

# **May 24, 2018 Meeting**

## Columbus, Nebraska

**Opportunity + Innovation**

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# Welcome to Columbus

## May 2018

The Columbus community is pleased to host the May meeting of the Greater Nebraska Workforce Development Board and Chief Elected Officials Board.

In Columbus, you'll discover something good! Good work, good values, good life and good times. In Columbus we rise early to complete an honest day's work and we don't stop until the job is done right. We have work to do, things to build, problems to solve.

Like Columbus, our board and the Local Area have work to do, which includes continuing efforts for the implementation of WIOA, the first legislative reform of the public workforce system in more than 15 years. As the year progresses, we will implement policies that will directly impact individuals who may be affected by layoffs within the region.

During your visit to Columbus, I invite you to join us on a tour of the new Cargill facility, as well as enjoy a bus tour of the Columbus industrial park. We are very proud of the fact Columbus is the largest industrial community per capita in the state of Nebraska.

While in Columbus, we hope you will also enjoy some good times. Please join us at the manager's reception the evening of the 23rd at the Ramada Inn as well as the above mentioned tours on the morning of the 24th. See itinerary on the following page.

We are thrilled you are all here, because here....we're on to something good!



**Kim Schumacher**

Greater Nebraska Workforce Development Board  
Cargill



# Schedule

**LOCATION** All events are at: Ramada Hotel and Conference Center, 265 33rd Ave., Columbus, NE, 68601

## Wednesday, May 23

### Board and Partners Reception

**DURATION** 6 - 7:30 p.m.

**ROOM** Bistro Tile

Sponsored by Cargill.

## Thursday, May 24

### Breakfast

**DURATION** 6:30 - 8:30 a.m.

**ROOM** Bistro

A fifteen minute, new member orientation will be presented over breakfast at 8:00a.m. All board members and partners are welcome to attend.

### Tour - Industrial Park and Cargill Plant

**DURATION** 8:30 - 10:15 a.m.

Sponsored by Cargill and Columbus Economic Council. Meet in Loup to depart for tour.

### Strategic Planning and System Coordination Committee Meetings

**DURATION** 10:45 - 11:45 a.m.

**ROOM** Boardroom (Strategic) and Commons (System)

### Columbus Economic Council/ Industry History of Columbus

**DURATION** 12 - 12:45 p.m.

**ROOM** Loup

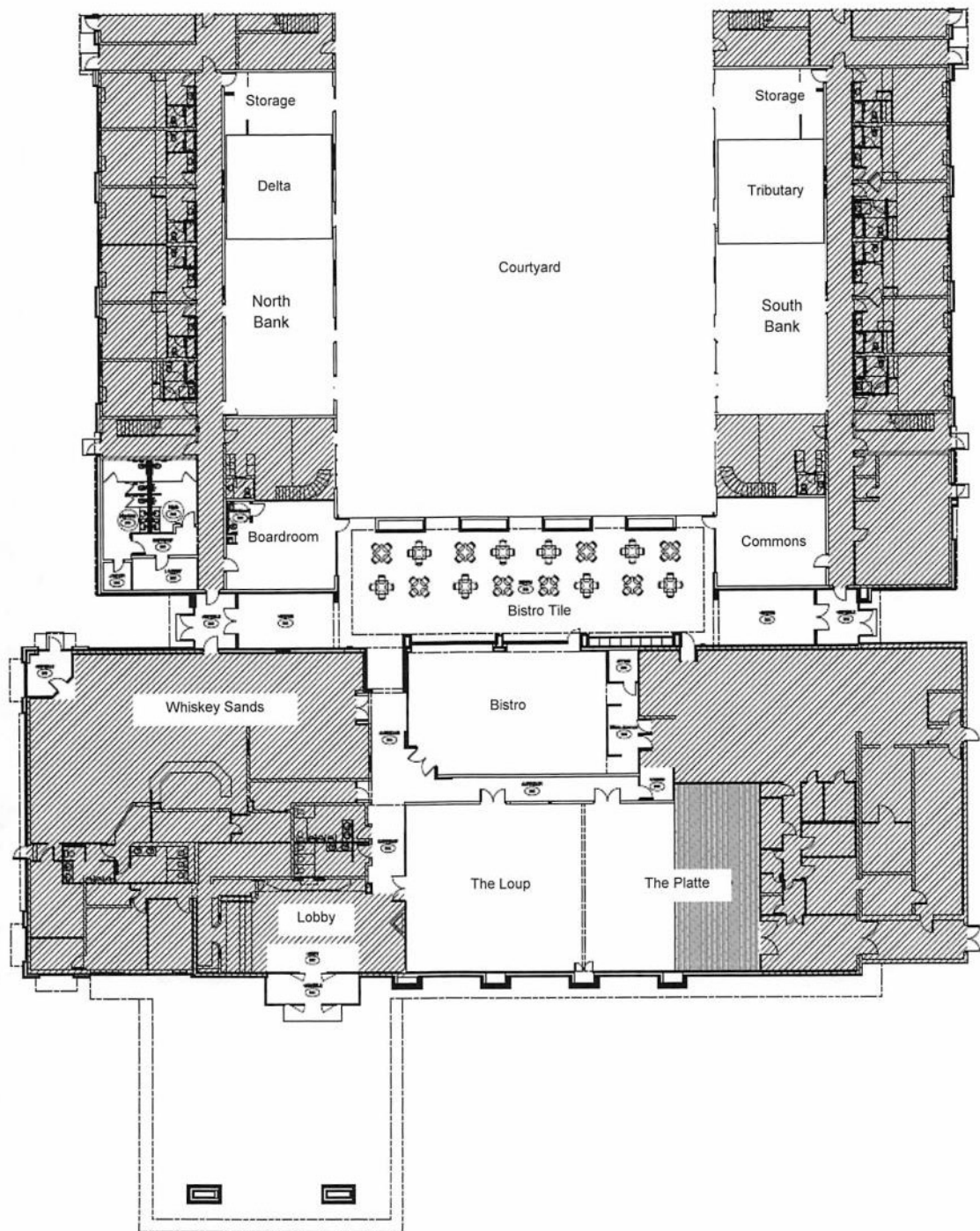
Lunch will be provided by the workforce board during this meeting.

### Chief Elected Officials Board & Greater Nebraska Workforce Development Board Meetings

**DURATION** 1 - 2:30 p.m.

**ROOM** Loup





# Board Agenda

## CHIEF ELECTED OFFICIALS WORKFORCE DEVELOPMENT

\* Requires a motion by GNWDB \*\* Requires a motion by CEOB \*\*\* Requires a motion by both boards

1. Call to Order  
**Lisa Wilson**  
**Pam Lancaster**
2. Roll Call  
**Lisa Wilson**  
**Pam Lancaster**
3. Notice of Publications  
**Wendy Sieler**
4. Approval of Minutes     Joint Meeting Minutes 1.18.18\*\*\* (page 7)  
**Lisa Wilson**  
**Pam Lancaster**
5. Old Business  
**Lisa Wilson**  
**Pam Lancaster**
6. New Business  
**Administrative Entity**  
A. Labor Market Information (page 12)  
**B. Performance** (page 28)  
**Appointments**  
**C. Reappointments to the Workforce Board** (page 32) **Pam Lancaster**  
**D. Appointment to Workforce Board** (page 33)  
E. Appointment to Executive Board (page 34)  
**One Stop System Survey**  
F. Results (page 34) **Susan Nickerson**  
G. Survey Revision (page 35) **Stacey Weaver**  
**Policy Revision**  
H. Work Experience Wages\* (page 43)  
**System Coordination Committee Updates**  
**Finance**  
I. Spending Trends (page 44) **Dylan Wren**  
J. Accepting Program Year 2018 Funds\*\*\* (page 46) **Pam Lancaster**  
K. Accepting Program Year 2018 Funds - Greater Omaha \*\*\* (page 49) **Alejandra Sinecio**  
L. Accepting Program Year 2018 Funds - Greater Lincoln \*\*\* (page 49) **Jan Norlander- Jensen**  
M. Transferring DLW Funds to Adult Program\*\*\* (page 49) **Lisa Wilson**  
N. Transferring DLW Funds to Adult Program – Greater Omaha\*\*\* (page 50) **Alejandra Sinecio**  
O. Memorandums of Understanding (page 50) **Legal Counsel**  
**Strategic Planning Committee Updates**  
**Core Partners**  
P. Title 2: Adult Education **Ann Chambers**  
Q. Title 3: Wagner-Peyser **Kelsey Miller**  
R. Title 4: Nebraska VR **Elaine Anderson**  
S. Title 4: Nebraska Commission for the Blind and Visually Impaired **Erin Brandyberry**

7. Public Comment
8. Upcoming Meetings
9. Adjournment\* \*\*

**Lisa Wilson**  
**Pam Lancaster**

# Board Minutes

**Agenda Item GNWDB/CEOB 4A:** Motion to Approve Minutes

## Greater Nebraska Workforce Development Board & Chief Elected Officials Board Minutes

**LOCATION** Nebraska One Box Convention Center, 2750 South 27th Avenue, Broken Bow, NE 68822

**CHIEF ELECTED OFFICIALS** 12:45– 2:15pm

**WORKFORCE DEVELOPMENT** 12:45– 2:15pm

### Call to Order:

GNWDB Chair Lisa Wilson called the meeting of the Greater Nebraska Workforce Development Board's to order at approximately 1:00 pm on Thursday, January 18, 2018.

CEOB Chair Pamela Lancaster called the meeting of the Chief Elected Official's Board to order at approximately 1:00 pm on Thursday, January 18, 2018.

### Roll Call:

Staff Assistant, Wendy Sieler called the roll for the Greater Nebraska Workforce Development Board. A quorum was established.

#### Present (13)

Roy Lamb II  
Jill Smith  
Stacey Weaver  
Lisa Wilson  
Gary Kelly

Elaine Anderson  
Wayne Brozek  
Kim Schumacher  
Kelsey Miller  
Greta Kickland

Dan Mauk  
Chris Callihan  
Erin Brandyberry

#### Absent (5)

Denise Pfeifer  
Charlene Lant

Ann Chambers  
Alicia Fries

Matt Gotschall

Staff Assistant, Wendy Sieler called the roll for the Chief Elected Officials Board. A quorum was established.

#### Present (9)

Jack Andersen  
Stanley Clouse  
John Fagot

Kent Greenwalt  
Hal Haeker  
Joe Hewgott

Pamela Lancaster  
Hilary Maricle  
William Stewart

## **Absent (5)**

Christian Ohl

Bryan Bequette

## **Nebraska Department of Labor (NDOL) Staff in Attendance (4):**

Shannon Grotian, Workforce Services Administrator

Dylan Wren, Program Coordinator

Thomas Ukinski, Legal Counsel

Wendy Sieler, Staff Assistant

## **Guests (10):**

Stan Odenthal, Director, Employment and Training, Nebraska Department of Labor

Linda Black, Nebraska Department of Economic Development

Bernie Hansen, Nebraska Department of Labor

Becky Maggart, Nebraska Department of Labor

Pat Comfort, Nebraska Department of Labor

Karen Stohs, Nebraska Department of Labor

Randy Kissinger, Nebraska Department of Labor

Mary Kay Versen, WNCC

Stan Zimbelman, Kearney Works

## **Notice of Publication:**

Wendy Sieler announced that adequate legal notice of this meeting was posted in the Columbus Telegram, Custer County Chief, Grand Island Independent, Beatrice Daily News, Hastings Tribune, Kearney Hub, Norfolk Daily News, North Platte Telegraph, and the Scottsbluff Star-Herald. Let the record reflect that the notice was published in accordance with the open meeting law requirement and published in the Greater Nebraska area. A copy of the Nebraska Open Meetings Law is available at this meeting and can be obtained from the legal counsel or administrative staff.

## **\*MOTION: Approval of Minutes:**

GNWDB Chair, Lisa Wilson motioned to approve the minutes for the October 26th, 2017 Greater Nebraska Workforce Development Board Meeting. *Stacey Weaver made the motion and Chris Callihan seconded. All members present voted by a voice vote to approve the motion with some corrections made, which carried unanimously.*

CEOB Chair, Pamela Lancaster motioned to approve the minutes for the October 26th, 2017 Chief Elected Officials Board Meeting. *Jack Andersen made the motion and John Fagot seconded. All members present voted by a voice vote to approve the motion, which carried unanimously.*

## **Old Business:**

There was no old business to be discussed at this meeting.

## **New Business:**

## **Administrative Entity**

Dylan Wren presented the Roles and Responsibilities of the Chief Elected Official's Board. Dylan also provided the Boards with the most recent Labor Market information which included unemployment rates, business openings and other information from a labor availability study for the Tri-Cities.

Dylan gave an overview of the findings from the State Monitor Review. The findings involved the workforce board, youth program/work experience and the grievance process. The workforce board finding would be addressed at this meeting by voting to appoint a new member to the GNWDB. Dylan clarified that nothing alarming has been identified in the findings.

## **Appointment to the Workforce Board**

Dylan notified the CEOB that the law requires that a workforce member representing a community-based organization with demonstrated experience and expertise in addressing employment, training or education needs of individuals with barriers to employment, including organizations that serve Veterans or provide or support competitive integrated employment for individuals with disabilities be represented on the workforce board. CEOB members were notified prior to the meeting that Stan Zimbelman, a current candidate, fits this criteria.

Pamela Lancaster, motioned for the Chief Elected Official's Board to appoint Stan Zimbelman to the Greater Nebraska Workforce Development Board for a three year term beginning on January 18th, 2018 and ending on January 17th, 2021. *Stanley Clouse made the motion and Joe Hewgley seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

## **Reappointments to the Workforce Board**

Dylan gave an overview of the reappointment schedule for the Greater Nebraska Workforce Development Board Members so that appointments are staggered.

Pamela Lancaster, motioned for the Chief Elected Official's Board to reappoint Chris Callihan, Roy Lamb II, Elaine Anderson, Ann Chambers and Dan Mauk to the Greater Nebraska Workforce Development Board for a three year term beginning on January 18th, 2018 and ending on January 17th, 2021. *Jack Andersen made the motion and Stanley Clouse seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

## **Strategic Planning Committee**

Chris Callihan updated the Boards with a financial report for the Greater Nebraska programs. He also noted that Southeast Community College and Central Community college represent a major portion of occupational skills training expenses. On-the-job training now represents a notable portion of expenditures.

## **GNWDB Bylaws**

Pamela Lancaster motioned for the Chief Elected Official's Board to approve the amended Greater Nebraska Workforce Development Board Bylaws. *Joe Hewgley made the motion and Hal Haeker seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the amended Greater Nebraska Workforce Development Board Bylaws. *Chris Callihan made the motion and Dan Mauk seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

## **Youth Cohort**

Stacey Weaver notified the Board that the Administrative Entity has taken the opportunity to apply for a the Youth Cohort, which would consist of 2-5 participants from a local area that will collaborate through an organized process to develop solutions to improve system integration around the question, “What does it take to effectively engage and retain out-of-school youth throughout the program lifespan?” The cohort would combine “team time” (within own local area) with cross-local/state/regional collaboration. If selected, Kelsey Miller would have represented the Board for the local team, however Greater Nebraska was not selected to participate.

### **Mass Layoff Policy**

Stacey Weaver presented the Mass Layoff Policy to the Boards. This policy would only be for the Dislocated Worker Program.

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the Mass Layoff Policy. *Greta Kickland made the motion and Wayne Brozek seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

### **Relocation Assistance Policy**

Stacey Weaver presented the Relocation Assistance Policy to the Boards. This policy would be for Dislocated Worker, Adult and Youth Programs.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Relocation Assistance Policy. *Gary Kelly made the motion and Chris Callihan seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

### **Contracting with Training Providers Policy**

Stacey Weaver presented the Contracting with Training Providers Policy to the Boards. This policy would be for Dislocated Worker, Adult and Youth Programs.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Contracting with Training Providers Policy. *Jill Smith made the motion and Gary Kelly seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

### **Work-Based Learning Policy**

Stacey Weaver presented the Work-Based Learning Policy to the Boards. This policy would be for Dislocated Worker, Adult and Youth Programs.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Work-Based Learning Policy. *Jill Smith made the motion and Greta Kickland seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

### **One-Stop Operator**

Linda Black from Nebraska Department of Economic Development provided the Boards with a One-Stop Operator update on sector strategies. Linda said that she had hired someone to fill the position that she will be introducing them to the Boards at a later date.



## **Apprenticeships**

Scott Asmus from the Nebraska Department of Labor provided an update in Registered Apprenticeships in Nebraska.

## **Public Comment:**

There was no public comment at this meeting.

## **Meeting Dates:**

**May 24, 2018** – GNWDB and CEOB – Columbus

**October 18, 2018** – GNWDB and CEOB – North Platte

## **Adjournment:**

Lisa Wilson motioned to adjourn the Greater Nebraska Workforce Development Board meeting at 2:35 pm. *Dan Mauk made the motion and Chris Callihan seconded. All Board members present voted by a voice vote to approve the motion, which carried unanimously.*

Pamela Lancaster motioned to adjourn the Chief Elected Officials Board meeting at 2:35 pm. *Joe Hewgley made the motion and Stanley Clouse seconded. All Board members present voted by a voice vote to approve the motion, which carried unanimously.*

# Agenda Items

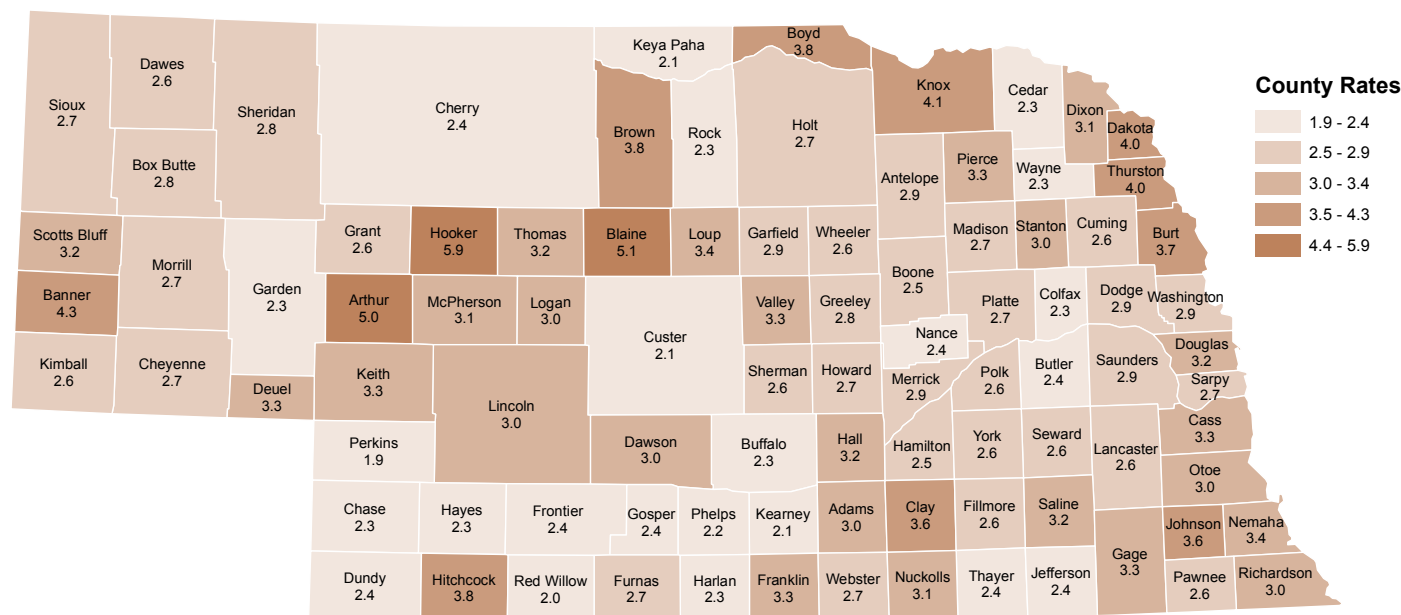
## Agenda Item 6A: Labor Market Information

**Background:** To assist the Board with making data-driven decisions, the following labor market information is provided. This data may help to determine future industry needs, potential workforce disruptions, and to ensure the availability of a skilled workforce to drive growth within the state's high-wage, high-skill and high-demand industries and occupations.

