

**Nebraska Workforce Investment Board
Executive Committee Meeting Minutes**

Chief Industries, Inc.
300 Canopy Street, Suite 200 – Lincoln, NE
January 9, 2015
9:30 a.m. – 12:00 p.m. (CST)

Agenda Item #1 – Call to Order

The meeting of the Nebraska Workforce Investment Board (NWIB) Executive Committee was called to order on January 9, 2015 at approximately 9:31 a.m. by the Chair, Mr. Mark Moravec.

Agenda Item #2 – Roll Call

NWIB Executive Committee members present (10):

Joseph Acierno	Michael Geary	Michelle Olson
John Albin	Dacia Kruse	Carol Swigart
Dennis Baack	Mark Moravec	
Mathew “Bud” Fleischer	Don Nordell	

NWIB members absent (2):

Matt Blomstedt	Becky Stitt
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Other Guests in Attendance (8):

Shirley Carlson	Heartland Workforce Solutions
Seth Fager	Nebraska Department of Labor – Employment & Training Administrator
Amanda Felton	Nebraska Department of Labor – Employment & Training
Mary Findlay	Nebraska Department of Labor – Labor Market Information
Joan Modrell	Nebraska Department of Labor – Employment & Training Director
Jan Norlander-Jensen	City of Lincoln – Urban Development
Stan Odenthal	Nebraska Department of Labor – Employment & Training
Erin Porterfield	Heartland Workforce Solutions

Agenda Item #3 – Notice of Publication

Amanda Felton, recorder for the NWIB Executive Committee, stated that notice of a public meeting was both posted and advertised in accordance with the Public Meetings Law. Notices were marked as exhibits and made part of the formal record of the meeting.

Agenda Item #4 – Approval of Minutes

Chair Moravec entertained a motion regarding the meeting minutes from April 11, 2014. Bud Fleischer moved to approve the April 11, 2014 minutes as presented; Brad Schroeder seconded. No discussion ensued. Motion carried by majority voice vote.

Chair Moravec stated that dates, agendas, minutes and handouts for the full board, as well as the Executive Committee and the Performance Committee, can be found on the website at www.dol.nebraska.gov under the heading “Workforce Investment Act.”

The Chair also took this time to congratulate John Albin on his official appointment as Commissioner for the Nebraska Department of Labor (NDOL). Joseph Acierno was also congratulated on his appointment as acting CEO for the Nebraska Department of Health and Human Services and was welcomed to the Board.

Agenda Item #5 – New Business

a. *Local Area Plan Modification*

The Chair invited Mr. Stan Odenthal, Program Coordinator with the Nebraska Department of Labor, forward to discuss the Local Plan modification correction for the Greater Nebraska Workforce Investment Area (GNWIA). Mr. Odenthal explained that a fund transfer for the GNWIA was left off of the agenda from the previous full NWIB meeting on October 31, 2014. To correct for that omission, the fund transfer was up for approval at the current meeting of the Executive Committee. The GNWIA requested approval of a modification correction to their local plan. The modification correction consisted of a transfer of \$61,000 from PY14 Dislocated Worker (DLW) funds to PY14 Adult funds effective 08/11/2014. Mr. Odenthal let the Committee know that the State had reviewed the request and recommended approval of the modification.

Chair Moravec entertained a motion. It was moved by Dennis Baack, and seconded by Michael Geary to approve the Greater Nebraska Local Area modification as presented. No discussion ensued.

Roll Call vote follows:

FOR: (8)

Dennis Baack
Mathew “Bud” Fleischer
Michael Geary

Dacia Kruse
Mark Moravec
Don Nordell

Michelle Olson
Carol Swigart

ABSTAIN: (2)

Joseph Acierno

John Albin

AGAINST: (0)

ABSENT: (2)

Matt Blomstedt

Becky Stitt

MOTION CARRIED

b. *Workforce Innovation and Opportunity Act Transition*

At this time, the Chair gave the floor to Ms. Joan Modrell, Director of the Employment and Training office with the Nebraska Department of Labor. She began by discussing the Workforce Innovation and Opportunity Act, or the Opportunity Act (OA) for short. Ms. Modrell alerted the members that the Regulations that were expected to be released on January 16, 2015 had been postponed to spring of 2015 with a specific date to be determined. While, the regulations won't be available, she assured the Committee that the NDOL was moving forward in the preparations.

Ms. Modrell continued by informing the members of the four core partners that include Adult Basic Education, Vocational Rehabilitation, Wegner Peyser, and the Workforce Investment

Act (WIA). There will be many opportunities and challenges, three in particular, that were covered in the day's discussion. They included Sector Strategies, Economic Region Planning, and Board Structure. Ms. Modrell began with discussing the importance of Sector Strategies.

An important element of Sector Strategies that was covered was employer engagement. It is impossible to design education, training opportunities, or secondary or post-secondary career plans without employer input. The goal is to determine what is valuable to the employers and use it as a structure for future plans and ideas. Education involvement was another element that must be included in our Sector Strategy planning. What is taught in the classroom must connect to the world of work. Lastly, sector partnerships were also discussed as necessary for the success of Sector Strategies. All agencies involved must pull their resources to create the best opportunities for the people entering the workforce.

Ms. Modrell turned the Committee's attention to the subject of Economic Region Planning. The members were directed to the handout illustrating the boundaries of various statistical maps. Ms. Modrell discussed with the members the various options that the local areas have including the ability to grandfather in their current local area boundaries. This would mean that the local area would have to submit both a local area plan and a regional plan should more than one local area fall into a defined region. Another option would be for the local areas to realign their local area to reflect the other variables such as the Economic Regions.

