.nebraska.gov. Any comments received will be forwarded to ETA Regional Office. This waiver was most recently included in the final draft Five-Year Integrated State Plan posted at www.dol.nebraska.gov on September 14, 2012. Upon approval of this waiver, NDOL will notify the Local Workforce Investment Areas and local WIB Chairs that the continuation of this waiver has been approved.

Estimated Costs To Carry Out The Required Activity For Which The Waiver Is Needed

The State estimates that a formal evaluation conducted by a reputable entity would be no less than \$30,000 depending on the scope of the evaluation.

How Statewide Funds Are Being Used (For Both Required And Allowable Statewide Activities)

All required Statewide Activities per TEGL 26-09, Change 1, are as follows:

- Section 665.200(a) - Rapid Response activities
- Section 665.200(b)(1) - Disseminate list of eligible training providers
- Section 665.200(b)(2) - Disseminate information identifying eligible OJT & CT providers
- Section 665.200(b)(3) - Disseminate performance & cost information*
- Section 665.200(b)(4) - Disseminate list of eligible youth service providers
- Section 665.200(c) - Information above must be widely available
- Section 665.200(d) - Conducting evaluations*
- Section 665.200(e) - Providing incentive grants*
- Section 665.200(f) - Providing TA to poor performing local areas
- Section 665.200(g) - Assisting in establishment and operation of One Stop system
- Section 665.200(h) - Additional assistance to high concentrations of eligible youth
- Section 665.200(i) - Operating fiscal & management accountability information systems
- Section 136(f) - Submitting required reports

Nebraska is utilizing the statewide funds for the following:

Required activities:

- Disseminating the State list of eligible providers of training services

- Providing technical assistance to local areas that fail to meet local performance measures
- Operating a fiscal and management accountability information system
- Additional assistance to areas with high concentration of eligible youth

Allowable activities:

- State administration of the adult, dislocated worker, and youth workforce investment activities
- Providing capacity building and technical assistance to the local areas
- Carrying out adult and dislocated worker employment and training activities as the State determines necessary to assist local areas in carrying out local employment and training programs
- Carrying out youth activities statewide
- Preparation and submission to the Secretary of the annual performance progress report

How Funds Are Being Prioritized Across Activities

The first priority for utilization of funds is those activities that promote and ensure program integrity and accountability. By far, our largest expense and highest priority for the utilization of statewide funds is our participant management information system, NEworks. The State hosts the system for the three local areas and has been able to not pass this cost down to the local areas, therefore, allowing the local areas to utilize their program dollar on participants. The next priority for utilization of statewide funds is the fiscal accountability system which has recently been revamped and an on-line system implemented which gives the local areas and State administrative staff direct access to expenditure and draw down information. This is part of the Corrective Action Plan the State is under. The next priority falls under the area that supports the Governor's vision as outlined in the Nebraska Workforce Integrated Plan in aligning workforce development efforts with education and economic development.

Extent To Which The Funding Levels Are Insufficient To Cover The Activity For Which A Waiver Is Requested

Per the 2nd Quarter 9130 (through December 31, 2012), the State had approximately \$392,836 of unexpended PY10/FY11 Governor's 15% Reserve. Of this amount, \$343,630 is available for Statewide Activities, \$49,206 for Capacity Building, and \$-0- for Administration. Based on the table below, the available PY10/FY11 funds do not support the cost of approximately \$30,000 to provide evaluation of workforce investment activities.

Required Statewide Activities—Financial Analysis	
PY11 and PY12 Governor's Set Aside (5% State Administration) Amount	\$552,810
PY10/FY11 Governor's 15% Reserve Carryover Amount	\$392,836
Estimated Costs to Perform Required Statewide Activities 1/1/13 Through 6/30/13 include:	
Statewide MIS system (NEworks) & fiscal management system	\$ 191,885
T.A. & Capacity Building (<i>Includes development of exemplary program activities & assistance to areas with high concentration of eligible youth</i>)	\$ 99,207
Financial System Development, Phase 2	\$ 49,000
Project Staff for Statewide Activities	\$ 15,000
Disseminating State ETP List/H3 Website	\$ 10,000
Annual Report	\$ 5,000
Indirect Costs	\$ 24,000
Total	\$ 394,092
Amount Available to Provide Local Area Incentive Awards	\$ - 1,256
Estimated Cost of Providing Evaluation of Workforce Investment Activities	\$ 30,000
Shortfall to Cover Evaluation of Workforce Investment Activities [based on PY09]	\$ 30,000

Anticipated Impact Of Not Funding The Activity

It is anticipated there will be no impact on programs or to participants if this activity is not funded.

Whether It May Directly Affect WIA Participant Services

There should be no immediate direct effect on WIA participant services.