### Unemployment Data

#### March Unemployment Rates by County

\*Not seasonally adjusted



### NEBRASKA

March Non-farm Total Employment: 1,016,336

Manufacturing: 100,633

**Nebraska** (smoothed seasonally adjusted)

March Unemployment Rate: 2.8%

Change (OTM): 0.0

Change (OTY): -0.2

**Economic Regions** (not seasonally adjusted)

Central: 2.6%

Mid Plains: 2.9%

Northeast: 2.9%

Panhandle: 2.9%

Sandhills: 2.8%

Southeast: 3.0%

### OMAHA MSA (not seasonally adjusted)

March Unemployment Rate: 3.0%

March Total Non-Farm: 480,833

Manufacturing: 34,480

Largest OTM Increase (Private):

Mining and Construction: 1,284 (4.9%)

Leisure and Hospitality: 1,111 (2.3%)

### LINCOLN MSA (not seasonally adjusted)

March Unemployment Rate: 2.6%

March Total Non-Farm: 187,933

Manufacturing: 13,196

Largest OTM Increase (Private):

Mining and Construction: 352 (4.0%)

Professional and Business Services: 248 (1.3%)



## GRAND ISLAND MSA (not seasonally adjusted)

March Unemployment Rate: 3.0%

March Total Non-Farm: 42,530

Change (OTM): 619 (1.5%)

Change (OTY): 516 (1.2%)

## Sources:

1. Bureau of Labor Statistics Current Employment Statistics Program
2. Bureau of Labor Statistics Local Area Unemployment Statistics Program

## Openings & Expansions\*

### January

Business Category	Business Name	Location
 <b>Retail/Sales</b>	Adorned Bridal	Lincoln
 <b>Food &amp; Entertainment</b>	Country Cookin' (relocation) Fresh Thyme Flanders Foods (expansion, 30-50 jobs) McDonald's (new location)	Beatrice Grand Island Hastings North Platte/Lexington
 <b>Healthcare</b>	Arbor Psychiatric and Wellness Center	Beatrice
 <b>Business Services</b>	Sandler Training No Coast Business Advisors	Omaha Omaha
 <b>OTHER</b>	McCook Mechanical Services	McCook

Sources: Lincoln Chamber of Commerce, Strictly Business Magazine, Nebraska Department of Labor






\*Openings and expansions listed are a sampling of activity reported for that month. Some activity may have occurred outside the month.

## February

Business Category	Business Name	Location
 <b>Food &amp; Entertainment</b>	Ken's Market (re-opened)	Coleridge
	Source Eat Fit	Lincoln
	Screamers Dining and Cabaret	Lincoln
	McDonald's (new ownership)	Norfolk
	China Moon	North Platte
	McDonald's (new location)	North Platte
	McDonald's (new ownership)	Wayne
 <b>Healthcare</b>	Makovicka Physical Therapy	Lincoln
	Anytime Fitness	McCook
	Balances Massage and Body Work	Nebraska City
 <b>Retail/Sales</b>	Bruce Furniture (re-opened)	Alliance
	Fistful of Daisys (new ownership)	Beatrice
	Morgan's Munchies	Beatrice
 <b>Real Estate, Rental, &amp; Leasing</b>	Keller Williams Lincoln	Lincoln
 <b>OTHER</b>	Oasis Barber Shop	Lincoln
	Production Creek Screen Print and Embroidery	Lincoln
	3-D Power Sports Repair and Sales	Norfolk

Sources: Lincoln Chamber of Commerce, Nebraska Department of Labor

## March

Business Category	Business Name	Location
 <b>Food &amp; Entertainment</b>	Pizza Ranch	Grand Island
	Popeye's Chicken	Grand Island
 <b>Healthcare</b>	Blumenstock Family Eyecare	Lincoln
	Advanced Chiropractic & Wellness (expansion, new location)	Norfolk
	Chiropractic Lifestyle (new location)	Wisner
 <b>Retail/Sales</b>	Love & Threads	Norfolk
 <b>Real Estate, Rental, &amp; Leasing</b>	Exit Realty Professionals	Lincoln
 <b>OTHER</b>	The Strop Barbershop	Beatrice
	Fuse Coworking	Lincoln
	LocalAnyDay	Lincoln
	Sports Clips	Lincoln
	Helena Chemical (expansion, new location)	Norfolk
	Time to Shine (expansion, new location)	Norfolk

Sources: Lincoln Chamber of Commerce, Nebraska Department of Labor

# Graduate Outcomes in Nebraska: 2015-2016 Academic Year

*Kermit Spade, Research Analyst*



Photo: 123RF.com. Dotshock.

## Overview

The Workforce Investment Act (WIA) and currently the Workforce Innovation and Opportunity Act (WIOA) provided the impetus for the Graduate Outcomes project to develop a system of consumer information. Originally, only ten postsecondary institutions participated, including all six community colleges, all three state colleges and the University of Nebraska – Kearney. Now, there are more than twenty institutions participating and more in the process of joining. This article examines the data provided by all institutions at an aggregate level for those that have provided graduate information for the 2015-2016 academic year.

Graduate and enrollment files provided by the postsecondary education institutions are matched to Nebraska Department of Labor (NDOL) administrative wage records to help policy makers such as workforce investment boards and economic developers answer questions about labor supply to meet the needs of Nebraska businesses. These data also help the postsecondary institutions and regulatory commissions improve educational programs in the state. Data show the demographic characteristics of the students, what fields of study produce graduates with the highest wages or those most likely to be employed in Nebraska, which industries employ recent graduates and some characteristics of the businesses employing these graduates.

## Things to Know

When a graduate or enrollment file is received from a postsecondary institution, the Nebraska Department of Labor securely stores the files to be matched to administrative wage records. In the past, NDOL could only match one graduate file to one quarterly wage file at a time. With advances in computing power and technology it is now possible to match multiple graduate files to a single quarter of wages, or a single graduate file to multiple years and/or quarters of wages.

## Participating Institutions

- Bellevue University
- Bryan College of Health Sciences
- Central Community College
- Central States Safety and Driver Training
- Clarkson College
- College of Saint Mary
- Doane University-Arts & Sciences
- Doane University-Graduate and Professional Studies
- Interface Web School
- Iowa Western Community College
- JTL Truck Driver Training
- Metropolitan Community College
- Mid-Plains Community College
- Nebraska College of Technical Agriculture
- Nebraska Medicine
- Nebraska Safety Center
- Northeast Community College
- Omaha Code School
- Southeast Community College
- University of Nebraska - Lincoln
- University of Nebraska at Kearney
- University of Nebraska at Omaha
- Western Iowa Tech Community College

For this article, all participating institutions' 2015-2016 academic year graduate files were matched to the wages of the first quarter of 2017. The wage matches are postponed slightly to give graduating students time to obtain employment in a career field that may more closely match their field of study. In this example we are looking at students who graduated between July 1, 2015 and June 30, 2016, and looking for wages from January – March of 2017. This gives the graduating students between two and six quarters (6 months to a year and a half) to find post-graduation employment.

When there are small numbers of graduates in a program, major, or industry, a few unusual results can dramatically affect percentages. If a graduate is not found, it does not necessarily mean they are unemployed; it means they were not located in the search of NDOL's administrative wage records. Individuals who are self-employed, work in industries not covered by Unemployment Insurance, enrolled in other postsecondary education and not working, work in another state, or work for the federal government are unlikely to be found in NDOL's administrative wage records. An institution's proximity to or location within bordering states may also make some students less likely to be employed in Nebraska.

Earnings reported in the administrative wage records include wages, salaries, bonuses, commissions and other income designated as earnings under Nebraska Employment Security Law. Wages tend to be higher in some regions than others. The records do not show hours worked or length of employment, so a low wage could be the result of less than a full quarter's wages or less than full time employment. The Classification of Institutional Programs (CIP) code is provided by the postsecondary institution and the North American Industry Classification System (NAICS) code is contained in the wage records. Data includes degree program and industry of employment, but not job titles. Thus it is not possible to tell if graduates are employed in occupations related to their degree of study, only industries related to their education.

## Demographics

Across all participating institutions there were 23,246 graduates reported. Over half, 14,059, were found to be working in Nebraska. The tables on the next page show the demographic breakdown by gender, race and ethnicity for all graduates and those working in Nebraska. It also contains the average and median quarterly wages for the first quarter of 2017.

Female graduates outnumbered male graduates in both number of graduates and graduates working in Nebraska. White Non-Hispanic graduates outnumbered minority graduates at a rate of about 4 to 1 for graduates and over 5 to 1 for

## Graduates by Ethnicity, All Institutions

All Institutions	Total	White, Non-Hispanic	Minority	Black, Non-Hispanic	American Indian or Alaskan Native	Asian	Native Hawaiian or Other Pacific Islander	Hispanic or Latino	Two or More Races
Number of Graduates	23,246	16,570	3,352	1,086	123	452	30	1,379	803
Number of Graduates Working in Nebraska	14,059	10,226	1,865	572	58	212	15	831	479
Percent of Graduates Working in Nebraska	60%	62%	56%	53%	47%	47%	50%	60%	60%
Average Quarterly Wage for All Graduates	\$9,582	\$9,833	\$8,619	\$8,535	\$9,978	\$11,088	\$7,943	\$8,197	\$8,299
Median Quarterly Wage for All Graduates	\$9,049	\$9,308	\$7,939	\$7,981	\$8,572	\$9,482	\$7,810	\$7,776	\$8,117

## Graduates by Gender, All Institutions

All Institutions	Total	Female	Male
Number of Graduates	23,246	13,096	9,924
Number of Graduates Working in Nebraska	14,059	8,317	5,605
Percent of Graduates Working in Nebraska	60%	64%	56%
Average Quarterly Wage for All Graduates	\$9,582	\$9,329	\$9,972
Median Quarterly Wage for All Graduates	\$9,049	\$8,898	\$9,300

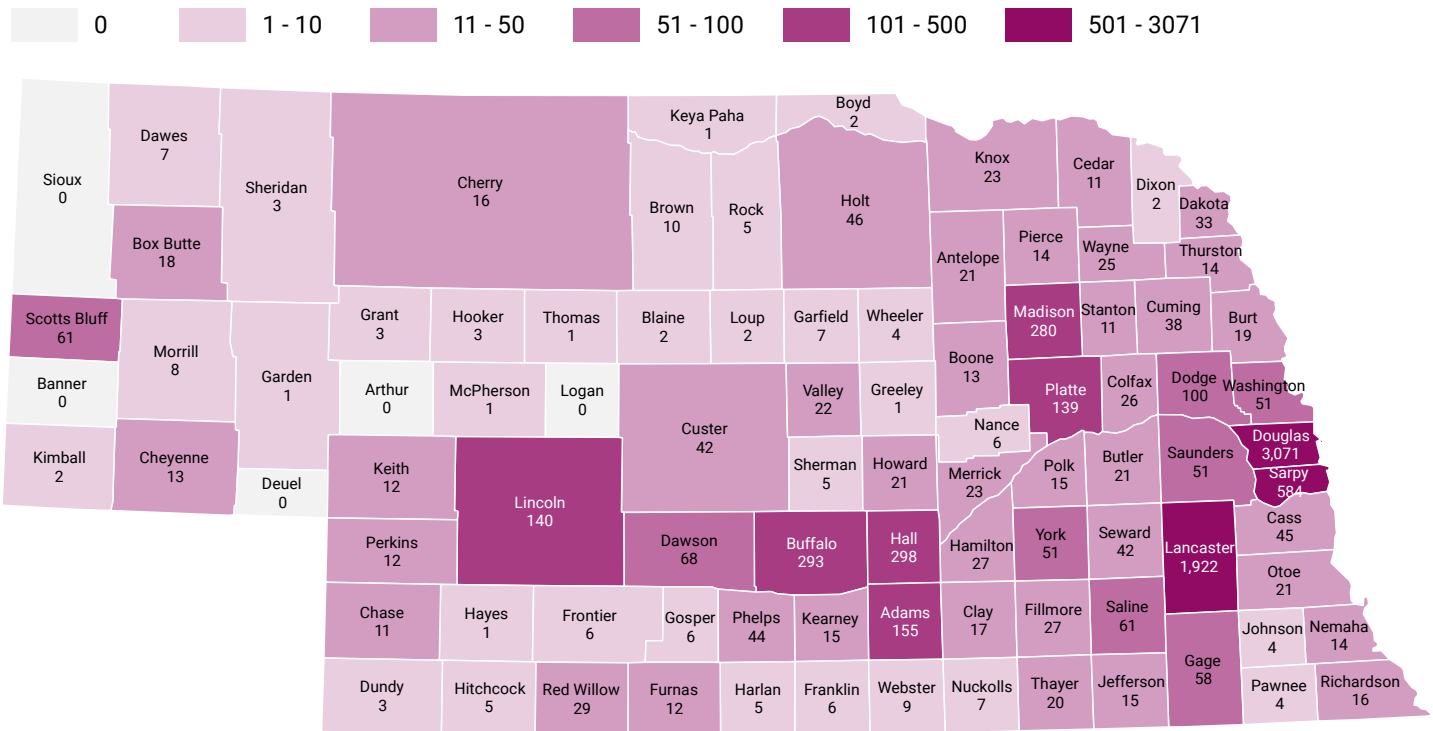
graduates working in Nebraska. Male graduates earned approximately \$400 more in median quarterly wages than female graduates. Among minority graduates working in Nebraska, Asians were paid the highest, at a median of \$9,482 a quarter and Hispanic or Latino graduates were paid the lowest, at a median quarterly wage of \$7,810.

The most commonly earned credential among graduates from participating institutions was a bachelor's degree, with 42.2% of all graduates earning that credential. This was followed by associate degrees (22.0%) and master's degrees (15.2%). The degree level with the highest percentage of graduates found working in Nebraska was post-master's certificate, with 80.4% of graduates working in Nebraska. The lowest was doctor's degree – research/scholarship, with only 36.9% of graduates found to be working in Nebraska.

## Graduates by County

The county with the most graduates found working in Nebraska was Douglas, with 3,071 graduates. This was followed by Lancaster (1,922), Sarpy (584), Hall (298) and Buffalo (293) counties. The counties found with the fewest graduates working in Nebraska were Garden, Greeley, Hayes, Keya Paha and McPherson (with one graduate each). Additionally, Arthur, Banner, Deuel, Logan, and Sioux counties did not have any graduates found working in Nebraska.

## Number of Graduates by County of Employment

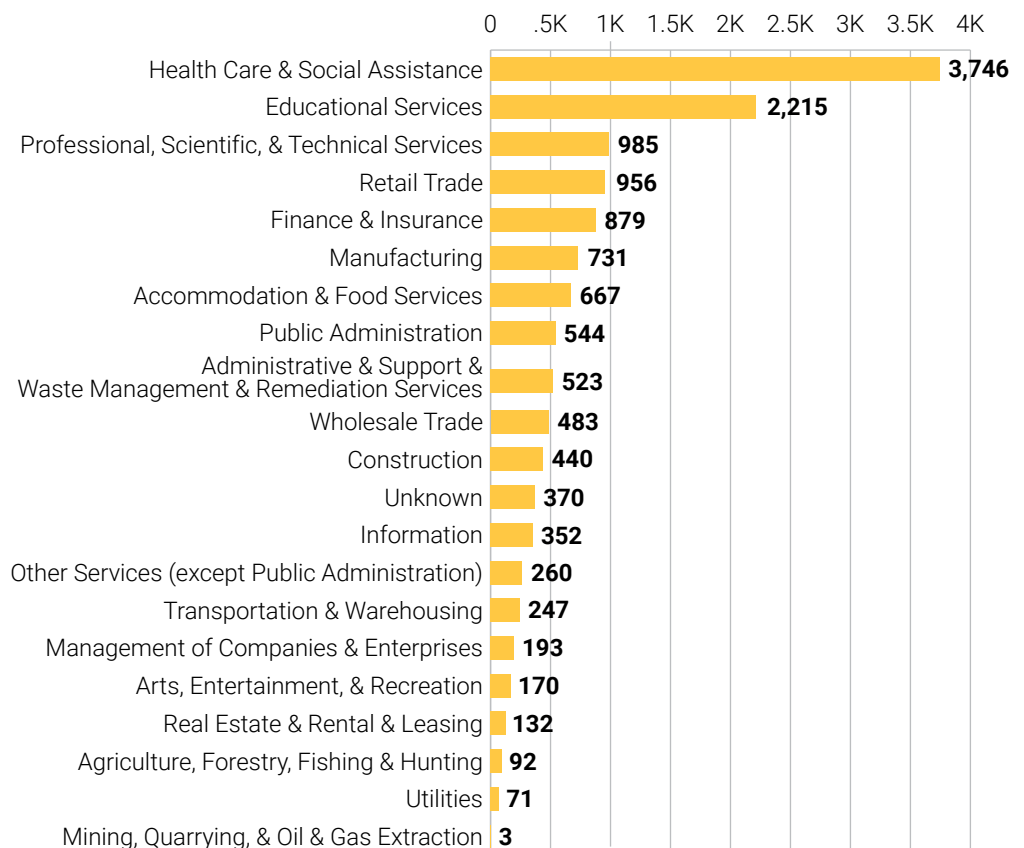


## Industry Analysis

Most graduates working in Nebraska were found in the health care and social assistance industry. The top three industries in which graduates were working were health care and social assistance (26.6%), educational services (15.8%) and professional, scientific, and technical services (7.0%). These three industries accounted for almost half of all the graduates working in Nebraska.

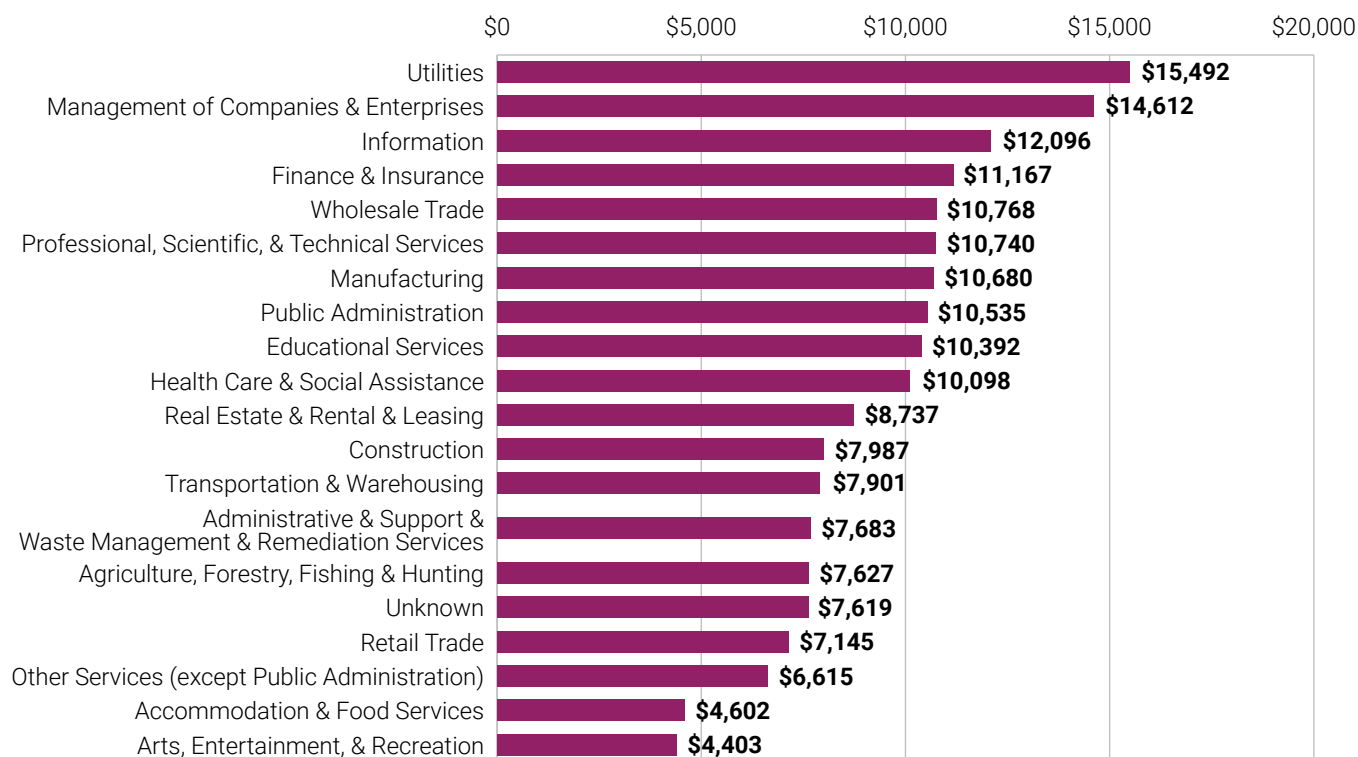
Of all the graduates working in the health care industry, 37% graduated with a nursing credential. Another 4.4% were Liberal Arts and Sciences graduates, and 3.1% were Business Administration and Management graduates. In the educational services industry the most common credential

## Number of Graduates Working In Nebraska by Industry





## Average Quarterly Earnings by Industry



awarded was Elementary Education and Teaching (13.6%) followed by Curriculum and Instruction (10.7%) and Educational Leadership and Administration (7.2%).

Liberal Arts graduates were found to be working in every industry except mining. The most common industry for liberal arts graduates was health care and social assistance (23.6%), followed by retail trade (16.8%) and accommodation and food services (12.4%).

The industry where graduates earned the highest quarterly wage was utilities (\$15,492) followed by management of companies and enterprises (\$14,612) and information (\$12,096). The most common credential of graduates working in the utilities industry was Lineworker (associate degree). Graduates with a Lineworker credential were also commonly employed in the construction and public administration industries.

The two most common credentials in the management of companies and enterprises industry were bachelor's and master's in Business Administration and Management, respectively. The average quarterly wage for bachelor's graduates in this industry was \$11,443, while the average quarterly wage for master's degrees was \$18,411.

The industry with the lowest average quarterly wage was the arts, entertainment, and recreation industry with a quarterly wage of \$4,403.