The Committee members were encouraged to let the staff know of any other data that they feel would be relevant to moving forward in local area designations. The local areas need to be in place by July 1, 2016, but the sooner areas are established the more time the areas will have more time to plan and prepare. Mr. John Albin, Commissioner with the Nebraska Department of Labor, mentioned that some sort of regional component is required per the legislation. He emphasized that while there is no intent to force a change, but that it is encouraged for the local areas to re-evaluate how a change could benefit them.

Conversation moved on to Board Structure and how it will be effected under OA. Stan Odenthal reviewed the composition of the Board under the OA. A majority of the Board must be from the business sector, and must be from "in-demand" industries. The Board must also have at least 20% of its membership represent the workforce within the State including labor representatives nominated by labor federations and labor apprenticeships representatives. It would also be comprised of the lead state officer of the four core programs which are WIA, Vocational Rehabilitation, Wegner Peyser, and Adult and Basic Education. Additionally, the Board would need at least two Chief Elected Officials. Mr. Odenthal stated that the minimum number that the Board could have would be 17.

Discussion ensued amongst the members regarding the various changes of the Board. It was established that one individual could not serve as two required positions on the Board. There was also talk over the possibility that Community Colleges that offer apprenticeship programs could be considered part of the 20% labor requirement. There was also much discussion on the topic of "in-demand" industries and how it related to H3 jobs in Nebraska. Ms. Modrell agreed to provide more information regarding the H3 program at the next meeting.

c. Performance Committee Update

The Chair then invited Joan Modrell and Stan Odenthal to discuss progress with the Performance Committee. It was brought up for discussion by the Greater Lincoln local area that the state re-evaluate the distribution of the weights. Ms. Modrell let the Committee know that the Performance Committee has been reviewing the weights of distribution of Dislocated Worker (DLW) funds. She continued by stating that the weight criteria is determined by federal guidelines, but the percentage attributed to each weight is up to each State. Ms. Modrell also reminded the Committee that while the State provided the information requested, they do not determine how the weights are established.

Mr. Odenthal reviewed the information provided on the handouts. He talked about the Hold Harmless provision and how it would prevent any major drops in funding for any specific local area from one year to the next. Discussion ensued regarding the individuals of underemployed. It was agreed that this is an important factor, but the difficulty to find a way to collect reliable data on the subject.

Ms. Modrell moved on to the topic of Quarterly Performance. The state as a whole met or exceeded the negotiated standards for Adult and Youth programs and came very close to meeting standards in the DLW program.

d. Business and/or Partner Updates

Chair Moravec then invited the members to discuss what was happening in their areas. The business and/or partners gave a brief snapshot of conditions in their industry, business or agency and any new initiatives or trends.

Agenda Item #6 – Upcoming Meetings

Chair Moravec reminded the members of the Performance Committee meeting coming up on January 14, 2015 and the full NWIB meeting on January 23, 2015.

Agenda Item #7 – Adjournment

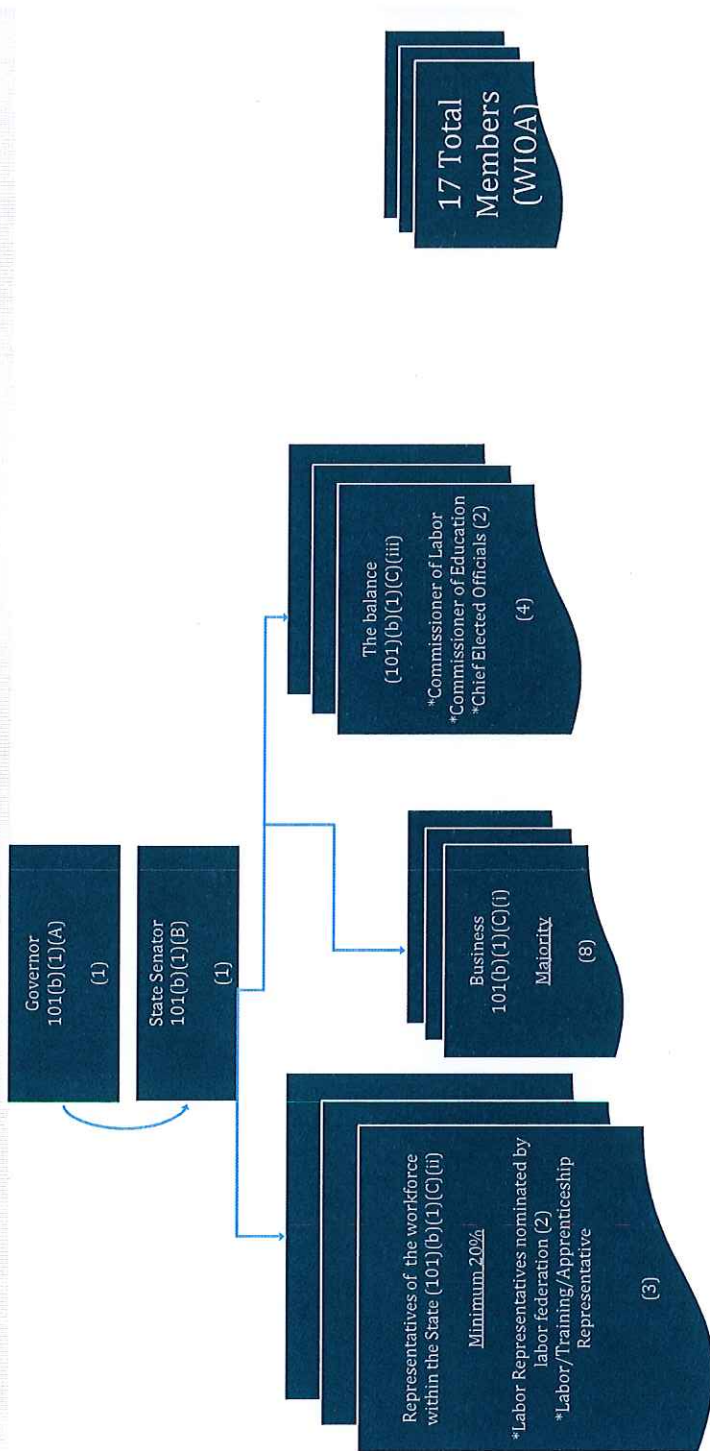
It was moved by Michael Geary to adjourn. Dennis Baack seconded the motion. No discussion ensued. Motion carried by unanimous voice vote. Meeting adjourned at 11:20 p.m.