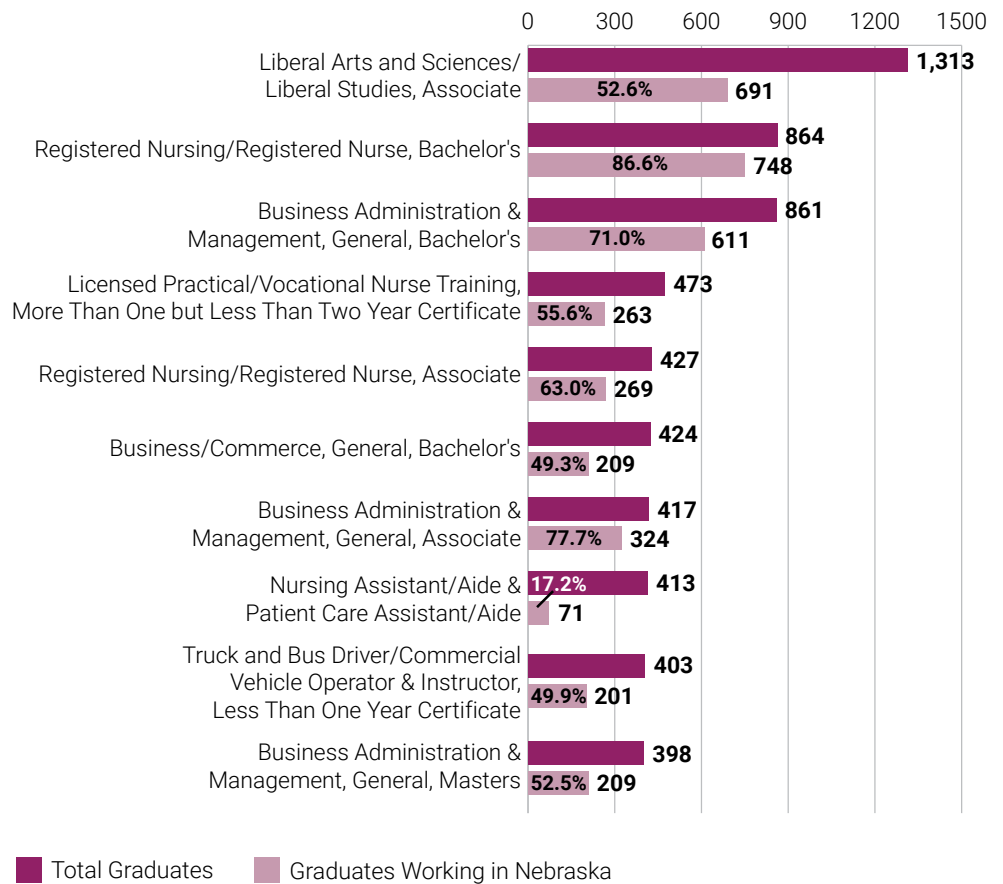
The most common degree held by graduates working in this industry was Associate of Liberal Arts and Sciences. Liberal Arts and Sciences graduates working in this industry earned an average quarterly wage of \$2,746. The credential that paid the highest average quarterly wage in this industry was Bachelor of Business/Commerce at \$13,267.



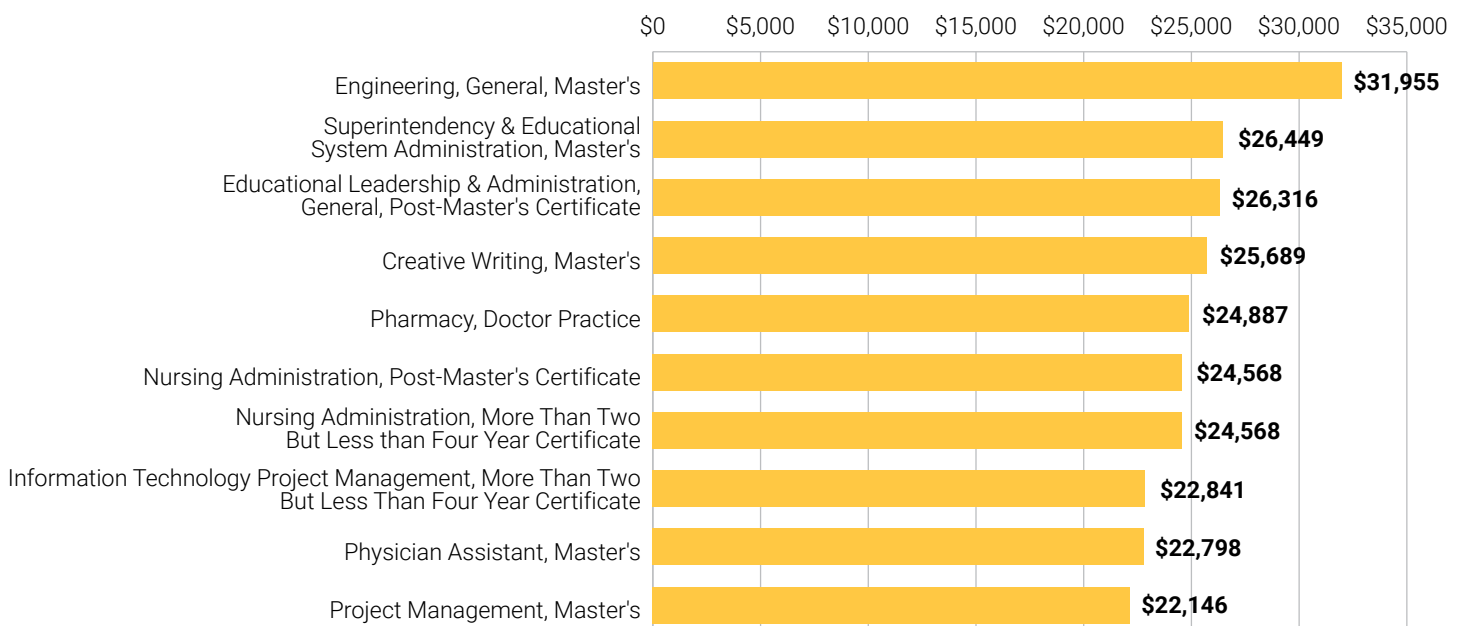
## Credential Analysis

The most commonly awarded credential among 2015-16 graduates from the participating institutions was an associate degree in Liberal Arts and Sciences (1,313 graduates, 52.6% working in Nebraska). The next highest were bachelor's in Registered Nursing (864 graduates, 86.6% working in Nebraska) and bachelor's in Business Administration and Management (861 graduates, 71.0% working in Nebraska).

## Top 10 Credentials Awarded and Working in Nebraska



## Top 10 Average Quarterly Earnings by Credential Awarded

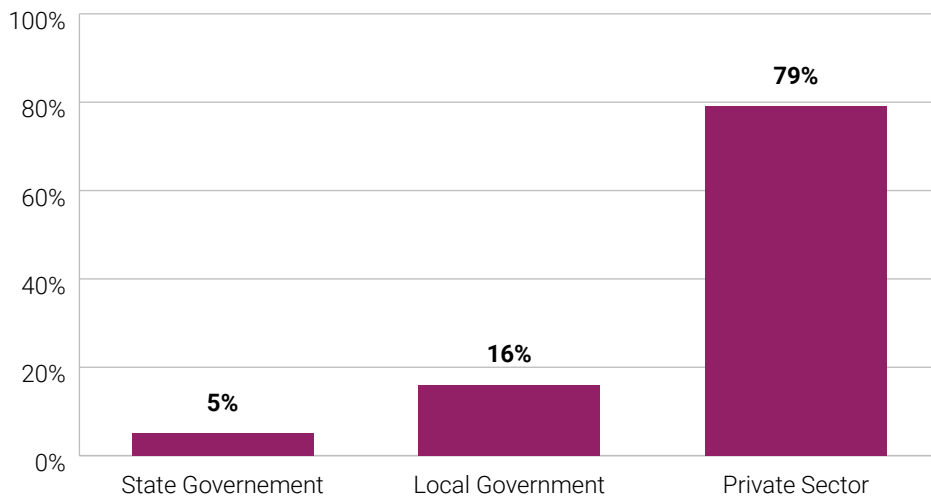


The credential awarded that had the highest average quarterly wage was Master's in Engineering (\$31,955), followed by Master's in Superintendency and Educational System Administration (\$26,499) and Post Master's Certificate in Educational Leadership and Administration (\$26,316). Although the wage records do not contain occupation titles to confirm actual jobs held, many of the highest paying credentials have a fairly clear career path.

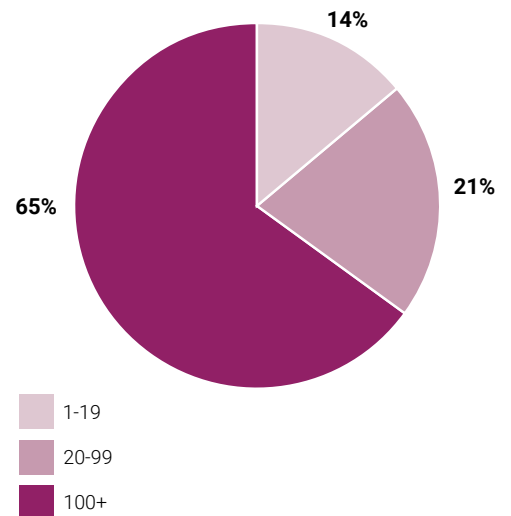
## Business Characteristic Analysis

Along with the industry information already discussed, the wage match records also contain data about the individual businesses that employ recent graduates. The two main characteristics we look at are the business ownership and business size. Most recent graduates working in Nebraska (79%) were employed by private businesses. The remaining were employed by either state (5%) or local (16%) government (as noted earlier, the wage record files do not include federal government employment). Additionally, most recent graduates working in Nebraska worked for businesses with more than 100 employees (66%). The remaining were employed by medium sized businesses with 20 to 99 employees (21%) and small businesses with less than 20 employees (14%).

### Graduates Working in Nebraska by Sector



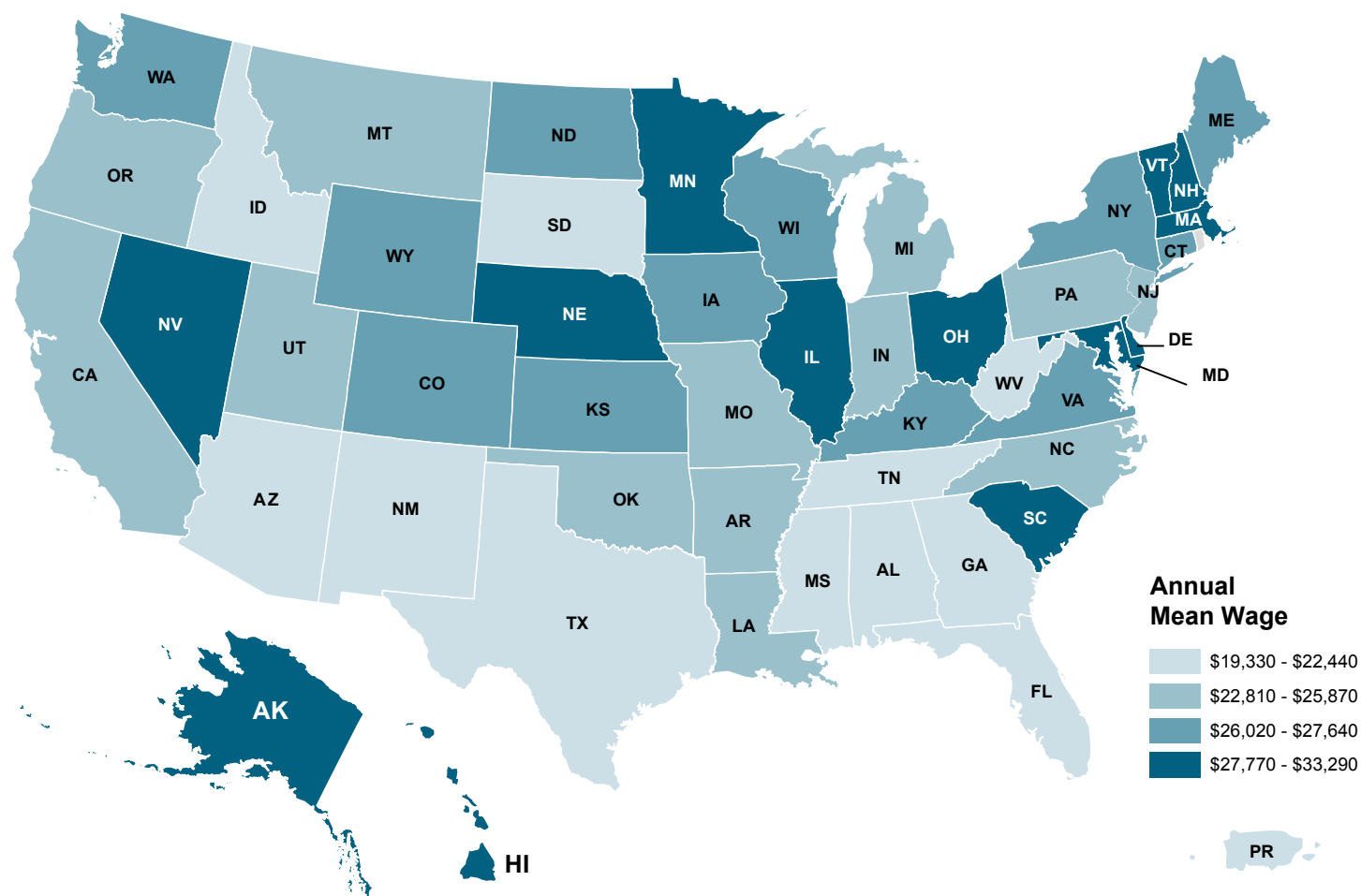
### Graduates Working in Nebraska by Business Size



## Wages of Farmworkers and Laborers

Jennifer Gildersleeve, Research Analyst

### Annual Mean Wage of Farmworkers and Laborers, Crop, Nursery and Greenhouse, May 2016



Farmworkers and laborers manually plant, cultivate, and harvest fruits, nuts, vegetables, and field crops. They may also clean, grade, pack and load harvested products, repair fences and farm buildings, or participate in irrigation activities. Common industries employing those in this

occupation include support activities for crop production, miscellaneous nondurable goods merchant wholesalers, and lawn and garden equipment and supplies stores. There were an estimated 273,450 workers employed in this occupation in May of 2016 across the country, with an estimated 800 employed in Nebraska. The average hourly wage nationwide was \$11.45. The average annual wage is calculated by multiplying the average hourly wage by 2,080 hours. Nationwide, the average annual wage for this occupation was \$23,820. The map above displays the average annual wage for this occupation by state in May of 2016.<sup>1</sup>

(Continued on next page)

In May of 2016, Nebraska was the top paying state in the country for this occupation, with an annual mean wage of \$33,290—nearly \$10,000 more than the national average. Other top-paying states in this occupation included

Illinois, Nevada, Alaska, and Delaware, with annual wages ranging from \$29,340-\$30,930. Grand Island, Neb. had the second highest annual mean wage for a metropolitan area at \$41,480 (this represents an hourly wage of \$19.94). There were an estimated 150 workers in this occupation in the Grand Island area in May of 2016. More information on this occupation is available on the **Bureau of Labor Statistics website**.

**Source:**

1. US Bureau of Labor Statistics, Occupational Employment Statistics. Farmworkers and Laborers, Crop, Nursery and Greenhouse. Updated March 2017. <https://www.bls.gov/oes/current/oes452092.htm>

# Nebraska Qualifies Four **Areas of Substantial Unemployment** for 2018

*Lenora Castillo, Research Analyst*

Nebraska has qualified four areas as Areas of Substantial Unemployment (ASU) for the program year 2018. The ASUs for this year include Douglas-Sarpy County ASU (60 census tracts), Lancaster County ASU (12 census tracts), Hall County ASU (3 census tracts) and Scotts Bluff County ASU (3 census tracts). In 2017, only three areas qualified: Douglas-Sarpy County ASU, Lancaster County ASU, and Hall County ASU.

## Requirements

There are three requirements for an area to become an ASU:

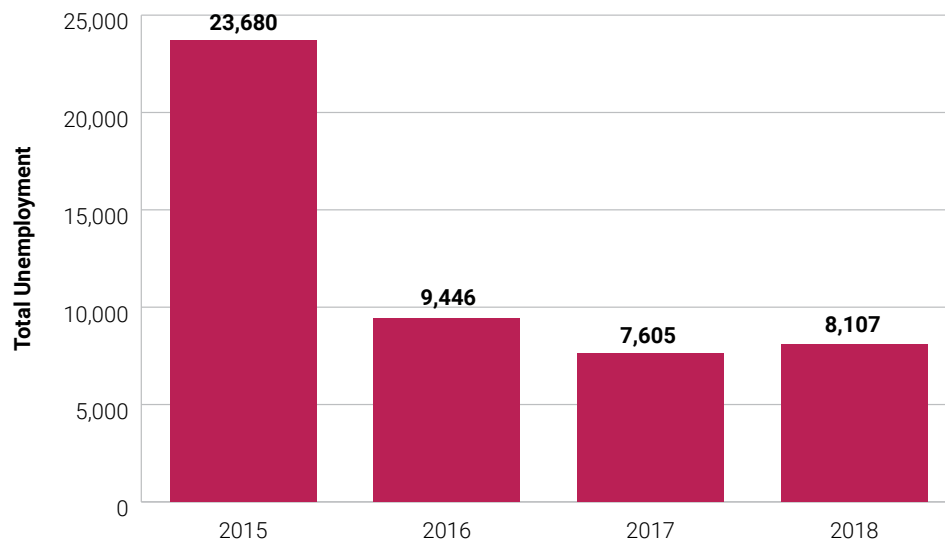
- 1.** An ASU must have a not seasonally adjusted, 12 month average unemployment rate of 6.5% for the reference period ending in June;
- 2.** An ASU can be an entire state, a combination of contiguous census tracts and/or any combination of areas for which unemployment data is produced each month. Because of low unemployment rates, Nebraska uses contiguous census tracts to create an ASU;
- 3.** An ASU must also have a population of at least 10,000 based on Census Bureau figures.

## Designation and Funding

The designation of Areas of Substantial Unemployment (ASU) is a joint effort of the U.S. Employment and Training Administration (ETA) and U.S. Bureau of Labor Statistics (BLS). ASUs are used to determine funding allocations under the Adult and Youth Program Activities of WIOA (Workforce Innovation and Opportunity Act).

Funding for each program year is based on total unemployment for all ASUs in the state. In Nebraska, ASU unemployment has been dropping since the 2015 high of 23,680 to a low of 7,605 in 2017. This year, ASU unemployment has increased slightly to 8,107.

## ASU Unemployment Totals, 2015-2018

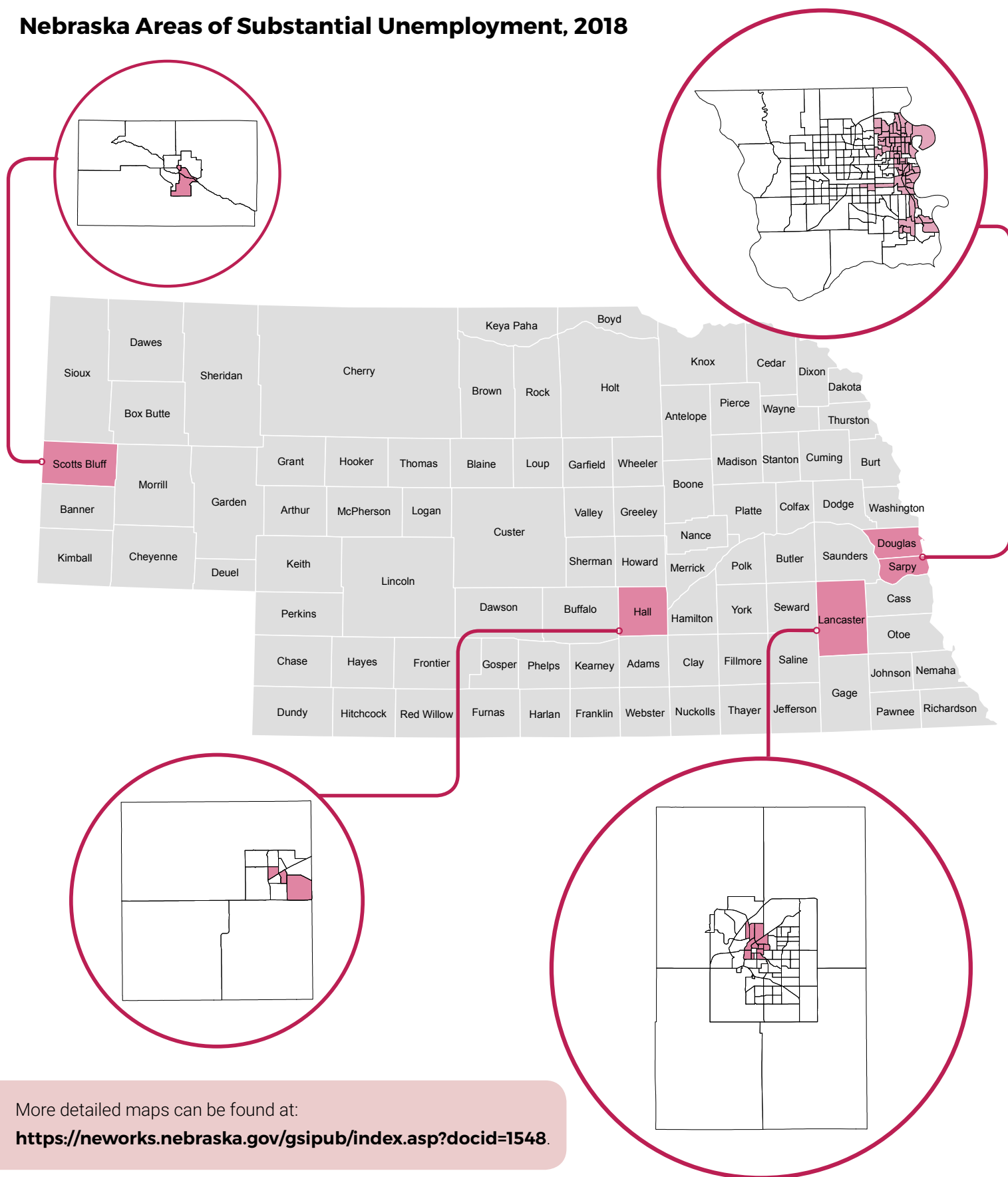


Funding will provide training and resources for the unemployed living in the Lincoln WIOA, Omaha WIOA and Greater Nebraska WIOA areas.

## Additional Information

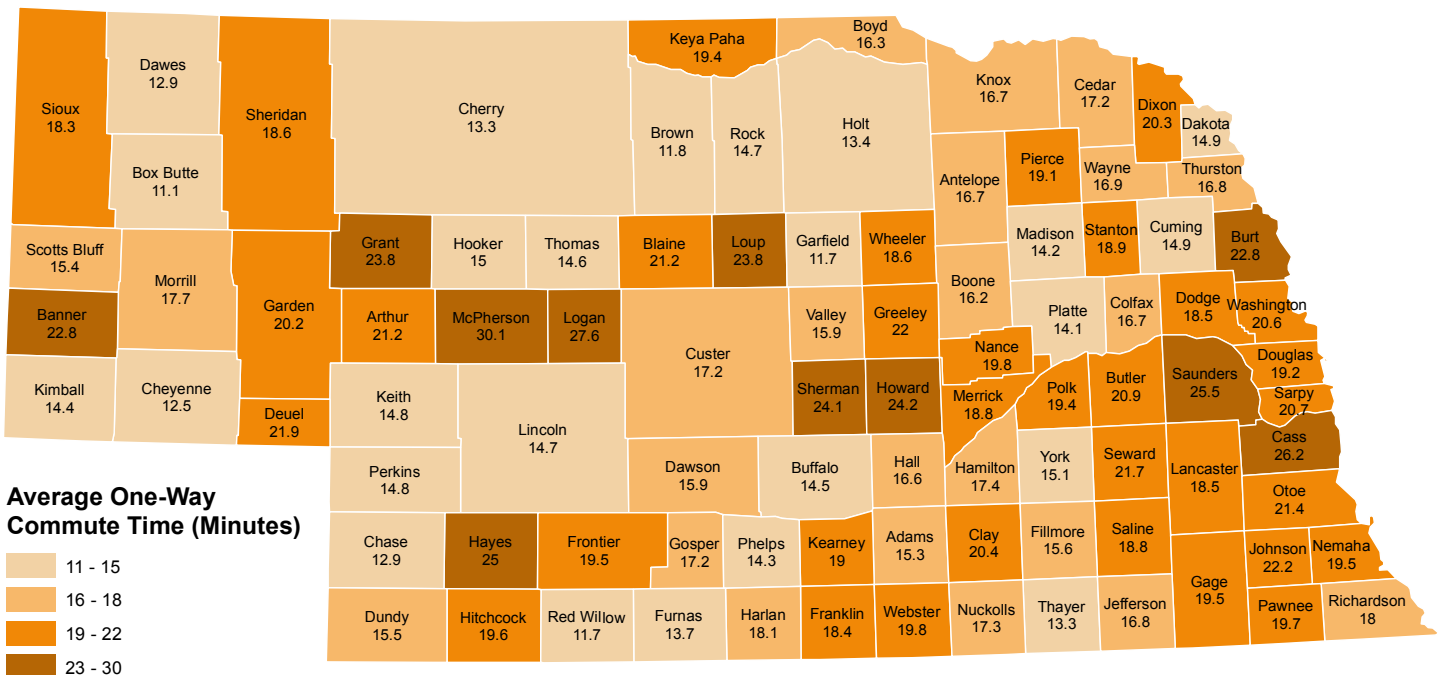
If you need additional information on the 2018 ASUs in your county or area, contact Lenora Castillo, Research Analyst at 402-471-9841, or email [lenora.castillo@nebraska.gov](mailto:lenora.castillo@nebraska.gov).

## Nebraska Areas of Substantial Unemployment, 2018



# Average Commuting Time in Nebraska

Dillon Cornett, Research Analyst



The U.S. Census Bureau recently released data from the 2012-2016 American Community Survey (ACS) five-year estimates. The ACS provides information on over 40 social, economic, housing, and demographic topics, including one-way commuting time to work. Above is a map of Nebraska counties and the average commute time for workers in each county. In Nebraska, the workers that had the shortest average commute time resided in Box Butte County (11.1 minutes) while the workers in McPherson County had the longest one-way average commute (30.1 minutes).

The average commute time for Nebraskans as a whole was just over 18 minutes – less than the average for the U.S. as a whole (26.1 minutes).

Nebraska workers' commute time is relatively short, ranking fifth shortest out of 52 when considering all 50 states, the District of Columbia, and Puerto Rico. Workers in the state of New York have the longest average commute time (32.6 minutes) while South Dakota workers have the shortest commute time (16.9 minutes).

## Source:

1. U.S. Census Bureau. (2017, December 7). Newsroom. Retrieved from New American Community Survey Statistics Provide Local Data for Every Community Nationwide: <https://www.census.gov/newsroom/press-releases/2017/acs-5yr.html>
2. U.S. Census Bureau. (2017, December). American FactFinder. Retrieved from Commuting Characteristics By Sex 2012-2016 American Community Survey 5-year Estimates: [https://factfinder.census.gov/bkmk/table/1.0/en/ACS/16\\_5YR/S0801/0400000US31.05000](https://factfinder.census.gov/bkmk/table/1.0/en/ACS/16_5YR/S0801/0400000US31.05000)
3. U.S. Census Bureau. (2017, December). American FactFinder. Retrieved from Commuting Characteristics By Sex 2012-2016 American Community Survey 5-year Estimates: [https://factfinder.census.gov/bkmk/table/1.0/en/ACS/16\\_5YR/S0801/0100000US.04000](https://factfinder.census.gov/bkmk/table/1.0/en/ACS/16_5YR/S0801/0100000US.04000)

## Agenda Item 6B: Performance

### WIOA Title 1B Program Performance, PY 2017, Quarter 2

#### Nebraska - Report Period Quarter End: 12/31/2017

Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	84.3%	108.1%	77.5%	99.4%
2. Employment Rate (Q4)	79.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$5,500.00	\$6,536.00	118.8%	\$5,694.00	103.5%
4. Credential Rate	56.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	9.3%	N/A	8.9%	N/A
<b>Aggregate Score</b>			<b>113.5%</b>		<b>101.4%</b>

Dislocated Worker Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.0%	87.0%	100.0%	88.0%	101.1%
2. Employment Rate (Q4)	88.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$7,200.00	\$8,096.00	112.4%	\$7,688.00	106.8%
4. Credential Rate	60.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	17.2%	N/A	17.9%	N/A
<b>Aggregate Score</b>			<b>106.2%</b>		<b>104.0%</b>

Youth Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78.0%	85.5%	109.6%	74.1%	95.0%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	N/A	N/A	N/A	N/A
3. Median Earnings - Baseline	N/A	\$3,361.00	N/A	\$2,942.00	N/A
4. Credential Rate	68.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	11.8%	N/A	28.8%	N/A
<b>Aggregate Score</b>			<b>109.6%</b>		<b>95.0%</b>

#### Greater Omaha - Report Period Quarter End: 12/31/2017

Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
6. Employment Rate (Q2)	78.0%	76.5%	98.1%	71.9%	92.2%
7. Employment Rate (Q4)	79.0%	N/A	N/A	N/A	N/A
8. Median Earnings	\$5,500.00	\$5,613.00	102.1%	\$4,999.00	90.9%
9. Credential Rate	56.0%	N/A	N/A	N/A	N/A
10. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.5%	N/A



Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
Aggregate Score		100.1%		91.5%	

Dislocated Worker Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.0%	80.0%	92.0%	72.7%	83.6%
2. Employment Rate (Q4)	88.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$7,200.00	\$9,222.00	128.1%	\$8,190.00	113.8%
4. Credential Rate	60.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.0%	N/A
<b>Aggregate Score</b>			<b>110.0%</b>		<b>98.7%</b>

Youth Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78.0%	75.8%	97.2%	66.7%	85.5%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	N/A	N/A	N/A	N/A
3. Median Earnings - Baseline	N/A	\$3,118.00	N/A	\$2,734.00	N/A
4. Credential Rate	68.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	12.2%	N/A
<b>Aggregate Score</b>			<b>97.2%</b>		<b>85.5%</b>

### Greater Lincoln - Report Period Quarter End: 12/31/2017

Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	0.0%	0.0%	66.7%	85.5%
2. Employment Rate (Q4)	79.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$5,500.00	\$-	0.0%	\$5,864.00	106.6%
4. Credential Rate	56.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.0%	N/A
<b>Aggregate Score</b>			<b>0.0%</b>		<b>96.1%</b>

Dislocated Worker Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.0%	100.0%	114.9%	87.5%	100.6%
2. Employment Rate (Q4)	88.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$7,200.00	\$4,750.00	66.0%	\$4,750.00	66.0%
4. Credential Rate	60.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.0%	N/A
<b>Aggregate Score</b>			<b>90.5%</b>		<b>83.3%</b>

Youth Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78.0%	100.0%	128.21%	71.4%	91.5%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	N/A	N/A	N/A	N/A
3. Median Earnings - Baseline	N/A	\$836.00	N/A	\$1,834.00	N/A
4. Credential Rate	68.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	10.5%	N/A	15.6%	N/A
<b>Aggregate Score</b>			<b>128.2%</b>		<b>91.5%</b>

### Greater Nebraska - Report Period Quarter End: 12/31/2017

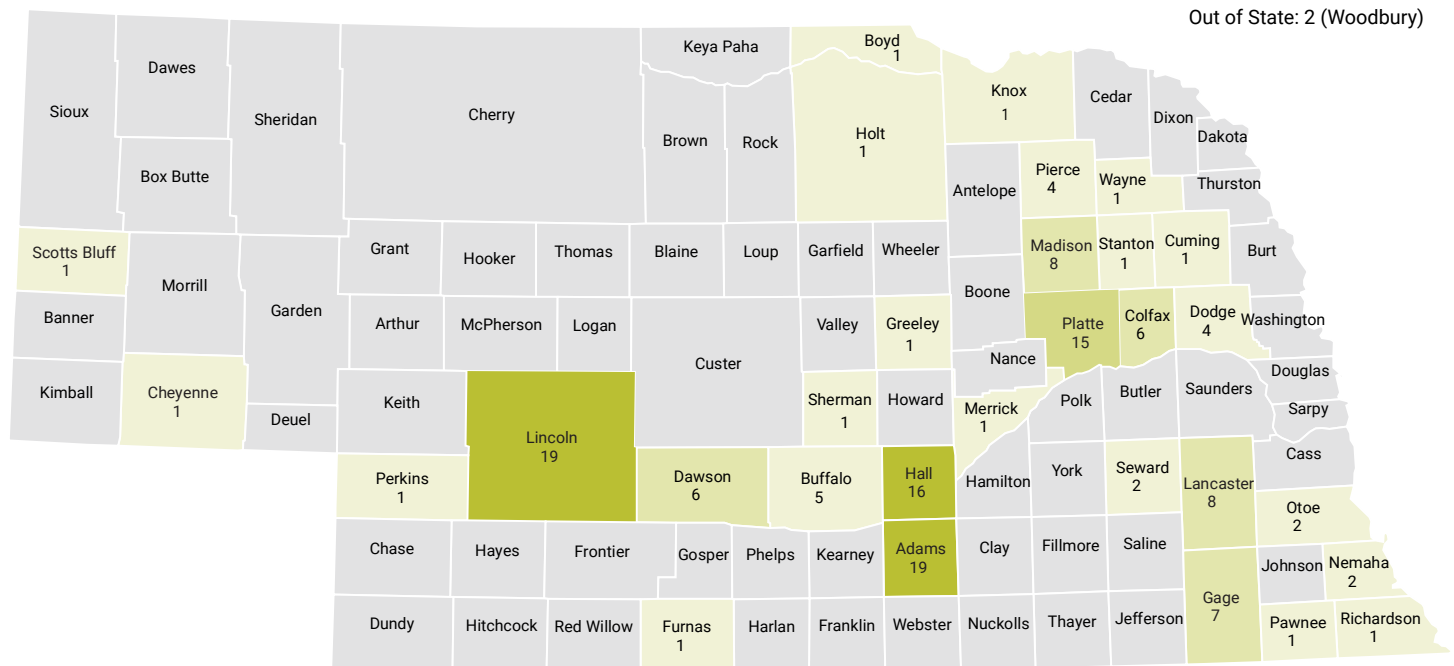
Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	91.7%	117.6%	86.4%	110.8%
2. Employment Rate (Q4)	79.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$5,500.00	\$7,478.00	136.0%	\$6,517.00	118.5%
4. Credential Rate	56.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	16.3%	N/A	16.4%	N/A
<b>Aggregate Score</b>			<b>126.8%</b>		<b>114.6%</b>

Dislocated Worker Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	87.0%	87.0%	100.0%	89.2%	102.5%
2. Employment Rate (Q4)	88.0%	N/A	N/A	N/A	N/A
3. Median Earnings	\$7,200.00	\$7,477.00	103.8%	\$7,577.00	105.2%
4. Credential Rate	60.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	21.9%	N/A	22.4%	N/A
<b>Aggregate Score</b>			<b>101.9%</b>		<b>103.9%</b>

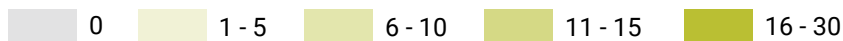
Youth Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78.0%	100.0%	128.2%	94.3%	120.9%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	N/A	N/A	N/A	N/A
3. Median Earnings - Baseline	N/A	\$4,878.00	N/A	\$4,066.00	N/A
4. Credential Rate	68.0%	N/A	N/A	N/A	N/A
5. Measurable Skill Gains - Baseline	N/A	17.9%	N/A	45.8%	N/A
<b>Aggregate Score</b>			<b>128.2%</b>		<b>120.9%</b>

Sources: ETA Form 9090

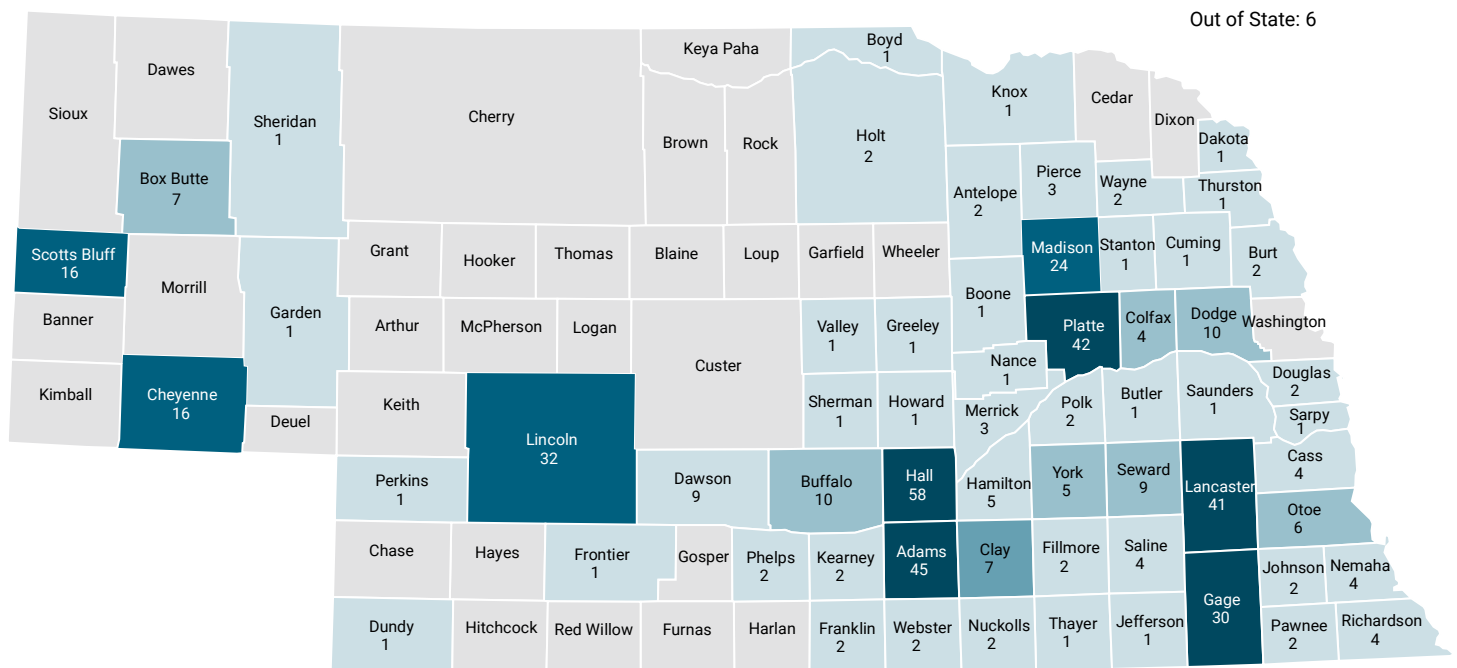
### New Participants by County since 1/1/18



## Number of New Enrollments



## Active Participants by County



## Number of Enrollments



## Agenda Item 6C: Motion to Reappoint Member(s) to GNWDB

**Background:** The CEOB must establish term limitations and stagger term appointments to ensure only a portion of membership expire in a given year, in accordance with CFR 20 679.310 (g) (2).

Board Member	Organization	Title	Sector Representation	City	Term Dates
<b>Local Area Business</b>					
Lisa Wilson - Chair	Case New Holland Industrial (CNHI)	Plant Human Resources Manager	Agricultural Machinery	Grand Island	07/01/15-06/30/18
Jill Smith - Vice Chair	BD Life Sciences – Preanalytical Systems	Human Resources Manager	Healthcare Manufacturing	Broken Bow	07/01/15-06/30/18
Charlene Lant	CHI Health	Chief Administrative Officer	Health Services	Nebraska City	07/01/15-06/30/18
Denise Pfeifer	UTC Aerospace Systems	Human Resources Manager	Precision Metals Manufacturing	York	07/01/15-06/30/18
Stacey Weaver	Chief Agri-Industrial	Administrative Manager	Agricultural Machinery	Kearney	07/01/15-06/30/18
Alicia Fries	Allo Communications	Residential Customer Service Manager	Telecommunications	Imperial	09/29/16-09/28/19
Greta Kickland	Cameco Crow Butte Resources	Human Resources Manager	Renewable Energy	Crawford	07/01/15-06/30/18
Kim Schumacher	Cargill, INC	Human Resources Manager	Business Management & Manufacturing	Columbus	02/06/17-02/05/20
Wayne Brozek	21st Century Equipment	Vice President of Aftermarket Operations	Agricultural Machinery	Scottsbluff	07/01/15-06/30/18
Gary Kelly	Thompson Specialty Services	Division Manager	Business	Omaha	07/01/15-06/30/18
<b>Workforce</b>					
Chris Callihan	IBEW Local 265	Business Manager	Apprenticeship Program	Lincoln	07/01/15-06/30/18
Roy Lamb II	IBEW Local 265	Training Director	Labor Organization	Lincoln	07/01/15-06/30/18
Elaine Anderson	Nebraska VR	Office Director	Vocational Rehabilitation	Kearney	07/01/15-06/30/18
<b>Education and Training</b>					
Ann Chambers	Central Community College	Adult Education Director	Adult Education & Literacy Activities	Grand Island	07/01/15-06/30/18
Matt Gotschall	Central Community College	Columbus Campus President	Higher Education	Columbus	02/06/17-02/05/20

Board Member	Organization	Title	Sector Representation	City	Term Dates
<b>Government and Economic and Community Development</b>					
Dan Mauk	Nebraska City Are Economic Development Corporation	Executive Director	Community Development	Nebraska City	07/01/15- 06/30/18
Kelsey Miller	Nebraska Department of Labor	Regional Manager	Wagner-Peyser	North Platte	07/01/15- 06/30/18
Elaine Anderson	Nebraska VR	Office Director	Vocational Rehabilitation	Kearney	07/01/15- 06/30/18

The gray and yellow groups have been reappointed.