01/16/2015

AF

State Workforce Development Board

Minimum Number of Members - WIOA 101(b)



NEW FUNCTIONS OF THE STATE BOARD UNDER WIOA

- Develop and implement State Plan (increased responsibility)
- Provide recommendations to help align the workforce development system in the state
- Increase activity in developing career pathways
- Unify workforce investment activities with education and supportive services in the development of career pathways
- Improve outreach and access to programs
- Develop strategies for meeting the needs of employer and jobseekers through sector partnerships (in-demand emphasis)
- Develop and implement the one-stop system, including continuous improvement of the one-stop system
- Provide assistance to local boards, one-stop operators and their partners
- Assist with planning, including training and supportive services to workers, jobseekers, and employers
- Identify regions in consultation with the local boards and CEOs, and provides consultation to the Governor in the designation of local areas
- Assist the Governor in the development and updating of comprehensive state performance accountability measures, including state-adjusted levels of performance, to assess the effectiveness of the four WIOA core programs - 101(d)(4)
- Develop policies to coordinate services
- Develop criteria and procedures for local board to use in assessing core programs
- Develop guidance to local boards on infrastructure costs and defining what one-stop partners must do to contribute to the services delivered through the one-stop system
- Define the role and contributions of one-stop partners, including equitable and efficient cost allocation
- Develop strategies to improve technology for digital literacy, accelerating learning, accessibility, and professional development
- Review the Unified State Plan at the end of the first 2-year period of any 4-year plan to submit modifications relating to labor market information, economic conditions, or other factors affecting the plan
- Help in designing the evaluations of State Programs - 116(e)

WIOA CONSULTATION REQUIREMENTS INVOLVING THE STATE BOARD

Section	Action	Consultation Requirements	Timeline
101(d)(3)(E)	Identification of Regions, including planning regions.	State Board after consultation with local boards and chief elected officials;	Before the second full program year after the date of enactment of this Act. By 06/30/16 NDOL goal: by October 2015
106(a)(1)	Identification of Regions	State after consultation with the local boards and chief elected officials in the local areas	Before the second full program year after the date of enactment of this Act. By 06/30/16 NDOL goal: by October 2015
106(b)	Designation of Local Areas	Governor through consultation with the State board and after consultation with chief elected officials and local boards, and after consideration of comments received through the public comment process	During the first 2 full program years following the date of enactment of this Act. By 06/30/17. NDOL goal: Designation request by January 2016, designations in place by 07/01/2016.
121(g)	Establish objective criteria and procedures for use by local boards in assessing at least once every 3 years for one-stop certification.	The State Board in consultation with chief elected officials and local boards.	Prior to one-stop continuous improvement certification.
121(h)(1)(B)	Provide guidance for infrastructure funding.	The Governor , after consultation with chief elected officials, local boards, and the State board	Prior to infrastructure funding requirements going into effect on 07/01/2016.
121(h)(1)(C)	Determine the portion of funds to be provided by each one-stop partner (only if no agreement is reached)	The Governor , after consultation with chief elected officials, local boards, and the State board.	Infrastructure funding requirements going into effect on 07/01/2016.
122(a)	Establish criteria, information requirements, and procedures regarding the eligibility of providers to receive funds.	The Governor , after consultation with the State board.	7/1/15 to 12/31/15

Nebraska Department of Labor – Office of Employment & Training Workforce Innovation and Opportunity Act (WIOA) Proposed Timeline, 2015-2016

Dates	Required Actions
February 23, 2015	Nebraska Department of Labor begins to issue Preliminary WIOA State Policies
March 16, 2015	State issues Preliminary Local Plan Modification instructions to transition from WIA to WIOA
April 2, 2015	WIOA Notice of Proposed Rulemaking made available for public inspection
April 16, 2015	WIOA Notice of Proposed Rulemaking published in Federal Register
Spring 2015	Governor appoints WIOA State Board
May 29, 2015	Local Plan Modifications due to the State Request for Certification of the Local WIOA Board due
June 2015	State WIOA Board approves Local Plan Modifications
By June 30, 2015	Governor Certifies Local WIOA Board
July 1, 2015	Most WIOA provisions go into effect
By October 2015	Economic Regions determined
December 31, 2015	Eligible Training Provider system available with new WIOA requirements
January 2016	Request for Local Area Designation due
January 2016	Local WIOA & Regional Plan instructions issued
Early 2016	Final Rules for WIOA are published
March 3, 2016	State Unified (or Combined) Plan due to USDOL
March 2016	State negotiates new Performance Indicators
April 1, 2016	Local WIOA and/or Regional Plans due to the State
By June 30, 2016	State WIOA Board approves Local Plans Governor designates Local Areas Local Area Performance Indicators are negotiated
July 1, 2016	One-Stop infrastructure cost requirements take effect
July 1, 2016	Use of common One-Stop delivery identifier must be implemented (No later than start of 2 nd full Program Year)

Note: This proposed schedule is subject to change based on forthcoming Federal guidelines.

NEBRASKA'S SECTOR INITIATIVE

WHAT IS A SECTOR INITIATIVE?

A Sector Initiative defines strategies for private/public partnerships to create solutions that build a robust ecosystem producing a talent supply chain for in-demand industries and occupations. Sector initiatives bring multiple entities together to bridge workforce efforts in a strategic way.

SECTOR INITIATIVES ARE BUILT ON:

A Career Pathway System

In 2012, the Department of Education, Career Technical Education (CTE) Program established the Career Pathway System for Nebraska schools. This system, called *Nebraska Career Education Model* was developed with stakeholders from business and industry, secondary and post-secondary school officials and other sector partners representing economic development, labor and workforce development.

Nebraska Career Education

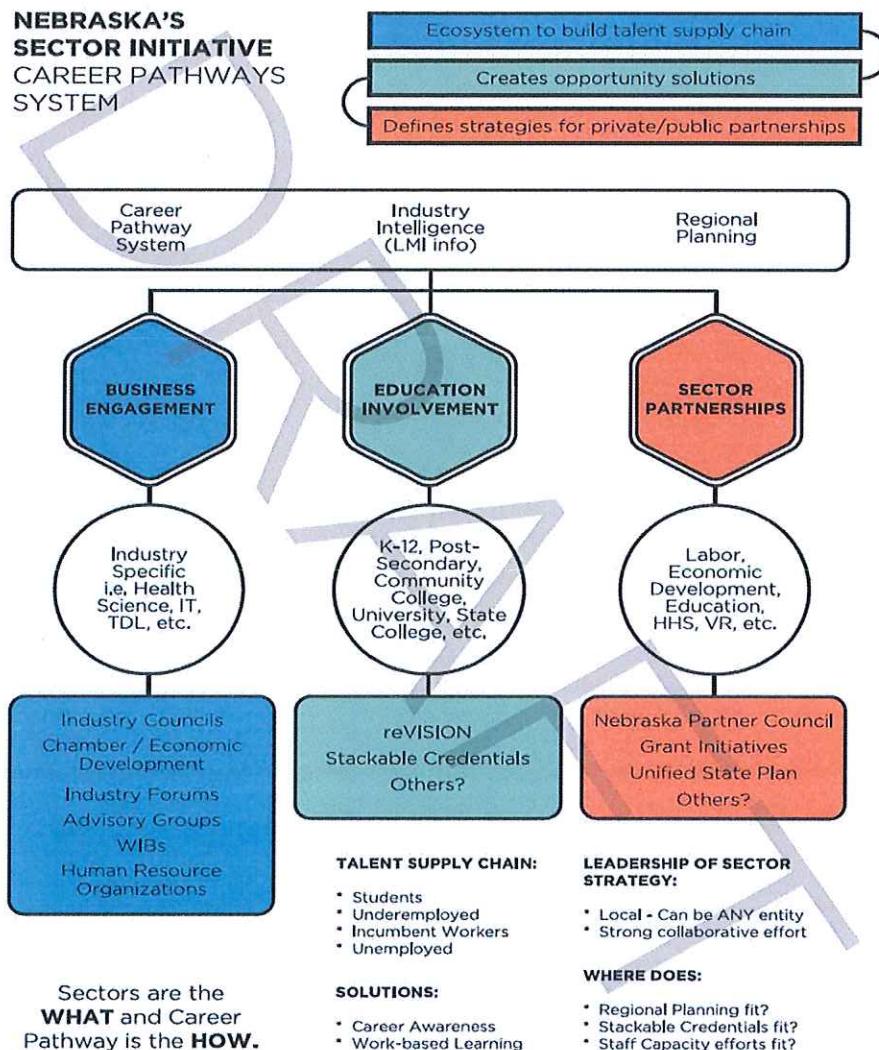
Model aligns course standards, benchmarks, and performance indicators for CTE courses with the Nebraska Academic Standards and Nebraska Career Readiness Standards.

Additionally, the *Career Education Model* provides the foundational structure that establishes six career pathways and their related occupations. Both the Nebraska Board of Education and the Nebraska Workforce Investment Board have endorsed the *Nebraska Career Education Model* and *Career Readiness Standards*.

Industry Intelligence

Successful sector initiatives are anchored with timely and relevant industry intelligence. Sources of industry intelligence include Labor Market and Economic Development Information, surveying, economic research and analysis.

NEBRASKA'S SECTOR INITIATIVE CAREER PATHWAYS SYSTEM



Successful initiatives have developed measures and performance evaluations by collaborating with employer partners who provide the industry insight needed to help ensure sustainability and continual improvement. These efforts help establish engaged and sustainable relationships between employers and service providers, help meet the service delivery demands of employer partners; and create a workforce that receives relevant training that can lead to greater job stability and advancement opportunities.

Regional Concept

Workforce commuting patterns and economic development efforts rarely follow city or county boundaries but rather span across a regional area where business and industry is located and its workforce live. The regional, industry-focused approaches to building skilled workforces have proven to be one of the most successful methods of aligning training and service providers, build talent pipelines, and meet the talent needs and expectations of employers.