### 3 Business and 2 Government and Economic/ Community Development

It is proposed that the Chief Elected Officials Board reappoint Greta Kickland, Wayne Brozek, Gary Kelly, Kelsey Miller, and Elaine Anderson to the Greater Nebraska Workforce Development Board (GNWBD) for a three-year term ending May 23, 2020.

### Agenda Item 6D: Motion to Appoint New Member(s) to GNWDB

**Background:** The Local WDB is appointed by the chief elected official(s) in each local area in accordance with State criteria established under WIOA sec. 107(b), and is certified by the Governor every 2 years, in accordance with WIOA sec.107(c)(2).

20 CFR § 679.320(c) requires that a workforce member representing a community-based organization with demonstrated experience and expertise in addressing employment, training, or education needs of individuals with barriers to employment, including organizations that serve Veterans or provide or support competitive integrated employment for individuals with disabilities be represented on the workforce board.

In addition, this member must also have optimum policymaking authority or hiring authority.

Does the candidate have:

- Optimum Policy-making Authority
- Hiring Authority
- Demonstrated Experience and Expertise
- Business Only: Represents high-quality, in-demand opportunities

### Workforce (Community Based) Position

It is proposed that the Chief Elected Officials Board appoint \_\_\_\_\_ to the Greater Nebraska Workforce Development Board (GNWBD) for a three-year term ending May 23, 2021.

## Agenda Item 6E: Appointment to Executive Board

**Background:** To comply with Article V, Section 3 of the Bylaws, the Chief Elected Officials Board shall designate the members of the Executive Committee, consisting of seven members. A majority of Executive Committee members will represent business. Said members to include:

- a. Chair of GNWDB
- b. Vice-Chair of GNWDB
- c. Chair of each standing committee
- d. Representative of Labor category
- e. Representative of One-Stop Partners, provided, one person may be designated to represent more than one One-Stop Partner
- f. Additional representatives from the general membership as needed to complete the seven member body and ensure a majority of representatives are from business.

It is proposed that the Chief Elected Officials Board appoint the following member to the Executive Committee:

## Agenda Item 6F: One-Stop System Survey - Results

\*Only five surveys were received. Starting this month, the surveys are now compatible with cell phones.

	Number of Survey Responses	Percentage
<b>Total Number of Surveys:</b>	<b>5</b>	<b>100%</b>
<b>1. Did you clearly understand your responsibilities to participate in the program?</b>		
1. Yes	5	100%
2. No	0	0%
3. Unsure	0	0%
<b>2. Would you recommend this program?</b>		
1. Would not recommend	0	0%
2. Would possibly recommend	1	33%
3. Would recommend	0	0%
4. Would strongly recommend		0%
5. Would very strongly recommend	2	67%
<b>3. Did you receive the services needed to achieve your goal as outlined in the plan you developed with your case manager?</b>		
1. I don't know	0	0%
2. Received none of the services needed	0	0%
3. Received some of the services needed	0	0%
4. Received most, but not all of the services needed	0	0%
5. Received all services needed	5	100%
<b>4. Overall were you satisfied with services in the Workforce Innovation and Opportunity Act Title 1 Program?</b>		
1. Very dissatisfied	0	0%
2. Dissatisfied	0	0%

	Number of Survey Responses	Percentage
3. Neither satisfied nor dissatisfied	0	0%
4. Satisfied	0	0%
5. Very satisfied	5	100%
<b>5. How satisfied were you with the professionalism and accessibility of staff?</b>		
1. Very dissatisfied	0	0%
2. Dissatisfied	0	0%
3. Neither satisfied nor dissatisfied	0	0%
4. Satisfied	0	0%
5. Very satisfied	5	100%
<b>6. Were you able to find employment in your career field after you completed this program?</b>		
1. Not seeking employment at this time	0	0%
2. Not applicable	0	0%
3. No, I did not find employment	0	0%
4. Yes, I did find employment but not in my career field	1	20%
5. Yes, I did find employment in my career field	4	80%
<b>7. If you found employment, are you likely to keep this job over the next six months?</b>		
1. Yes	4	80%
2. No	0	0%
3. Unsure	1	20%
<b>8. What changes would you suggest to improve the services in this program?</b>		
Free Text		
<b>9. Would you like to be contacted?</b>		
1. Yes	0	0%
2. No	5	100%

## Agenda Item 6G: One-Stop System Survey - Motion to Approve Revised Survey

**Background:** The one-stop operator has prepared suggestions and comments to improve the workforce system survey including:

- Several modifications in the survey questions for both the participant and employer surveys were suggested after consultation with the NDOL AJC/CC Office Managers
- Documents reviewed in preparation for survey recommendations:
  - IOWAWORKS initial customer service survey
  - Region Managers & Team Review/Recommendations
  - Vocational Rehabilitation Client Satisfaction Survey
  - Proteus Case Manager Client Satisfaction Questions
  - ResCare Customer experience Survey
  - KansasWORKS Registered Participants Feedback
  - KansasWORKS Workforce System Employer Satisfaction Survey
  - IowaWORKS Initial Services Survey

- Beatrice AJC Employer Job Fair Feedback
- NDOL Two Versions of Previous Surveys
- GNWDB System Coordination Committee "Ideas for Customer Satisfaction Surveys"
- NDOL and NDED reviewed the question verbiage and content, edits suggested, and implemented accordingly in revisions of the participant and employer surveys
- Melissa Trueblood, NDED Research Manager, reviewed the survey drafts and provided technical guidance on wording, formatting, and presentation in Survey Monkey tool
- Pending board approval, the two survey—participant and employer—will be set up for each of the five regions within Greater NE and links will be provided for electronic survey release
- Process for disseminating survey link to participants and employers are proposed:
  - WIOA Adult, DLW, Youth: Case Managers send link in request email when WIOA participants exit
  - Wagner Peyser: Staff send link in request email after NE RES training/1-on-1 consultation (defined period of weeks)
  - Employers: BSR staff send link in request email to employers after (defined period of weeks) utilizing business services assistance (job posting, LMI research, search for candidates, job fair, etc.) NEWorks "System Notification Email" feature may be used to reach employer contacts in a "batch" method at certain intervals (monthly, bi-monthly, quarterly)

**Motion:** The System Coordination Committee proposals that the Greater Nebraska Workforce Development Board adapt the revised surveys for employers and participants.



## Customer Satisfaction Survey- Employer

**Your opinion counts! Please take a few moments to tell us how we did. Your feedback will help us serve you better. All responses to this survey are voluntary and will remain confidential.**

**Thank you!**

## Customer Satisfaction Survey- Employer

1. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:

	1 (Very Low )	2	3 (Neutral)	4	5 (Very High)	Don't Know/No Opinion	Not Applicable
Help with navigating NEworks website (NEworks.nebraska.gov)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with job candidate referrals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help posting jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with a job fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help finding Labor Market Information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

2. Overall, how satisfied or dissatisfied were you with the employment services provided to you?

- |  |   |
|--|---|
| <input type="radio"/> Very Satisfied                     | <input type="radio"/> Somewhat Dissatisfied |
| <input type="radio"/> Somewhat Satisfied                 | <input type="radio"/> Very Dissatisfied     |
| <input type="radio"/> Neither Satisfied nor Dissatisfied | <input type="radio"/> Don't Know/No Opinion |

Please explain:

## Customer Satisfaction Survey- Employer

3. How professional or unprofessional were the staff of the American Jobs Center (AJC)/Career Center?

- |   |   |
|---|---|
| <input type="radio"/> Very Professional     | <input type="radio"/> Somewhat Unprofessional |
| <input type="radio"/> Somewhat Professional | <input type="radio"/> Very Unprofessional     |
| <input type="radio"/> Neutral               | <input type="radio"/> Don't Know/No Opinion   |

Please explain:

4. How accessible or inaccessible were the staff of the American Jobs Center (AJC)/ Career Center?

- |   |   |
|---|---|
| <input type="radio"/> Very Accessible     | <input type="radio"/> Somewhat Inaccessible |
| <input type="radio"/> Somewhat Accessible | <input type="radio"/> Very Inaccessible     |
| <input type="radio"/> Neutral             | <input type="radio"/> Don't Know/No Opinion |

Please explain:

5. How likely or unlikely are you to recommend this business service assistance to other employers?

- |                                       |   |
|---------------------------------------|---|
| <input type="radio"/> Very Likely     | <input type="radio"/> Somewhat Unlikely     |
| <input type="radio"/> Somewhat Likely | <input type="radio"/> Very Unlikely         |
| <input type="radio"/> Neutral         | <input type="radio"/> Don't Know/No Opinion |

### Customer Satisfaction Survey- Employer

6. How did you hear about the employment services? *(Please check all that apply)*

- |  |   |
|--|---|
| <input type="checkbox"/> Nebraska Department of Labor website (dol.nebraska.gov) | <input type="checkbox"/> Social Media   |
| <input type="checkbox"/> NEworks (NEworks.nebraska.gov)                          | <input type="checkbox"/> Promotional Brochure/Flyer                                       |
| <input type="checkbox"/> Word of Mouth Referral                                  | <input type="checkbox"/> I was contacted by a Nebraska Department of Labor Representative |
| <input type="checkbox"/> Other (please specify)                                  |   |

### Customer Satisfaction Survey- Employer

7. Would you like a Career Center staff member to contact you to discuss your experience?

- ☐ Yes
- ☐ No

### Customer Satisfaction Survey- Employer

8. If yes, then please provide your contact information below:

<b>Name</b>	<div></div>
<b>Email Address</b>	<div></div>
<b>Telephone Number</b>	<div></div>

## Customer Satisfaction Survey- Participant

**Your opinion counts! Please take a few moments to tell us how we did. Your feedback will help us serve you better. All responses to this survey are voluntary and will remain confidential.**

**Thank you!**

## Customer Satisfaction Survey- Participant

1. On a scale from 1 to 5 with 1 being the lowest and 5 being the highest, how would you rate the provision of the following services:

	1 (Very Low)	2	3 (Neutral)	4	5 (Very High)	Don't Know/No Opinion	Not Applicable
Help with job search using the NEworks website (NEworks.nebraska.gov)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with resume and/or cover letter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with job application	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help finding veterans services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with job interview	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help filing Unemployment Insurance benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with testing and/or assessments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help finding information on training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

2. Overall, how satisfied or dissatisfied were you with the employment services provided to you?

- |  |   |
|--|---|
| <input type="radio"/> Very Satisfied                     | <input type="radio"/> Somewhat Dissatisfied |
| <input type="radio"/> Somewhat Satisfied                 | <input type="radio"/> Very Dissatisfied     |
| <input type="radio"/> Neither Satisfied nor Dissatisfied | <input type="radio"/> Don't Know/No Opinion |

### Customer Satisfaction Survey- Participant

3. How professional or unprofessional were the staff of the American Jobs Center (AJC)/Career Center?

- |   |   |
|---|---|
| <input type="radio"/> Very Professional     | <input type="radio"/> Somewhat Unprofessional |
| <input type="radio"/> Somewhat Professional | <input type="radio"/> Very Unprofessional     |
| <input type="radio"/> Neutral               | <input type="radio"/> Don't Know/No Opinion   |

4. How accessible or inaccessible were the staff of the American Jobs Center (AJC)/Career Center?

- |   |   |
|---|---|
| <input type="radio"/> Very Accessible     | <input type="radio"/> Somewhat Inaccessible |
| <input type="radio"/> Somewhat Accessible | <input type="radio"/> Very Inaccessible     |
| <input type="radio"/> Neutral             | <input type="radio"/> Don't Know/No Opinion |

### Customer Satisfaction Survey- Participant

5. How likely or unlikely are you to recommend this training program and/or job seeker program to others?

- |                                       |   |
|---------------------------------------|---|
| <input type="radio"/> Very Likely     | <input type="radio"/> Somewhat Unlikely     |
| <input type="radio"/> Somewhat Likely | <input type="radio"/> Very Unlikely         |
| <input type="radio"/> Neutral         | <input type="radio"/> Don't Know/No Opinion |

6. How did you hear about the jobseeker services?(Please check all that apply)

- ☐ Nebraska Department of Labor website (dol.nebraska.gov)
- ☐ Social Media
- ☐ NEworks (NEworks.nebraska.gov)
- ☐ Promotional Brochure/Flyer
- ☐ Word of Mouth Referral
- ☐ I was contacted by a Nebraska Department of Labor Representative
- ☐ Other (please specify)

Customer Satisfaction Survey- Participant

7. Would you like a Career Center staff member to contact you to discuss your experience?

- ☐ Yes
- ☐ No

Customer Satisfaction Survey- Participant

8. If yes, then please provide your contact information below:

Name

Email Address

Telephone Number

Customer Satisfaction Survey- Participant

9. Please use the space below to provide any comments or feedback:

9. Please use the space below to provide any comments or feedback:

## **Agenda Item 6H: Policy Revision - Motion to Increase Work Experience Wage**

**Background:** Work Experiences are a short-term or part-time work assignments with a worksite partner designed to enhance employability of the participant through development of good work habits and basic work skills. The current wage for all Work Experiences are \$9.00 (Nebraska's minimum wage). The board may choose to increase this amount. The Greater Omaha Workforce Development Board ties their wages to a living wage. Southeast KANSASWORKS provides a range; not to exceed \$10 – but pay must be \$1 below the starting entry level wage for that position, as listed by the business.

Regional managers have commented that \$9.00 is not competitive, which makes it more difficult to place customers in this activity. For this reason they would like to see the wage increased to a range, based on wages set by the business. The Administrative Entity would remind the board that a work experiences is designed for customers that have barriers to employment and therefore would not be able to obtain a minimum wage job on their own accord. Additionally, on-the-job training is accessible for youth, if the hourly wages are between \$9 and \$11.99.

If the board wishes to create a range; the administrative entity suggest \$9-\$11 per hour would be appropriate. Wages must be at or below wages reported by Nebraska Department of Labor. <http://neblswages.nwd.ne.gov/eds.php?page=2>

**Motion:** The System Coordination Committee proposes that the Greater Nebraska Workforce Development Board allow Work Experience wages to correspond with Labor Market Information wages for similar positions. All wages must be above \$9.00 an hour and are not to exceed \$\_\_\_\_\_ an hour. The following policies will be updated to reflect this change:

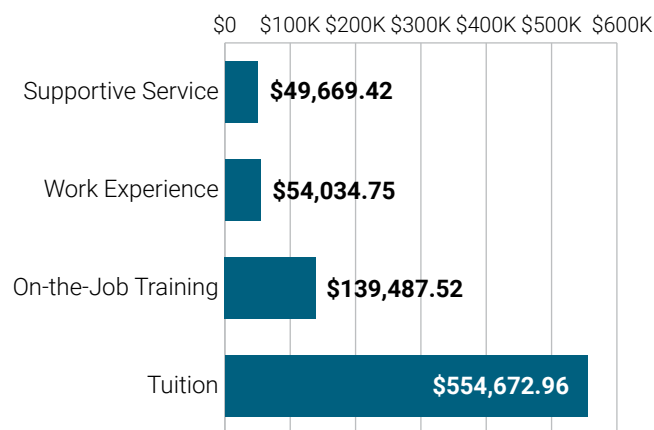
**Policy 16.** On-the-job Training

**Policy 22.** Work-based Learning

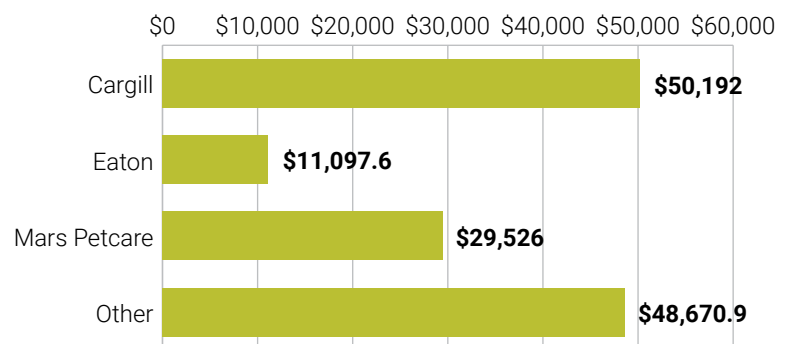
**Policy 25.** Training Limits

## Agenda Item 6I: Finance - Spending Trends

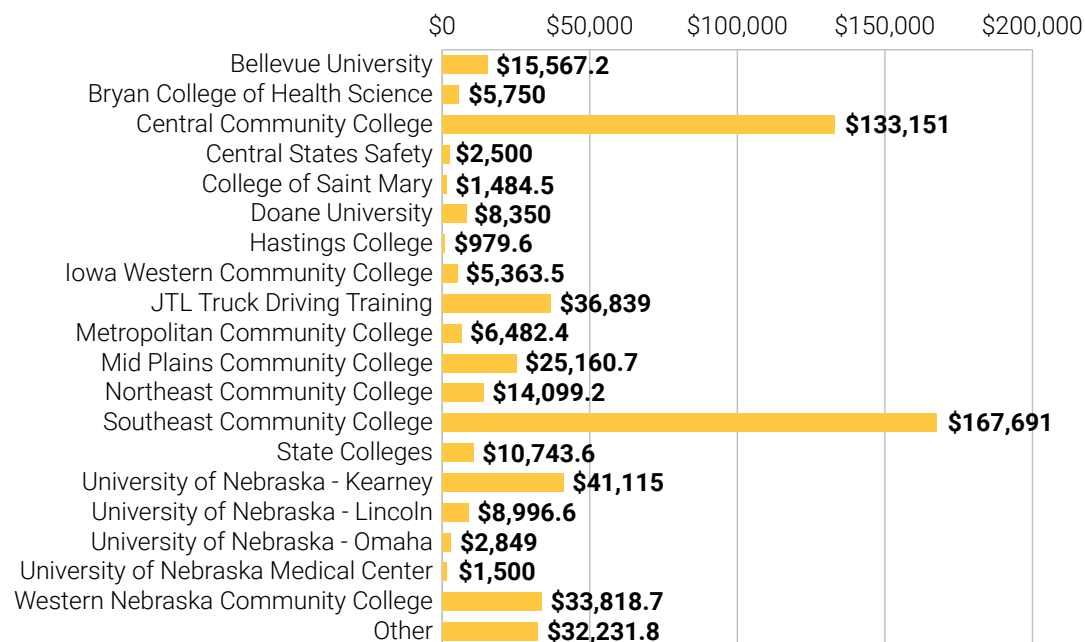
### Major Expenditures - Program Year 2017



### On-the-Job Training Expense Breakdown



### Tuition Expense Breakdown



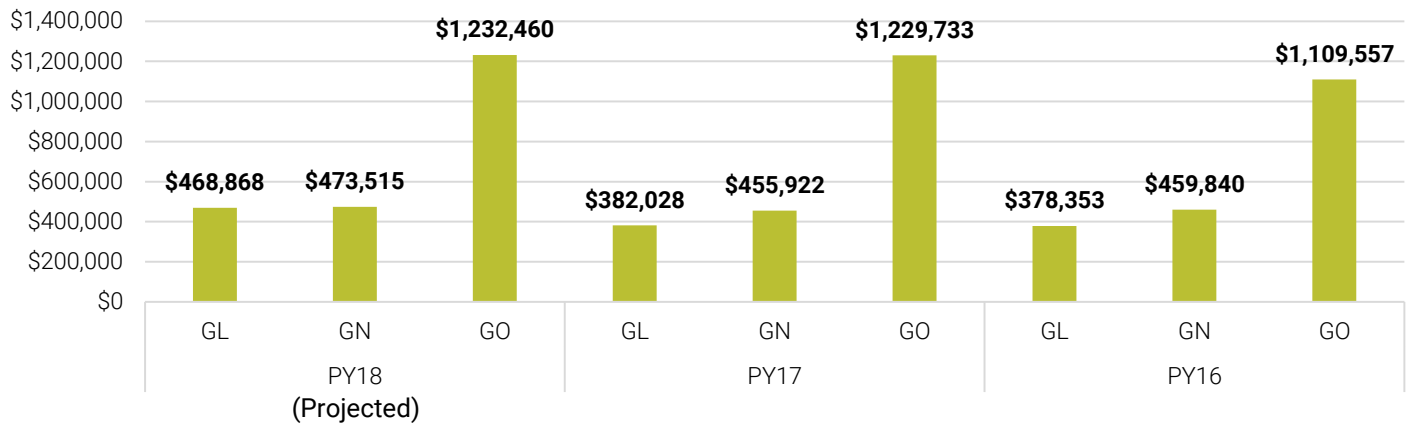
### Maximum Quarterly Obligations Per Participant (4/1/18 to 06/30/18) - Greater Nebraska OST

	Current Funds Available in RRS As Of 3/27/18	Expected Staffing Expenses Until 9/30/18 (6 months)	Current Obligation Total	Maximum Quarterly Obligation Per Participant OST	Projected Funded Participants for the quarter	Projected Quarterly Obligations	Projected Carry-in Funds for Next Quarter
Adult	\$267,541.46	\$187,128	\$217,555.05	\$1,250	17	\$21,250	(\$158,392)
DLW	\$775,907.23	\$141,030	\$126,275.05	\$2,500	25	\$62,500	\$446,102
Out of School Youth	\$138,023.27	\$110,220	\$101,679.53	\$1,750	1	\$1,750	(\$75,626)
In School Youth	\$151,879.10	\$19,446	\$9,850.52	\$1,500	9	\$13,500	\$109,083

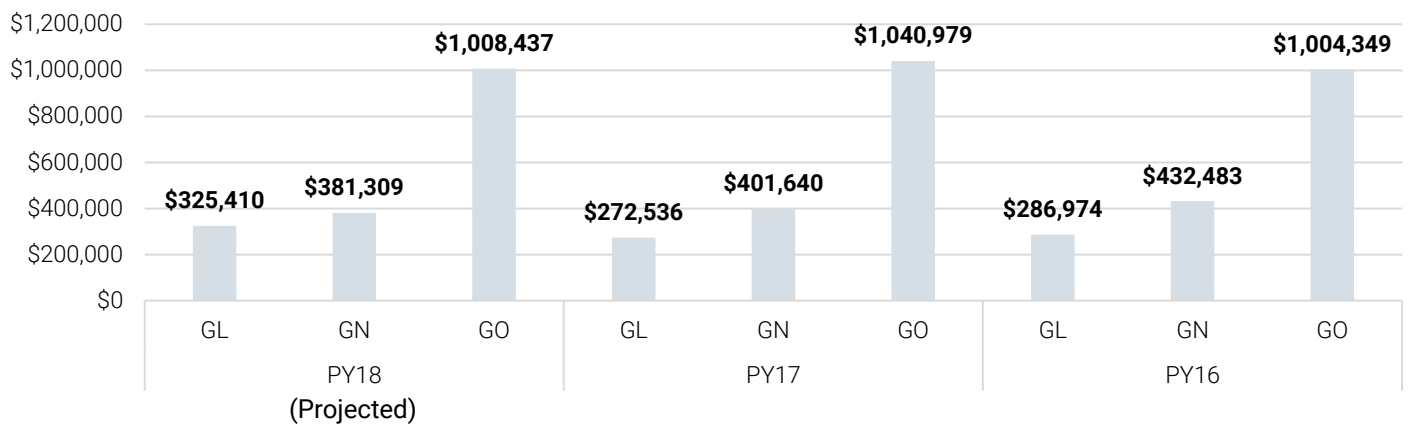
\*Additional enrollments will be approved on a discretionary basis as funding allows.