SECTOR INITIATIVES REQUIRE:

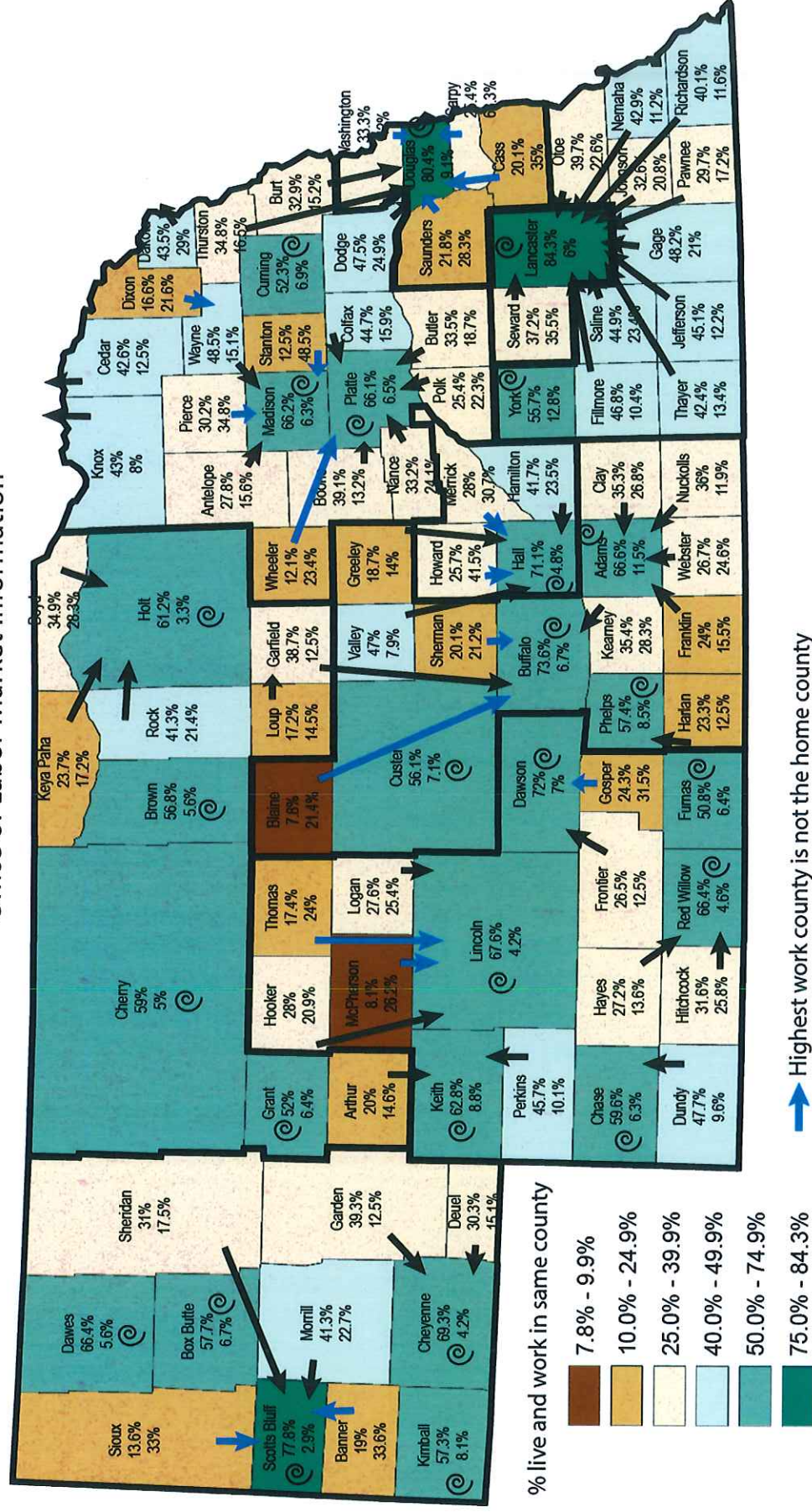
- Business Engagement
 - Education Involvement
 - Sector Partnerships
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Current WIA Regions



Commuting Patterns

Office of Labor Market Information



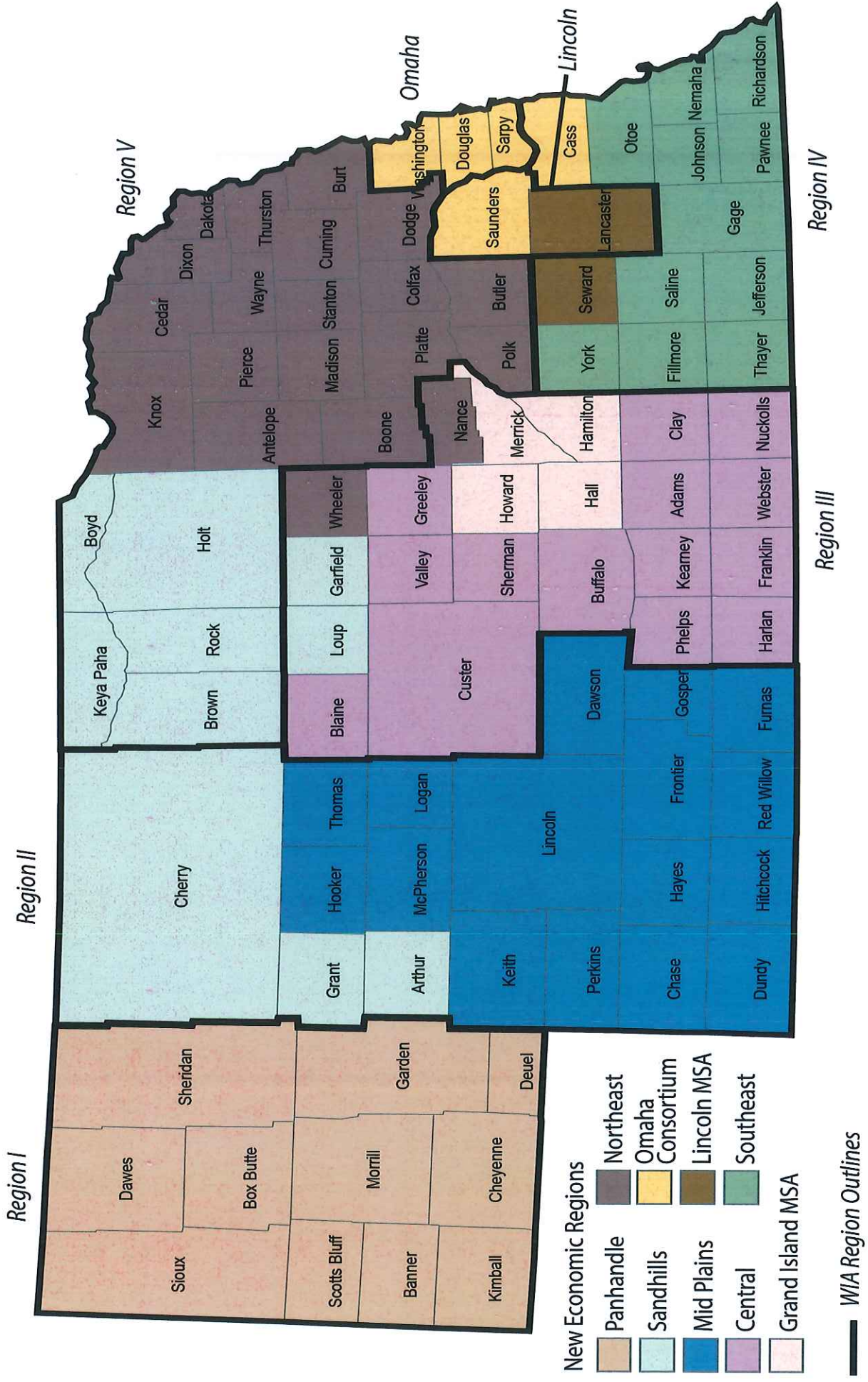
➡ Highest work county is not the home county

➔ Less than 50% lives and works in home county, home county is highest work county

© 50% + lives and works in home county

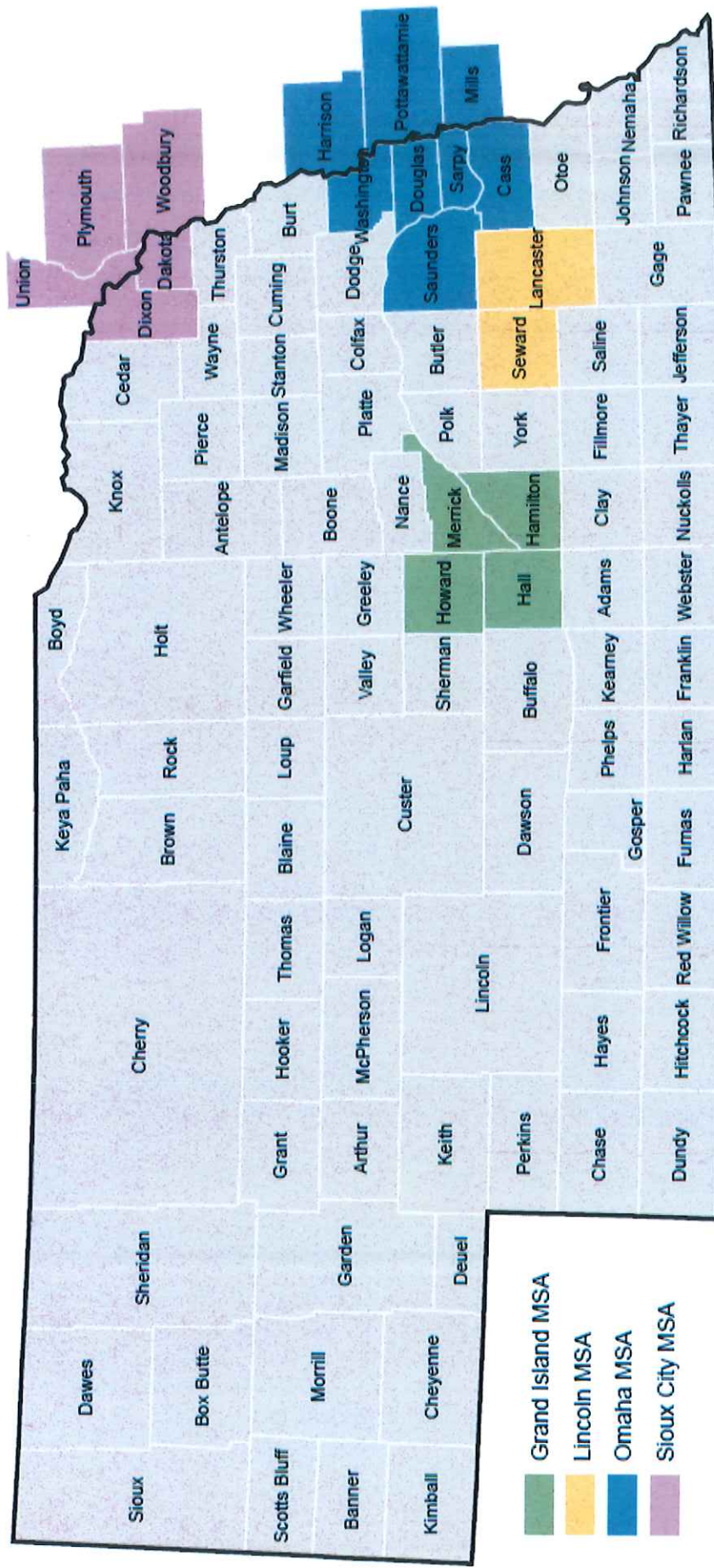
First %: % lives and works in home county, Second %: % working elsewhere, highest county % shown
For example: 13.6% live and work in Sioux County, 33% work in Scotts Bluff County