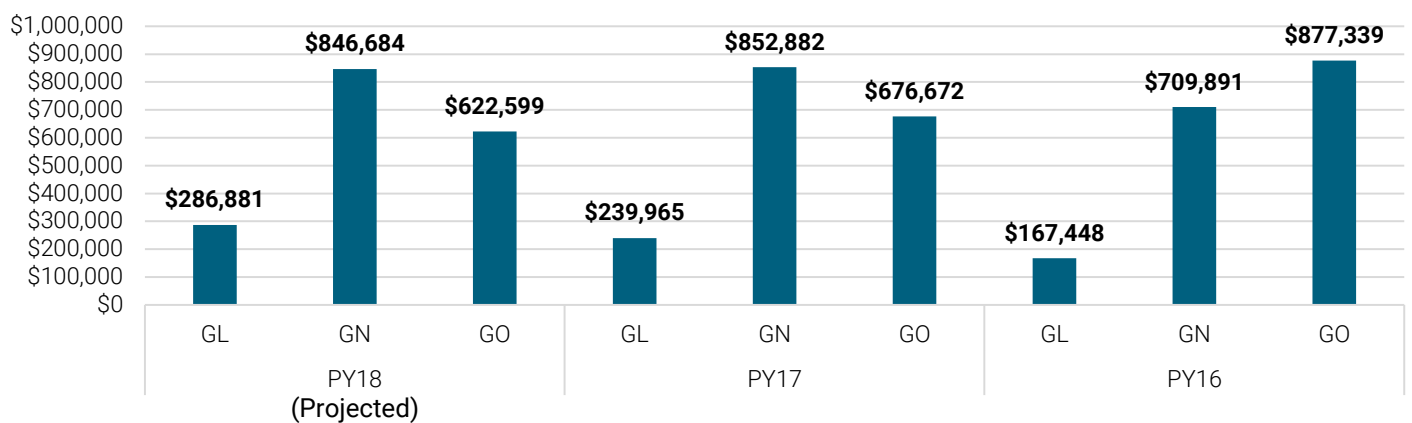
## Funding Allocations - Youth



## Funding Allocations - Adult



## Funding Allocations - Dislocated Worker



## Agenda Item 6J: Accepting Program Year 2018 Funds - Motion to Approve Local Plan Modification\*\*\*

**Background:** The Nebraska Department of Labor (NDOL) has released Notice 17-02 which provides the Chief Elected Officials and local boards with estimated PY 2018 (July 1, 2018 through June 30, 2019) funding levels for state and local youth, adult, and dislocated worker programs.

The Administrative Entity has prepared a local plan modification, including budget plan worksheets for the youth, adult, and dislocated worker programs using the estimated funding levels described in this notice. A draft local plan modification has been submitted to NDOL to comply with the State's policy on regional and local plans – pending board approval.

### Plan Budget

#### Youth

- 75% of program funds (or more) must be budgeted for services to OSY.
- 20% of program funds (or more) must be budgeted for work experiences for OSY and ISY.
- Amount budgeted for work experience must be based on combined total of budgeted OSY/ISY participant and staff work experience costs.
- Not more than 10% of total estimated allocation of PY18 youth funds can be budgeted for pay-for-performance costs.
- Not more than 10% of total estimated allocation of PY18 youth funds can be budgeted for administrative costs.

Estimated available funds	Program funds	Administrative funds	Total
Carry-in from PY17	33,456.00	5,897.06	39,353.06
Estimated allocation for PY18	426,163.50	47,351.50	473,515.00
Total estimated available funds	459,619.50	53,248.56	512,868.06

Projected obligations and expenditures	Program funds	Administrative funds	Total
OSY participant costs (work experience)	80,000.00	0.00	80,000.00
OSY staff costs (work experience)	34,471.46	0.00	34,471.46
OSY participant costs (non-work experience)	100,000.00	0.00	100,000.00
OSY staff costs (non-work experience)	55,154.34	0.00	55,154.34
OSY pay-for-performance contract costs	0.00	0.00	0.00
OSY overhead costs	58,601.49	0.00	58,601.49
ISY participant costs (work experience)	20,000.00	0.00	20,000.00
ISY staff costs (work experience)	34,471.46	0.00	34,471.46
ISY participant costs (non-work experience)	15,000.00	0.00	15,000.00
ISY staff costs (non-work experience)	13,788.59	0.00	13,788.59

Projected obligations and expenditures	Program funds	Administrative funds	Total
ISY pay-for-performance contract costs	0.00	0.00	0.00
ISY overhead costs	19,533.83	0.00	19,533.83
Administrative staff costs	0.00	35,301.75	35,301.75
Administrative overhead costs	0.00	17,946.81	17,946.81
Total projected obligations and expenditures	431,021.17	53,248.56	484,269.73

Projected number of participants served during PY18	Total
OSY	170
ISY	34
Total	204
Projected cost-per-participant for PY18:	\$2,112.85

## Adult

- Not more than 10% of combined total estimated allocation of PY18 adult and dislocated worker funds can be budgeted for transitional jobs costs.
- Not more than 20% of combined total estimated allocation of PY18 adult and dislocated worker funds can be budgeted for incumbent worker training costs.
- A local policy on incumbent worker training must be in place prior to budgeting for incumbent worker training costs.
- Not more than 10% of total estimated allocation of PY18 adult funds can be budgeted for pay-for-performance costs.
- Not more than 10% of total estimated allocation of PY18 adult funds can be budgeted for administrative costs.

Estimated available funds	Program funds	Administrative funds	Total
Carry-in from PY17	41,608.00	35,039.44	76,647.44
Estimated allocation for PY18	343,177.20	38,130.80	381,308.00
Total estimated available funds	384,785.20	73,170.24	457,955.44

Projected obligations and expenditures	Program funds	Administrative funds	Total
Participant costs (transitional jobs)	20,000.00	0.00	20,000.00
Participant costs (all other)	125,000.00	0.00	125,000.00
Program staff costs	142,050.00	0.00	142,050.00
Program overhead costs	72,508.40	0.00	72,508.40
Incumbent worker training costs	0.00	0.00	0.00
Pay-for-performance contract costs	0.00	0.00	0.00
Administrative staff costs	0.00	25,355.80	25,355.80
Administrative overhead costs	0.00	14,800.00	14,800.00

Projected obligations and expenditures	Program funds	Administrative funds	Total
Total projected obligations and expenditures	359,558.40	40,155.80	399,714.20
Projected number of participants served during PY18		448	
Projected cost-per-participant for PY18		802.59	

## Dislocated Worker

Not more than 20% of combined total estimated allocation of PY18 adult and dislocated worker funds can be budgeted for incumbent worker training costs.

A local policy on incumbent worker training must be in place prior to budgeting for incumbent worker training costs.

Not more than 10% of total estimated allocation of PY18 dislocated worker funds can be budgeted for pay-for-performance costs.

Not more than 10% of total estimated allocation of PY18 dislocated worker funds can be budgeted for administrative costs.

Estimated available funds	Program funds	Administrative funds	Total
Carry-in from PY17	246,102.00	72,677.40	318,779.40
Estimated allocation for PY18	762,015.60	84,668.40	846,684.00
Total estimated available funds	1,008,117.60	157,345.80	1,165,463.40

Projected obligations and expenditures	Program funds	Administrative funds	Total
Participant costs	600,000.00	0.00	600,000.00
Program staff costs	133,644.72	0.00	133,644.72
Program overhead costs	74,514.25	0.00	74,514.25
Incumbent worker training costs	0.00	0.00	0.00
Pay-for-performance contract costs	0.00	0.00	0.00
Administrative staff costs	0.00	41,562.60	41,562.60
Administrative overhead costs	0.00	38,010.68	38,010.68
Total projected obligations and expenditures	808,158.97	79,573.28	887,732.25
Projected number of participants served during PY18		295	
Projected cost-per-participant for new PY		\$2,739.52	

**Motion:** The Strategic Planning Committee proposes that the Greater Nebraska Workforce Development Board and Chief Elected Officials Board modify the Local & Regional Plan including the budget plan and to accept Program Year 2018 estimated funding levels of \$473,515 for youth, \$381,309 for adult and \$846,684 for dislocated worker.

## **Agenda Item 6K: Accepting Program Year 2018 Funds (Greater Omaha) - Motion to Approve Metro Regional Plan Modification\*\*\***

**Background:** The Nebraska Department of Labor (NDOL) has released Notice 17-02 which provides the Chief Elected Officials and local boards with estimated PY 2018 (July 1, 2018 through June 30, 2019) funding levels for state and local youth, adult, and dislocated worker programs.

Cass and Dodge counties are part of the Greater Nebraska Workforce Development Area and are also part of the Metro Regional Plan. The Greater Omaha Workforce Development Board is the lead board for this regional area. Since this regional plan modification will affect two Greater Nebraska counties, the board must provide regional approval

**Motion:** Provide regional approval of a Greater Omaha Plan modification for Program Year 2018 to accept 1,232,460 for youth, \$1,008,437 for adult, and \$622,599 for dislocated worker as approved by their local board on 4-26-2018 and the Greater Lincoln Workforce Development Board on 5-8-2018.

## **Agenda Item 6L: Accepting Program Year 2018 Funds (Greater Lincoln) - Motion to Approve Southeast Regional Plan Modification\*\*\***

**Background:** The Nebraska Department of Labor (NDOL) has released Notice 17-02 which provides the Chief Elected Officials and local boards with estimated PY 2018 (July 1, 2018 through June 30, 2019) funding levels for state and local youth, adult, and dislocated worker programs.

Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, and York counties are part of the Greater Nebraska Workforce Development Area and are also part of the Southeast Regional Plan. The Greater Lincoln Workforce Development Board is the lead board for this regional area. Since this regional plan modification will affect twelve Greater Nebraska counties, the board must provide regional approval.

**Motion:** Provide regional approval of a Greater Lincoln Plan modification for Program Year 2018 to accept \$468,868 for youth, \$325,410 for adult, and \$286,881 for dislocated worker as approved by their local board on 5-8-2018.

## **Agenda Item 6M: Transferring DLW Funds to Adult Program - Motion to Approve Local Plan Modification\*\*\***

**Background:** In accordance with Section 133(b)(4) of the Workforce Innovation and Opportunity Act, a local board may transfer, if such transfer is approved by the Governor, up to and including 100 percent of the funds allocated to the local area under the Adult or Dislocated Worker programs, between such programs.

**Motion:** The Strategic Planning Committee proposes that the Greater Nebraska Workforce Development Board and Chief Elected Officials Board transfer the following amount of funds:

- Transfer \$200,000 of Dislocated Worker funds to the Adult program with all funds coming from FY17/PY18 funds, effective 05/24/18.

## **Agenda Item 6N: Transferring DLW Funds to Adult Program (Greater Omaha) - Motion to Approve Metro Regional Plan Modification\*\*\***

**Background:** In accordance with Section 133(b)(4) of the Workforce Innovation and Opportunity Act, a local board may transfer, if such transfer is approved by the Governor, up to and including 100 percent of the funds allocated to the local area under the Adult or Dislocated Worker programs, between such programs.

Cass and Dodge counties are part of the Greater Nebraska Workforce Development Area and are also part of the Metro Regional Plan. The Greater Omaha Workforce Development Board is the lead board for this regional area. Since this regional plan modification will affect two Greater Nebraska counties, the board must provide regional approval.

**Motion:** Provide regional approval of a Greater Omaha transfer of \$300,000 of Dislocated Worker funds to the Adult program as approved by their local board on 4-26-2018 and the Greater Lincoln Workforce Development Board on 5-8-2018.

## **Agenda Item 6O: Motion to Revise Memorandums of Understanding\*\*\***

Nebraska Department of Labor Legal Counsel proposes that the Greater Nebraska Workforce Development Board and Chief Elected Officials Board revise all memorandums of understandings-

### **FROM:**

- Training and Employment Guidance Letter (TEGL) 37-14, Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System and other guidance related to implementing WIOA sec. 188,

### **TO:**

- WIOA Sec. 188 prohibits discrimination and harassment based on race, color, religion, sex (including pregnancy), national origin, age, disability, or political affiliation or belief,

The new versions will be effective July 1, 2018 and will supersede the prior agreement.

# Committees

\* Requires motion and vote.

## Strategic Planning Committee

**Committee Chair:** Roy Lamb II

**Committee Members:** Stan Zimbelman, Alicia Fries, Kim Schumacher, Matt Gotschall, Dan Mauk, Roy Lamb II, Erin Brandyberry, and Denise Pfeifer

**Duties:** Employee Engagement, Sector Strategies, Developing Career Pathways, Grant Development, Financial Monitoring, Board Bylaws, Regional Planning

1. Welcome

2. Review of Minutes\* (page 52)

3. Old Business

4. New Business

New Committee Chair

Finance

a. Spending Trends (page 44)

b. Accepting PY18 Funds\* (page 46)

c. Accepting PY18 Funds - Greater Lincoln\* (page 49)

d. Accepting PY18 Funds – Greater Omaha\* (page 49)

e. Transferring Funds\* (page 49)

f. Transferring Funds – Greater Omaha\* (page 50)

g. Monitor Review - Financial System (page 54)

h. Special Project – Incumbent Worker

One-Stop Operator

i. Business Outreach

j. Sector Strategies (page 56)

k. Apprenticeships (page 57)

Lisa Wilson

Danna Bacon

Laura Hart

Linda Black

Danna Bacon

Roy Lamb II

5. Adjournment\*
- Meeting Materials | May 24, 2018
- 51

## Agenda Item **Strategic 2:** Motion to Approve Minutes

### Meeting Minutes

January 18, 2018; 10:20 – 11:20 A.M.  
Nebraska One Box Convention Center  
2750 South 27th Avenue  
Broken Bow, NE 68822

### Call to Order

Chris Callihan called the meeting of the Strategic Planning Committee is called to order at approximately 10:00 a.m. on Thursday, January 18, 2018.

### Roll Call

#### Members Present (6):

Chris Callihan	Roy Lamb II
Erin Brandyberry	Dan Mauk
Lisa Wilson	Kim Schumacher

#### Members Absent (3):

Alicia Fries  
Matt Gotschall  
Denise Pfeifer

#### Staff and Guests Present:

**Nebraska Department of Labor** – Shannon Grotrian, Wendy Sieler, Bernie Hansen, Pat Comfort

### Review of Minutes

All members received and reviewed the Strategic Planning Committee Meeting Minutes from the October 26, 2017 meeting. The minutes were reviewed and approved.

### Old Business

There was no old business to be discussed.

### New Business

#### Finance Report

Shannon Grotrian updated the committee on the financial report for Greater Nebraska. She noted that additional funds would more than likely need to be transferred from the DLW program to the Adult program during the Greater Nebraska Workforce Development Board Meeting in May. Southeast Community College and Central Community College represent a major portion of occupational skills training expenses. On-the-job training now also represents a notable portion of expenditures.



## **Regional Plan**

Shannon Grotrian updated the Board on the **Regional Plans for Scottsbluff, Columbus and Norfolk**.

Addendums to the Tri-Cities Regional Plan and Greater Nebraska Local Plan have been prepared for Norfolk, Columbus, and Scottsbluff. All plans are posted online at [dol.nebraska.gov](http://dol.nebraska.gov)

## **Financial Report**

Shannon Grotrian updated the Board on the Financial Report.

Shannon reviewed the Financial Report with the Committee. She pointed out that the Adult budget was negative, this number supports the need for the transfer of funds from DLW Program to Adult Program. There are plenty of Dislocated Worker funds available.

## **Sector Strategies and Industry Partnerships**

Linda from Department of Economic Development presented on Sector Strategies and Industry Partnerships. Linda updated the Committee on the activities that Economic Development has been participating in for Sector Strategies and Industry Partnerships.

## **Meeting Dates**

May 24, 2018 – GNWDB and CEOB – Location TBD

October 18, 2018 – GNWDB and CEOB – Location TBD

## **Adjournment**

The meeting of the Greater Nebraska Strategic Planning Committee was adjourned at 11 a.m.(?) January 18, 2018.

## Agenda Item Strategic 4C: Monitor Review - Financial System



**Pete Ricketts**  
Governor

STATE OF NEBRASKA

DEPARTMENT OF LABOR  
John H. Albin, Commissioner  
P.O. Box 94600 • Lincoln, NE 68509-4600  
Phone: 402.471.9912 • 402.471.9917  
dol.nebraska.gov

March 15, 2018

To: Jan Norlander-Jensen, Workforce Administrator  
Greater Lincoln Workforce Development Area

Shannon Grotian, Administrator of Workforce Services  
Greater Nebraska Workforce Development Area

Erin Porterfield, Executive Director  
Greater Omaha Workforce Development Area

RE: PY17 Financial Systems Review

The Nebraska Department of Labor, Office of General Counsel State Monitor will conduct a review of local workforce developments areas' financial systems beginning with an examination of submitted materials. Onsite activities are planned for April and May, final arrangements will be made with each area.

Please provide the following materials no later than April 5, 2018:

1. Administrative/Financial Systems sections of the Local Area Plan (if modified since posted on the website)
2. Organizational Chart (Administrative and Finance as applicable)
3. Chart of Funds/Accounting Codes
4. Accounting Policies and/or Procedures
5. Cost Allocation Plan
6. One Stop Cost Allocation
7. Indirect Cost Rate
8. PY17 Expenditures for (totals may be separate or on a combined report):
  - Total Administration
  - Adult, Dislocated Worker, Youth
  - Total OSY expenditures
  - Total Youth Work Experience Expenditures
  - Incumbent Worker Training
9. Number of PY17 enrolled youth who ordinarily be required to meet the low-income criteria, number of over income youth within same parameters enrolled

Materials available online may be noted as such in your response in place of documentation with website addresses or links. Following a desk review of submitted materials you will be notified of onsite dates for record review, contacted to schedule an exit interview and sent a copy of the Financial Systems Review monitor plan.

Thank you for your assistance in this review. Please feel free to contact me at (402)471-9870 or (402) 890-9915, or by email at [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are any questions.

Sincerely,

A handwritten signature in black ink that reads "David Branch".

David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
Workforce Services Director  
Chair GNWDB  
Chair GLWDB  
Chair GOWDB



April 5, 2018

David Branch, State Monitor  
General Counsel  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

**RE: PY17 Financial Systems Review, March 15, 2018**

Mr. Branch,

To aid in your PY17 Financial Systems Review, I have attached the following items:

1. [Greater Nebraska Local and Regional Plan](#)
2. [Greater Nebraska Workforce Development Area Organizational Chart](#)
3. Chart of Accounts and Business Units
4. [Department of Administrative Services - Accounting Policies](#)
5. Cost Allocation Plan – provided by NDOL Finance on 4/4/2018
6. Infrastructure Cost Allocation Attachment f-1
7. Indirect Cost Rate – N/A
8. Expenditures to Date
9. 5% Enrollment Exceptions – NEworks Reports (Regions 3-5)

For purposes of streamlining communication, all future on-site front-line staff interviews must be scheduled through the Administrative Entity. Thank you for your assistance in this review. Please let me know if you need additional information.