New LMI Economic Regions with WIA Region Outlines



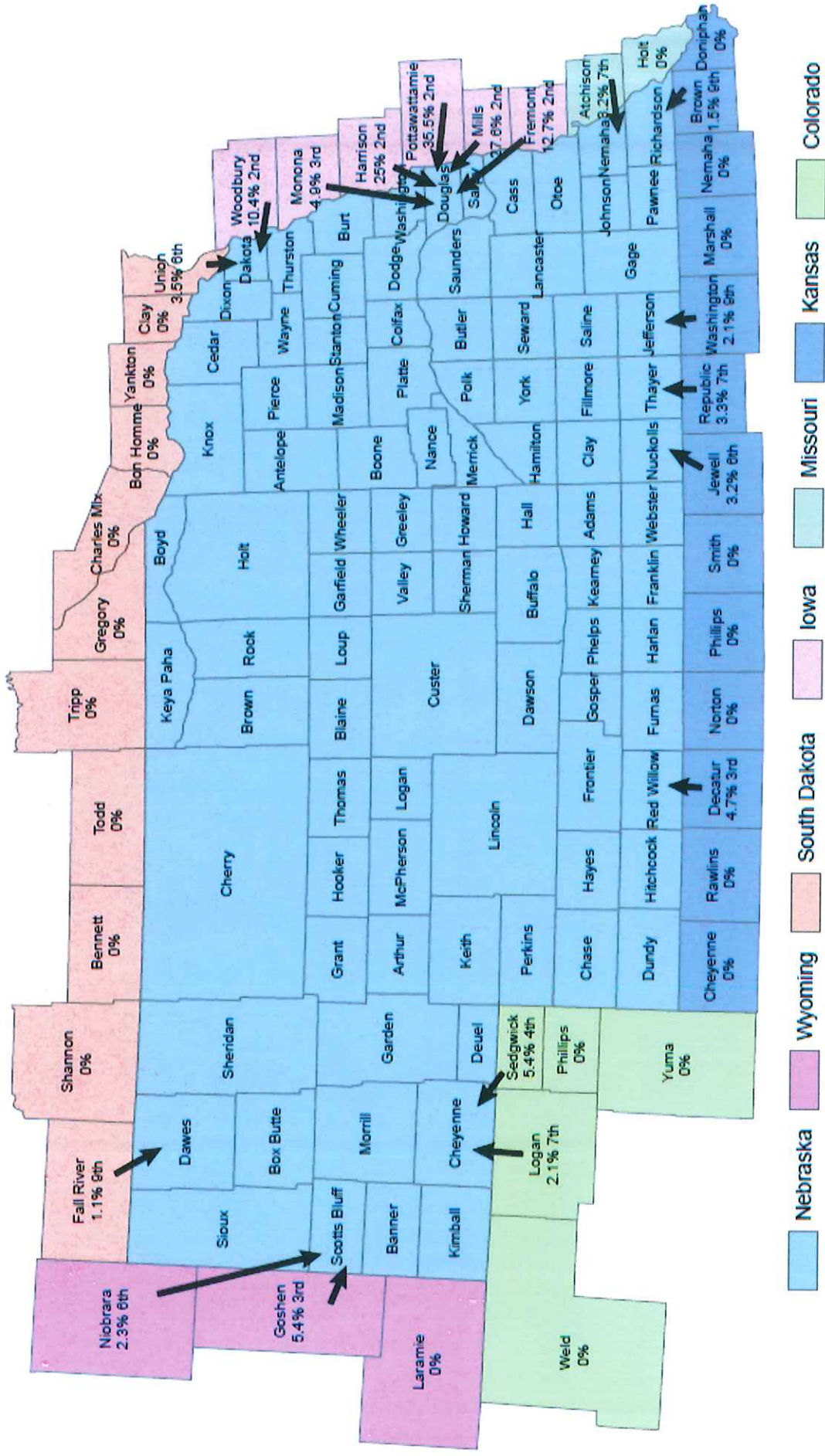
Metropolitan Statistical Areas Including Nebraska Counties