Sincerely,

Dylan Wren, Job Training Program Coordinator  
Nebraska Department of Labor – Greater Nebraska Workforce Development Board

cc: John Albin, Commissioner, Department of Labor  
Stan Odenthal, Employment and Training Director, Department of Labor  
Katie Thurber, General Counsel, Department of Labor  
Shannon Grotian, Administrator of Workforce Services, Department of Labor  
Lisa Wilson, Chair, Greater Nebraska Workforce Development Board  
Pam Lancaster, Chair, Chief Elected Officials Board  
Susan Nickerson, One-Stop Operator, Department of Economic Development  
Kim Schreiner, Controller, Department of Labor

**Lisa Wilson, Chair**  
**Pam Lancaster, Chief Elected Officials Board Chair**

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## **Agenda Item Strategic 4J: One-Stop Operator - Sector Strategies**

### **Nebraska Next Generation Industry Partnerships - May 1, 2018**

#### **Central Region**

The Central Nebraska Manufacturing Partnership (CNMP) has reorganized and the One-Stop Coordinator will be transitioning to the Convener role for this partnership. Committee meetings will take place late May and the next in-person meeting will be late June. This meeting will be paired with a best practice tour at one of the partnership member's locations. Current partnership committee goals also include partnering with local superintendents for the 2018 Fall school year and solidifying transportation options between Grand Island and Chicago.

#### **Greater Lincoln Area**

Thirty-six public partners met April 19th, for an introductory training and discussion on the Next Gen model. Healthcare was selected as the primary industry, with plans to stand up a Manufacturing partnership in the future. Conveners for this partnership are the Greater Lincoln Workforce Development Board, Lincoln Partnership for Economic Development, Prosper Lincoln, and Southeast Community College. Business champions are currently being recruited for a partnership launch over the summer.

#### **Northeast Region**

Both the Columbus Chamber of Commerce and NPPD were identified as the co-conveners for the Northeast Region. Conveners are in the process of reaching out to the broader group of public support partners and recruiting manufacturing business champions and partners. A partnership launch is tentatively scheduled for the summer.

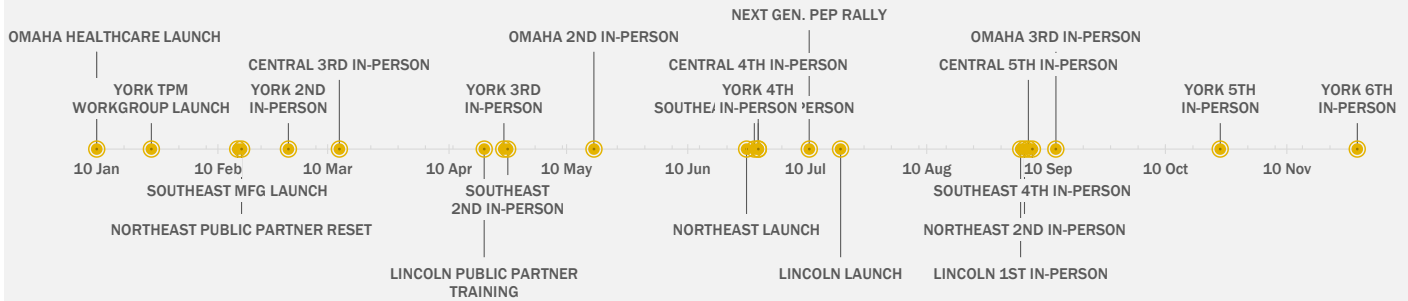
#### **Omaha Area**

Several committee meetings for the Omaha Area Healthcare Partnership have taken place for the five priority areas: Behavioral Health, Developing a Skilled Workforce, Consumer Engagement, Key Policy Issues, and Establishing Core Principles for the partnership. The next in-person meeting is May 17th, and the focus will be on workforce with additional updates from the behavioral health and consumer engagement committees. Heartland Workforce Solutions is the acting convener for this partnership.

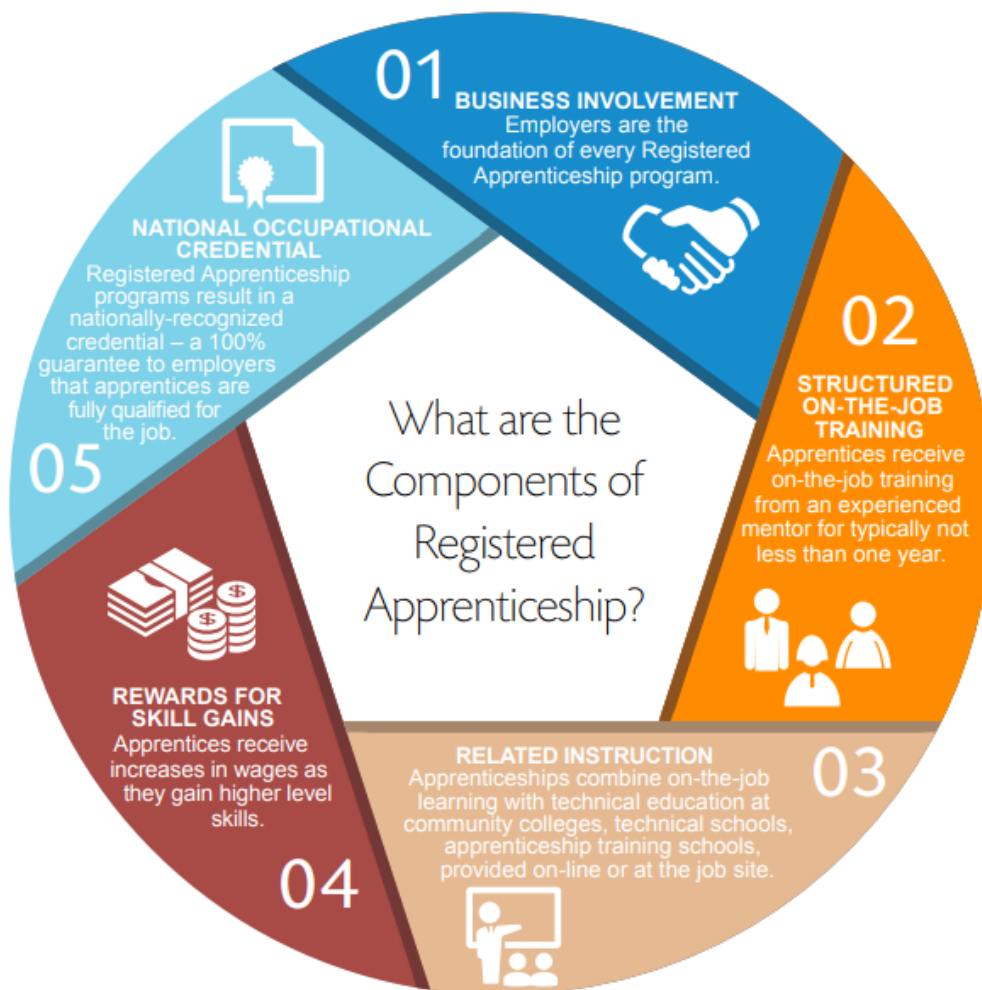
#### **Southeast Region**

The Southeast Region Manufacturing Sector Partnership met for their second in-person meeting on April 25th in Beatrice. At the meeting, strategies and an action plan were developed for the partnership's goal of re-branding manufacturing and recruiting to the industry and region. Since the February launch meeting, a survey was sent out and a baseline metric was established for the average number of applications each business receives monthly. This is one of several metrics that will be used to determine success in the partnership. OPPD and NPPD are serving as the conveners for this partnership.

## 2018 NEBRASKA NEXT GENERATION INDUSTRY PARTNERSHIP TIMELINE



### Agenda Item **Strategic 4K:** Apprenticeships



## The FIVE components of every Registered Apprenticeship program

### 1. BUSINESS INVOLVEMENT

- ▶ Employer driven;
- ▶ Employers may choose to train new employees or upskill current staff.

### 2. STRUCTURED ON-THE-JOB TRAINING

- ▶ Includes hands-on learning component;
- ▶ Mentors are paired with apprentices to help support and teach the technical skills and work readiness skills related to the job.

### 3. RELATED INSTRUCTION

- ▶ “Classroom” learning component;
- ▶ Can be delivered via the internet, in a classroom, by vendors, or onsite using in-house (employer) experts.

### 4. REWARDS FOR SKILL GAINS

- ▶ Apprenticeship is an “earn and learn” model where apprentices are paid while they learn the skills required to perform the job duties;
- ▶ At least one wage increase must be built into an RA program; employers can include more than one wage increase into the RA program.

### 5. NATIONAL OCCUPATIONAL CREDENTIAL

- ▶ Apprentices receive a certificate from the United States Department of Labor at the conclusion of the program.
- ▶ This is a national credential and is portable.

## Greater Nebraska Registered Apprenticeship Development Status - USDOL Fiscal Year 2018 (10/1/17 to Present)

### Registered Apprenticeship Program Sponsors

CITY	EMPLOYER	RA STATUS*	INTERMEDIARY (Y/N, name)	RTI PARTNER	OCCUPATION
Henderson	Henderson Health Care Services	Established	AHIMA	AHIMA	Hospital Coders
Grand Island	Dramco Tool	Established	GI Public Schools CPI	CPI	CNC Operator
Columbus	Behlen Manufacturing	Established	N	CCC/Internal	Welding Technician
York	UTC Aerospace Systems	Developing	N	SCC	CNC Machinist

CITY	EMPLOYER	RA STATUS*	INTERMEDIARY (Y/N, name)	RTI PARTNER	OCCUPATION
Holdrege	Becton Dickenson (BD)	Developing	Bellevue University-Front Line Supervisor	CCC	Industrial Maintenance Mechanic/ Electro Mechanical Technician/ Front Line Supervisor
Gering	City of Gering	Developing	N	TBD	Lineman Installer Repairer
West Point	Franciscan Care Services	Developing	AHIMA	AHIMA/ NECC	Hospital Coder/ Medical Assistant
North Platte	AJ Heating Air Conditioning Sheet Metal	Developing	N	MPCC	HVAC Technician
Norfolk	MP Global	Developing	N	NECC	Industrial Maintenance Mechanic
Hemingford	Mobius Communications	Exploring	N	TBD	Telecommunications Technician
Columbus	Torin Products	Exploring	N	CCC	Machinist
North Platte	Masonite	Exploring	North Platte HS	TBD	Industrial Manufacturing Technician
Grand Island	Roman's Motor Freight	Exploring	N	TBD	Truck Driver

\* **RA STATUS:** **Established** –RA has been created; **Developing** – Gathering resources and pursuing RA; **Exploring** – Meetings are being conducted with the employer to inform them of RA; **Declined** – Meetings conducted with employer but no interest in pursuing RA.

### Youth Registered Apprenticeship Intermediary Programs

CITY	EMPLOYER	RA STATUS*	INTERMEDIARY (Y/N, name)	RTI PARTNER	PROGRAM OCCUPATION
Grand Island	Dramco Tool	Established *FY 2017	Grand Island CPI	Career Pathways Institute	CNC Operator
Scottsbluff	Aulick Industries expressed interest.	Established *5/2018	Scottsbluff High School Career Academies	WNCC-Dual Credit with Scottsbluff HS	Industrial Manufacturing Technician
South Sioux City	Actively recruiting employers	Established *4/2018	South Sioux City High School Career Academies	South Sioux City HS Career Academies	Industrial Manufacturing Technician
Columbus	Behlen Manufacturing Company	Developing	Columbus High School Career Academies	Columbus HS Career Academies/CCC	Industrial Manufacturing Technician
North Platte	Actively recruiting employers	Developing	North Platte High School	North Platte HS CTE	Industrial Manufacturing Technician

\* **RA STATUS:** **Established** –RA has been created; **Developing** – Gathering resources and pursuing RA; **Exploring** – Meetings are being conducted with the employer to inform them of RA; **Declined** – Meetings conducted with employer but no interest in pursuing RA.



# Employing Youth 16 and Older

by Katie S. Thurber and Scott Asmus

The Nebraska Department of Labor was contacted by several manufacturers seeking advice on how to expose youth to the workplace. Employers were interested in retaining local talent and developing a skilled workforce. From this question, the Nebraska Department of Labor, the Nebraska Department of Education and the Nebraska Department of Economic Development began working together to promote youth in the workplace. The agencies are focused on developing a trained workforce that possesses skill sets Nebraska employers need. As part of this partnership, traditional views of youth in the workplace were reexamined. Historically, many industries that involve dangerous work have avoided having anyone under 18 onsite. Specifically, construction and manufacturing industries have struggled to hire youth under the age of 18. Many employers have even hesitated to bring youth onsite. Safety should always be the top priority of any employer, but in Nebraska both state and federal law provides employers more flexibility with youth in the workplace than most employers previously allowed. Apprenticeship and Student-Learner programs allow youth 16 and older to potentially work in hazardous occupations.

## Katie S. Thurber

**Katie S. Thurber** is General Counsel with the Nebraska Department of Labor. She serves as the Department's legislative liaison and oversees the Unemployment Insurance Appeal Tribunal, the Benefit Accuracy Measurement Unit, the Workforce Innovation Act Monitor, and various labor standards programs including wage payment and collection, contractor registration and child labor law. Thurber has been with the Nebraska Department of Labor for five years. Prior to becoming General Counsel in 2016, she worked for the Department as a law clerk, a hearing officer, and an attorney.

The Fair Labor Standards Act (FLSA) 29 USC §§201 - 219, prohibits youth under the age of 18 from working in hazardous occupations. Hazardous Occupations 29 CFR §570 Subpart E defines occupations particularly hazardous to youth between 16 and 18 years of age. If an occupation is not considered hazardous, then there is no specific child labor provision that applies to youth between 16 and 18 years of age. The following 17 occupations, excluding agriculture, are defined by the United States Department of Labor (USDOL) as hazardous:

- 29 CFR §570.51 Occupations in or about plants or establishments manufacturing or storing explosives or articles containing explosive components;
- 29 CFR §570.52 Occupations of motor-vehicle driver and outside helper;
- 29 CFR §570.53 Coal-mine occupations;
- 29 CFR §570.54 Forest fire fighting and forest fire prevention occupations, timber tract occupations, forestry service occupations, logging occupations, and occupations in the operation of any sawmill, lath mill, shingle mill, or cooperage stock mill;
- 29 CFR §570.55 Occupations involved in the operation of power-driven woodworking machines;
- 29 CFR §570.57 Exposure to radioactive substances and to ionizing radiations;

## Scott Asmus

**Scott Asmus** was hired in 2016 by NDOL as a result of the ApprenticeshipUSA State Accelerator Grant. The purpose of the grant is to assist expansion and integrate Registered Apprenticeship into the Nebraska workforce system.



## EMPLOYING YOUTH 16 AND OLDER

• 29 CFR §570.58 Occupations involved in the operation of power-driven hoisting apparatus;

• 29 CFR §570.59 Occupations involved in the operation of power-driven metal forming, punching, and shearing machines;

• 29 CFR §570.60 Occupations in connection with mining, other than coal;

• 29 CFR §570.61 Occupations in the operation of power-driven meat-processing machines and occupations involving slaughtering, meat and poultry packing, processing, or rendering;

• 29 CFR §570.62 Occupations involved in the operation of bakery machines;

• 29 CFR §570.63 Occupations involved in the operation of balers, compactors, and paper-products machines;

• 29 CFR §570.64 Occupations involved in the manufacture of brick, tile, and kindred products;

• 29 CFR §570.65 Occupations involving the operation of circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs;

• 29 CFR §570.66 Occupations involved in wrecking, demolition, and shipbreaking operations;

• 29 CFR §570.67 Occupations in roofing operations and on or about a roof; and

• 29 CFR §570.68 Occupations in excavation operations.<sup>1</sup>

Generally, youth under the age of 18 cannot work in any occupation defined as hazardous by the USDOL. However, the USDOL has outlined exemptions to the rule for student-learners and apprentices. The following hazardous occupations have a student-learner and apprentice exemption:

• 29 CFR §570.55 Occupations involved in the operation of power-driven wood-working machines;

• 29 CFR §570.59 Occupations involved in the operation of power-driven metal forming, punching, and shearing machines;

• 29 CFR §570.61 Occupations in the operation of power-driven meat-processing machines and occupations involving slaughtering, meat and poultry packing, processing, or rendering;

• 29 CFR §570.63 Occupations involved in the operation of balers, compactors, and paper-products machines;

## Employing Youth 16 & Older

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Youth 16 & 17 years old may work in any position that is not listed as hazardous. When employing youth, it is critical to keep safety in mind. All youth must be properly trained and supervised. For additional information on employing youth, visit the following websites: <https://www.osha.gov/youngworkers/employers.html> and <https://www.youthrules.gov/know-the-limits/hazards/index.htm>

Youth employed as Student Learners may be eligible to participate in some "hazardous" occupations.

HAZARDOUS OCCUPATIONS WITH STUDENT LEARNER EXEMPTIONS	HAZARDOUS OCCUPATIONS WITHOUT STUDENT LEARNER EXEMPTIONS
Power-driven woodworking machines.	Manufacturing and storing of explosives
Power-driven metal-forming, punching, and shearing machines	Motor-vehicle driving and outside helper on a motor vehicle
Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens and delis) and wholesale establishments, and most occupations in meat and poultry slaughtering, packing, processing, or rendering.	Coal mining
Power-driven balers, compactors, and paper processing machines.	Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling
Power-driven circular saws, bandsaws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs	Exposure to radioactive substances
Roofing operations and all work on or about a roof	Power-driven hoisting apparatus, including forklifts
Excavation operations	Mining, other than coal mining
	Power-driven bakery machines including vertical dough or batter mixers
	Manufacturing bricks, tile, and kindred products
	Wrecking, demolition, and shipbreaking operations

### Student Learners participating in hazardous occupations with a Student Learner exemption must meet the following criteria:

- Must be at least 16
- Enrolled in a course of study and training in a cooperative vocational training program under a recognized State or local educational authority or in a course of study in a substantially similar program conducted by a private school
- Student and Employer sign written agreement that includes:
  - Such student-learner is employed under a written agreement which provides:
    - i. That the work of the student-learner in the occupations declared particularly hazardous shall be incidental to his training;
    - ii. That such work shall be intermittent and for short periods of time, and under the direct and close supervision of a qualified and experienced person;
    - iii. That safety instructions shall be given by the school and correlated by the employer with on-the-job training; and
    - iv. That a schedule of organized and progressive work processes to be performed on the job shall have been prepared.
  - Each such written agreement shall contain the name of student-learner, and shall be signed by the employer and the school coordinator or principal.
  - Copies of each agreement shall be kept on file by both the school and the employer.
  - This exemption for the employment of student-learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of minors employed thereunder.
  - A high school graduate may be employed in an occupation in which he has completed training as provided in this paragraph as a student-learner, even though he is not yet 18 years of age.

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• 29 CFR §570.65 Occupations involving the operation of circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs;

• 29 CFR §570.67 Occupations in roofing operations and on or about a roof; and

• 29 CFR §570.68 Occupations in excavation operations.

## EMPLOYING YOUTH 16 AND OLDER

Pursuant to 29 CFR §570.50 the student-learner exemption applies when:

- 1) The student-learner is enrolled in a course of study and training in a cooperative vocational training program under a recognized state or local educational authority or in a course of study in a substantially similar program conducted by a private school; and
- 2) Such student-learner is employed under a written agreement which provides:
  - i. That the work of the student-learner in the occupations declared particularly hazardous shall be incidental to his training;
  - ii. That such work shall be intermittent and for short periods of time, and under the direct and close supervision of a qualified and experienced person;
  - iii. That safety instructions shall be given by the school and correlated by the employer with on-the-job training; and
  - iv. That a schedule of organized and progressive work processes to be performed on the job shall have been prepared.

Each such written agreement shall contain the name of the student-learner, and shall be signed by the employer and the school coordinator or principal. Copies of each agreement shall be kept on file by both the school and the employer. This exemption for the employment of student-learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of minors employed thereunder. A high school graduate may be employed in an occupation in which he has completed training as provided in this paragraph as a student-learner, even though he is not yet 18 years of age.

The Nebraska Department of Education is working with schools to assist with educational requirements for work-based learning programs. Work-based learning programs can be for both hazardous and non-hazardous occupations. A student-learner exemption to work in a hazardous occupation must be a part of a work-based learning program. If an employer is interested in implementing a work-based learning program, they should work with the local schools in their area. Employers must review their insurance policies and ensure coverage for the student-learners. Work-based learning programs can be structured as paid or unpaid training opportunities. The Nebraska Department of Education has established a website for workplace experiences available at: <http://www.nebraskaworkplaceexperiences.com/>.