Office of Labor Market Information



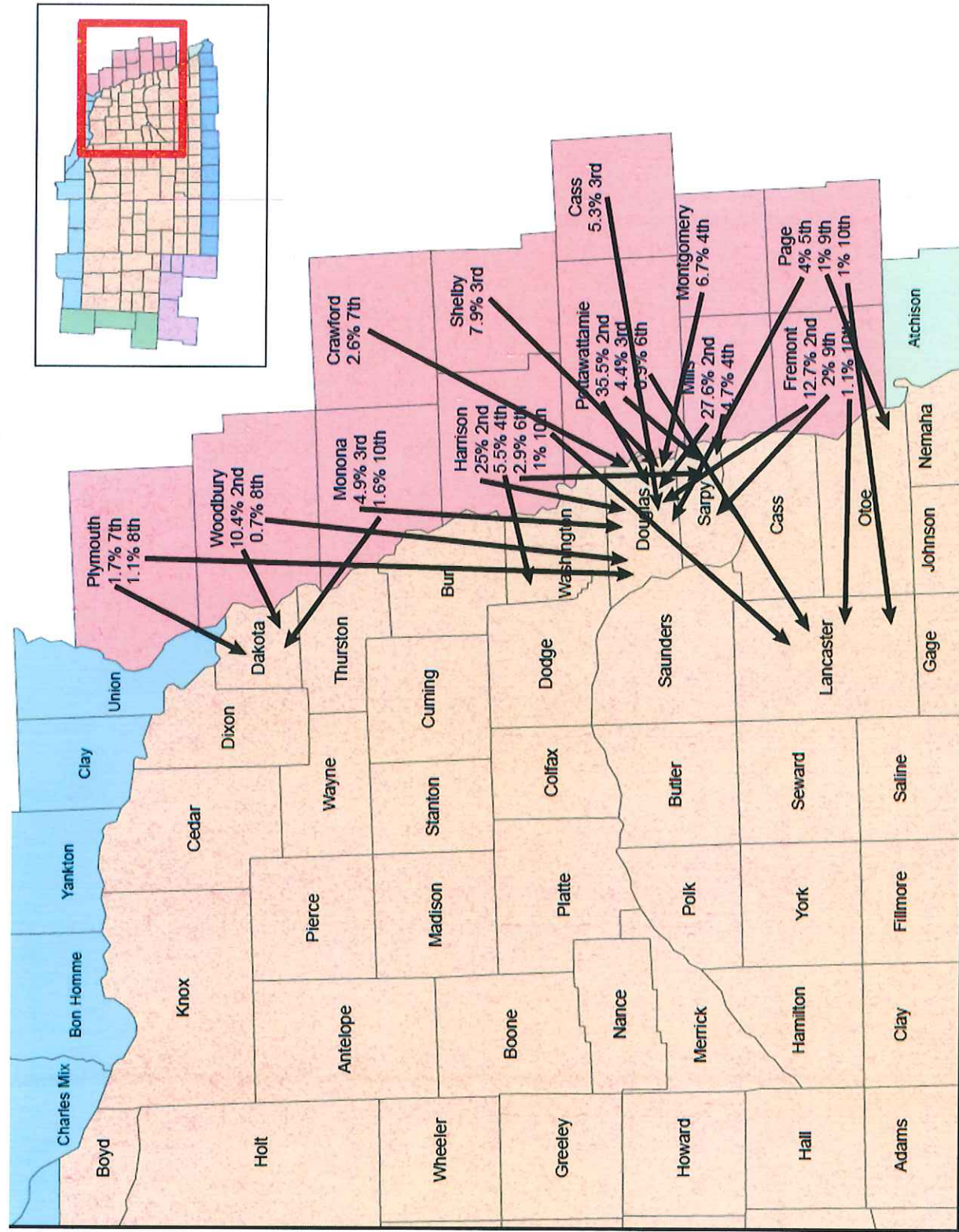
Cross-State Commuting Patterns

Office of Labor Market Information



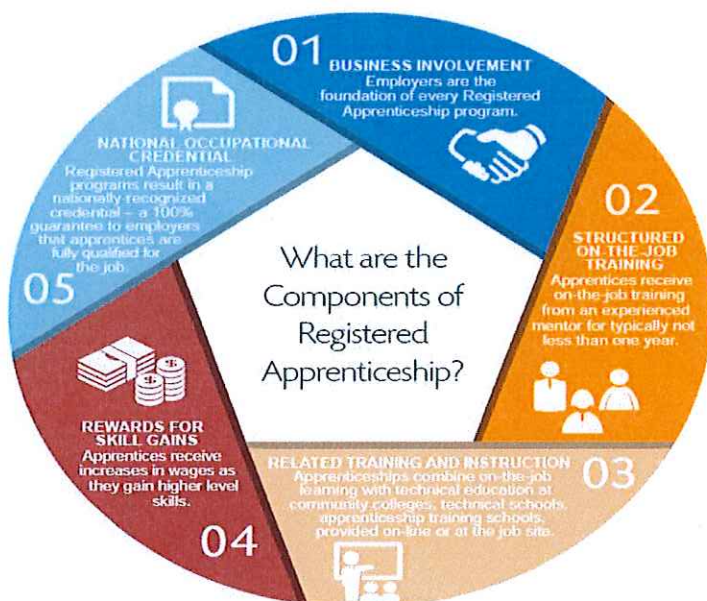
Iowa/Nebraska Commuting Patterns

Office of Labor Market Information



What is a Registered Apprenticeship?

It's a national system of industry-driven on-the-job-training delivered through partnerships with companies like yours. With a network of over 150,000 employers in more than 1,000 occupations, Registered Apprenticeship has trained millions of apprentices for over 75 years. Registered Apprenticeship is an "earn and learn" training model that combines work-based learning with related classroom instruction using the highest industry standards. When you establish a Registered Apprenticeship program, you develop a world-class workforce and enhance your company's bottom line.



Employer Roles and Responsibilities

- Identification of the skills and knowledge apprentices must learn;
- Develop methods of training for the training agreement between the apprentice and program sponsor;
- Hire new workers or select current employees to be apprentices;
- Employment and supervision of apprentices;
- Identify an experienced mentor to work with apprentices;
- Pay progressively higher wages as skills increase;
- Tracking hours, reporting and certification;
- Compliance with equal employment opportunity requirements.

91% of apprentices retain employment after the program ends

Source: the Federal Resource Playbook for Registered Apprenticeships

For more information about the benefits of apprenticeships for employers, visit http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Benefits

Benefits for Business...

- Highly-skilled employees
- Reduced turnover costs
- Higher productivity
- More diverse workforce

Benefits for Workers...

- Increased skills
- Higher wages
- National credential
- Career advancement



Recruit and develop a highly-skilled workforce



Improve productivity, innovation capacity, and your bottom line



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities



Increase worker retention and reduce turnover costs



Receive tax credits and employee tuition benefits in participating states

Snapshot: Apprenticeable Occupations

- » Computer Programmer
- » Database Technician
- » Information Assurance Specialist
- » IT Project Manager
- » Telecommunications Technician