Pursuant to 29 CFR §570.50 the apprentice exemption applies when:

- 1) The apprentice is employed in a craft recognized as an apprenticeable trade;

2) The work of the apprentice in the occupations declared particularly hazardous is incidental to his training;

3) Such work is intermittent and for short periods of time and is under the direct and close supervision of a journeyman as a necessary part of such apprentice training; and

4) The apprentice is registered by the Bureau of Apprenticeship and Training of the United States Department of Labor as employed in accordance with the standards established by that Bureau, or is registered by a state agency as employed in accordance with the standards of the state apprenticeship agency recognized by the Bureau of Apprenticeship and Training, or is employed under a written apprenticeship agreement and conditions which are found by the Secretary of Labor to conform substantially with such federal or state standards.

Apprenticeship opportunities are expanding in Nebraska and across the county. A wide range of employers are using apprenticeship programs to address talent shortages and skill gaps. Programs can be designed for existing employees, new employees, or youth. The United States has registered apprenticeship programs in over 1,000 occupations including advanced manufacturing, construction, health care, and IT industries.

The Nebraska Department of Labor (NDOL) was awarded the ApprenticeshipUSA State Accelerator Grant in June of 2016 to facilitate expansion and integration of Registered Apprenticeship into the Nebraska workforce system. In federal fiscal year 2017, Nebraska increased employer program participation by 17%. This was the largest one-year increase since before 2011. Due to increased outreach efforts Registered Apprenticeship is expected to continue stable growth in federal fiscal year 2018.

Registered Apprenticeship programs are structured training strategies to develop an apprentice with low or no occupational specific skills to complete occupational aptitude. Registered Apprenticeship programs are required to meet the standards of the National Apprenticeship Act, known as the Fitzgerald Act, 29 U.S.C. 50. Registered Apprenticeship programs must have a plan that meets the terms and conditions for qualification, recruitment, selection, employment and training of apprentices required under 29 CFR parts 29 and 30. Program plans and requirements are designed to protect the well-being of the apprentice.

Registered Apprenticeship programs can be sponsored by single employers, employer associations, and labor organizations. Not only do apprentices remain with the sponsoring employer following the completion of a program, but apprentices that successfully complete a program earn a nationally recognized credential that confirms competency in the trained occupation.

## EMPLOYING YOUTH 16 AND OLDER

Although Registered Apprenticeship program sponsors identify the specific minimum qualifications to apply into their apprenticeship program, USDOL provides guidelines as well. USDOL provided examples of minimum qualifications in order to participate in a Registered Apprenticeship program.

- The minimum age of an apprentice can be no less than 16.
- Program sponsors may choose to add minimum qualifications and credentials in order to apply.
- Supplementary qualification standards, such as aptitude assessments, interviews, and previous work experience may be considered.


Recently, Nebraska has made strides to encourage Youth Registered Apprenticeship in partnership with local high schools and employers. Career Pathways Institute (CPI) and Grand Island Public Schools are partnering with area employers to provide apprenticeship opportunities (CNC operators) for students during their junior and senior years of high school. Once the students graduate, they will finish their Registered Apprenticeship with one of the partnered companies and continue as permanent employees.

In November of 2017, Dramco Tool collaborated with CPI to establish Nebraska's first Youth Registered Apprenticeship program. Students participating in CPI's CNC operators program, will have the option to interview and obtain employment as an apprentice with Dramco Tool while completing their high school education. Following high school graduation, apprentices will complete their Registered Apprenticeship program and remain as employees of Dramco Tool.

The Nebraska Department of Labor is working with employers to establish more apprenticeship programs across the state. Registered apprenticeship programs are being developed in manufacturing, healthcare, and telecommunications. Each Registered apprenticeship program is tailored to meet the needs of the sponsoring employer and provide the best possible education and training to the apprentices. If you are interested in creating a program, please contact us at 402-471-9928.

If an employer is interested in employing youth between the ages of 16 and 18, they first must determine if the job is hazardous as defined by the FLSA. Remember the definition of hazardous is specific and excludes many occupations that may be dangerous. A common misconception is that welding is a hazardous occupation. Welding is not defined as a hazardous occupation under the FLSA. If the job is not hazardous, there are no additional child labor restrictions. Employers should speak with their insurance providers to ensure youth will be

properly covered. If the occupation is hazardous, employers must look to see if there is a student-learner and apprentice exemption. If there is no exemption, all employees must be 18 or older to work in that occupation. If there is an exemption, employers may participate in either a work-based learning program or a registered apprenticeship program to employ youth between 16 and 18 years of age.

Both work-based learning and registered apprenticeship programs allow the student or apprentice the opportunity to earn as they learn. In addition, these programs provide an avenue for employers to fill the workforce pipeline with the skilled workers that the modern workplace requires. 

## Endnote

- <sup>1</sup> For more specific information about each occupation determined hazardous, please see the specific regulation cited for the occupation.

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## System Coordination Committee

**Committee Chair:** Stacey Weaver

**Committee Members:** Elaine Anderson, Wayne Brozek, Ann Chambers, Stacey Weaver, Gary Kelly, Greta Kickland, Charlene Lant, Kelsey Miller

**Duties:** Performance; One-Stop System; Youth Program; Accessibility, Equal Opportunity, Non-discrimination; Policy Alignment, Local Plan

\* Requires motion and vote.

### 1. Welcome

### 2. Review of Minutes\* (page 65)

**Stacey Weaver**

### 3. Old Business

### 4. New Business

#### One-Stop System

**Susan Nickerson**

- a. Survey Results (page 34)
- b. Survey Revision\* (page 35)
- c. Referrals/Direct Linkage
- d. Partner Meetings
- e. Future Plans
- f. Rapid Responses (page 67)
- g. Memorandums of Understanding\* (page 50)
- h. SNAP-GN Partnership
- i. New Sidney Office

**Dylan Wren**

**Randy Kissinger  
Pat Comfort**

#### Policy Revisions

- j. Work Experience Wages (page 43)

**Dylan Wren**

#### Policy Revisions

- k. Performance Measurements (page 28)
- l. Enrollments to Date
- m. Active Participants by County

#### Monitor Reviews

- n. One-Stop System (page 68)
- o. Youth (page 71)
- p. Grievance Training (page 73)

#### Program Resources

- q. Eligibility Desk Aids (page 74)
- r. Dislocated Worker Postcards (page 82)
- s. Business Services (page 83)

### 5. Adjournment\*

**Stacey Weaver**



## Agenda Item **System 2:** Motion to Approve Minutes

### **System Coordination Committee Meeting Minutes**

January 18, 2018; 10:35 – 11:20 A.M.  
Nebraska One Box Convention Center  
2750 South 27th Avenue  
Broken Bow, NE 68822

#### **Call to Order**

Stacey Weaver called the meeting of the System Coordination Committee is called to order at approximately 10:35 a.m. on Thursday, January 18, 2018

#### **Roll Call**

##### **Members Present (6):**

Elaine Anderson	Jill Smith
Wayne Brozek	Greta Kickland
Stacey Weaver	
Gary Kelly	

##### **Members Absent (2):**

Ann Chambers	Charlene Lant
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##### **8Staff and Guests Present:**

**Nebraska Department of Labor** – Dylan Wren

#### **Review of Minutes**

All members received and reviewed the System Coordination Committee Meeting Minutes from the October 26, 2017 meeting. The minutes were reviewed and approved.

#### **Old Business**

There was no old business to be discussed.

#### **New Business**

##### **Performance and Enrollments**

Dylan updated the committee on performance and enrollments. Dylan reviewed the active enrollments by county across the state. Dylan pointed out that many of the enrollments are located in Lancaster County, which is out of the Greater Nebraska service area. Dylan pointed out that this is most likely because of enrollments in the Trade Program and those participants also being enrolled in the Greater Nebraska Dislocated Worker Program.

## **Customer Satisfaction Surveys**

Dylan reviewed the results of the Customer Satisfaction Surveys. The results were not as positive as they have been in the past. Dylan said that this was because very few surveys received since the October Board Meeting and one of them was negative. Dylan discussed with the committee how the Survey could be more easily accessed in order to increase the number of surveys received.

## **Youth Cohort**

Dylan gave an overview of the Youth Cohort. Although Greater Nebraska submitted an application for the Cohort, they were not selected.

## **Mass Layoff Policy**

Dylan reviewed the Mass Layoff Policy which would later be voted on by the GNWDB. This policy would only be applicable for participants in the Dislocated Worker Program.

## **Relocation Assistance Policy**

Dylan reviewed the Relocation Assistance Policy which would later be voted on by the GNWDB. This policy would only be applicable for participants in the Adult and Dislocated Worker Programs.

## **Contracting with Training Providers Policy**

Dylan reviewed the Contracting with Training Providers Policy which would later be voted on by the GNWDB. This policy would be applicable for participants in the Youth, Adult and Dislocated Worker Programs.

## **Work-based Learning Policy**

Dylan reviewed the Work-based Learning Providers Policy which would later be voted on by the GNWDB. This policy would be applicable for participants in the Youth, Adult and Dislocated Worker Programs.

## **Public Comment**

There was no public comment at this meeting.

## **Meeting Dates**

May 24, 2018 – GNWDB and CEOB – Location TBD

October 18, 2018 – GNWDB and CEOB – Location TBD

## **Adjournment**

The meeting of the Greater Nebraska System Coordination Committee was adjourned at 11:05 a.m. Thursday, January 18, 2018.

## **Agenda Item System 4F:** Rapid Responses

- Eagle Distributing – Norfolk – Layoff on 4/2/18 – 2 jobs
- Great Plains Health – North Platte – Layoff – 7 jobs
- Heartland Products – Columbus – Layoff – 5 jobs
- Ne Transport Co. – Gering – Layoff – 8 jobs
- YMCA – Grand Island – Layoff – 1 job
- Cabela's – Sidney – Rapid Response – 4/24/18
- Parker Hannifin\* – Gothenburg – WARN received – 132 jobs

\*Also a Trade certified company. Will be providing Rapid Response services coming up for any employee who has not elected to move with the company to the Kearney location

## Agenda Item **System 4N**: Monitor Reviews - One-Stop System



GREATER NEBRASKA  
WORKFORCE DEVELOPMENT BOARD

Pete Ricketts, Governor



March 30, 2018

David Branch, State Monitor  
General Counsel  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

### RE: One-Stop Review, March 2, 2018

Mr. Branch,

A corrective action plan has been prepared to address the following findings:

1. Typos in the Regional and Local Plan/ Chief Elected Officials Board Agreement
2. Accessibility at the Grand Island American Job Center
3. American Job Center Signage
4. Branding of Partner Promotional Materials

Thank you for your assistance in this review.

Sincerely,

Dylan Wren, Job Training Program Coordinator  
Nebraska Department of Labor – Greater Nebraska Workforce Development Board

Attachment: One-Stop Corrective Action Plan

cc: John Albin, Commissioner, Department of Labor  
Stan Odenthal, Employment and Training Director, Department of Labor  
Katie Thurber, General Counsel, Department of Labor  
Shannon Grotrian, Administrator of Workforce Services, Department of Labor  
Lisa Wilson, Chair  
Pam Lancaster, CEOB Chair  
Susan Nickerson, One-Stop Operator, Department of Economic Development

Lisa Wilson, Chair  
[ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov)  
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## One-Stop System Monitor Review – Corrective Action Plan

### **State Monitor - Typos in the Regional and Local Plan/ CEOB agreement**

The State Monitor and the administrators went through the errors found in the GNWDA plan, agreements, MOUs and procedures. Most of the errors are simple typos that can be corrected without any inconvenience. The administrators agreed to correct the typos in the near future with GNWDB approval. One error was found in the CEOB agreement that could not be fixed without asking all elected officials to ~~resign~~ [re-sign]. The NDOL legal counsel did not feel the change was necessary at this time. In the future when the agreement of the Chief Elected Officials Board ends or is rewritten for any reason Sec. III (a)(i) needs to include hiring authority to be in compliance with WIOA Sec. 107(b)(2)(a) and GNWDA Board Bylaws.

### **Local Area Response**

The Chief Elected Officials Board will revise this agreement to include hiring authority, next time this document is amended. Article II, Section 1 of the board bylaws already include this language. As for typos in the regional and local plan – no response, this issue is not related to compliance.

### **State Monitor - Accessibility at the Grand Island American Job Center**

A corrective action plan needs to be written to address accessibility to the Grand Island AJC. The plan should address how the building can be made handicap accessible without assistance from other individuals. The plan should have a timeline included as to when the building will be ~~made~~ [made] handicap accessible in the near future

### **Local Area Response**

The Grand Island American Job Center is handicap accessible. The building was built to code, which included handicapped accessibility. It is assumed that the state monitor is referring to the primary Nebraska Department of Labor door, which does not have an exterior automatic door opener. The center has multiple points of entry. The Nebraska VR entrance, which is part of the American Job Center, does have this equipment. The administrative entity has explored installing an exterior automatic door opener on the Nebraska Department of Labor entrance. The landlord estimated a cost of \$3,000, plus electrical work required and is not willing to cover this cost. The local area has not had any formal or informal complaints about accessibility to the Grand Island American Job Center since we moved in 2012. The Nebraska VR entrance provides an adequate alternative to using the Nebraska Department of Labor door. The Local Area believes the current arrangement is acceptable and will not take any additional action, unless explicitly instructed to in writing.

### **State Monitor - American Job Center Signage**

The GNWDA AJCs outdoor signage has been updated on two signs in Beatrice to include the “American Job Center” brand. There is one sign that does not include the brand and when this sign is changed for any reason the “American Job Center” brand needs to be incorporated on the sign. The same lack of branding is evident on the outdoor signage on the West end of the Grand Island AJC’s parking lot. In the future when signs are replaced “American Job Center” will be incorporated into sign.

### **Local Area Response**

All new signs will contain the “American Job Center” branding.

### **State Monitor - Branding of Partner Promotional Materials**

Many of the promotional materials used in the GNWDA have the “American Job Center” branding; however, there are a few promotional materials left without the correct branding. In the future all promotional materials newly printed or manufactured are required to have appropriate branding, “American Job Center.”

### **Local Area Response**

All materials re-printed and/or created in the future will contain the “American Job Center” branding.



**Pete Ricketts**  
Governor

## STATE OF NEBRASKA

DEPARTMENT OF LABOR  
John H. Albin, Commissioner  
P.O. Box 94600 • Lincoln, NE 68509-4600  
Phone: 402.471.9912 • 402.471.9917  
[dol.nebraska.gov](http://dol.nebraska.gov)

March 2, 2018

Shannon Grotrian, Administrator of Workforce Services  
Office of Employment & Training - Nebraska Department of Labor  
Greater Nebraska Workforce Investment Area  
550 S. 16th Street  
Lincoln, NE 60508

RE: One-Stop Monitor Review

Dear Ms. Grotrian;

The Nebraska Department of Labor, Office of General Counsel State Monitor has completed a review of the Greater Nebraska Workforce Development Area (GNWDA) local one-stop system. The review examined creation and functions of a one-stop delivery system in comparison to the Workforce Innovation and Opportunity Act (WIOA), its implementing regulations, and State policy. A copy of the review is attached.

Corrective action is required within the scope of this review. A corrective action plan and/or corrective action steps already taken with supporting documentation must be submitted to the WIOA monitor and the Office of General Counsel no later than April 1, 2018. Corrective action plans must include internal controls used to ensure that implementation of plan occurs.

Thank you for your assistance in this review. Please feel free to contact me at (402)471-9870, cell (402) 890-9915, or by email at [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are any questions.

Sincerely,

David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
Chair, GNWDB  
Chair, CEOB  
Employment and Training Director  
Workforce Administrator

## Agenda Item **System 4O**: Monitor Reviews - Youth



GREATER NEBRASKA  
WORKFORCE DEVELOPMENT BOARD



Pete Ricketts, Governor

March 2, 2018

David Branch, State Monitor  
General Counsel  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

**RE: Youth Review**

Dear Mr. Branch,

To assist with your youth review, I am providing the following documents:

Board Minutes/Meeting Packets 1/18/2018 & 10/26/17  
Budget – Local Plan, Attachment 17  
New Enrollments – Regions 3, 4, & 5  
Payroll Register B16-B26  
Quarterly Financial Report Q2 PY17  
Service Agreement - Youth  
Work Experience Consent  
Work Experience Handout  
Work Experience Timesheet  
Work-based Learning Policy  
Worker's Compensation Accident Investigation Form  
Worksite Agreement  
Youth Eligibility Policy  
Youth Program Brochure

Greater Nebraska does not have a Youth Committee. No participant injuries have been reported.

Please feel free to contact me with any questions or if you need additional documentation.

Sincerely,

Dylan Wren, Job Training Program Coordinator  
Nebraska Department of Labor – Greater Nebraska Workforce Development Board

cc: John Albin, Commissioner, Department of Labor  
Katie Thurber, General Counsel, Department of Labor  
Lisa Wilson, Chair  
Pam Lancaster, Chair, Chief Elected Officials Board  
Shannon Grotian, Administrator of Workforce Services, Department of Labor  
Stan Odenthal, Employment and Training Director, Department of Labor  
Susan Nickerson, One-Stop Operator, Department of Economic Development

Lisa Wilson, Chair

[ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov)

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**Pete Ricketts**  
Governor

## STATE OF NEBRASKA

### DEPARTMENT OF LABOR

John H. Albin, Commissioner  
P.O. Box 94600 • Lincoln, NE 68509-4600  
Phone: 402.471.9912 • 402.471.9917  
[dol.nebraska.gov](http://dol.nebraska.gov)

February 16, 2018

To: Jan Norlander-Jensen, Workforce Administrator  
Greater Lincoln Workforce Development Area

Shannon Grotian, Administrator of Workforce Services  
Office of Employment & Training - Nebraska Department of Labor

Erin Porterfield, Executive Director  
Heartland Workforce Solutions, Inc.  
Greater Omaha Workforce Development Area

RE: WIOA Youth Review

The Nebraska Department of Labor, Office of General Counsel, State Monitor will conduct a review of local Youth Programs and Youth Procurement.

Please provide the following documentation by March 2, 2018:

Documents to be included in the review include Youth Committee roster, minutes of last two Youth Committee meetings, bylaws of committee, written policies, budgets, Youth fiscal reports, WDB oversight, Youth enrolled from July 1, 2017 through December 31, 2017, calendar of events, orientation for youth and worksites, work experience forms, payroll records, youth participant injury report(s) participant records, NEworks reports, agreements, waiver request(s) and referrals.

Thank you for your assistance in this review. Please feel free to contact me at (402)471-9870, or by email at [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are any questions.

Sincerely,

David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
Workforce Services Director  
Chair GNWDB  
Chair GLWDB  
Chair GOWDB

## Agenda Item **System 4P**: Monitor Reviews - Grievance Training Agenda Item



Pete Ricketts  
Governor

STATE OF NEBRASKA

DEPARTMENT OF LABOR  
John H. Albin, Commissioner  
P.O. Box 94600 • Lincoln, NE 68509-4600  
Phone: 402.471.9912 • 402.471.9917  
dol.nebraska.gov

January 22, 2018

Shannon Grotrian  
Administrator of Workforce Services  
550 16<sup>th</sup> Street  
Lincoln, NE 60509

Dear Ms. Grotrian:

The following corrective actions have been received and are appropriate at this time to resolve current grievance policy deficiencies with WIOA compliance. I approve of this corrective action plan at the present time. Thank you for your timely response and I look forward to hearing from you when all grievance policy corrective actions have been implemented.

### **Grievance Procedure – Corrective Action Plan**

**Corrective Plan:** Technical guidance will be provided to workforce coordinators and managers on the following topics:

#### **Staff Training Curriculum**

- |  |
|--|
| 1. General education of discriminatory complaint process and criminal/fraud complaint process            |
| 2. General education of non-discriminatory non-criminal complaint process                                |
| 3. Initial participant intake process (how procedures, policies and forms are explained to participants) |
| 4. Identification of where forms can be accessed   |

Training will be completed no later than March 30, 2018 and will be done in consultation with the Equal Opportunity Officer. Supporting documentation of training will be provided to the state monitor when completed.

Please contact me at (402)471-9870, or [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are questions or concerns.

Sincerely,

  
David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
CEOB Chair  
Chair, WDB  
Workforce Services Director

# Greater Nebraska Adult Program: Eligibility Overview

A local area program of the Workforce Innovation and Opportunity Act

General Requirements	Program participants must be either a(n): 1. Citizen or national of the United States; <b>or</b> 2. Immigrant authorized to work in the United States If male, participant must also comply with the requirements of the Military Service Act.	Mandatory Requirements	In addition, program participants must: 1. Be 18 or older
Priority of Service - Priority for receipt of individualized career and training services or both are applied in the order listed below.			
<div>1. Veterans and eligible spouses of Veterans <b>who are</b>: a. recipients of public assistance; b. low-income; or c. basic-skills deficient;</div> <div>2. Individuals <b>who are not</b> Veterans and eligible spouses of Veterans <b>but are</b>: a. recipients of public assistance; b. low-income; or c. basic-skills deficient;</div> <div>3. Veterans and eligible spouses of Veterans <b>who are not</b>: a. recipients of public assistance; b. low-income; or c. basic-skills deficient</div> <div>4. Populations established by the Governor and/or Local Workforce Development Board <b>(none have been established)</b></div> <div>5. Last, to <b>persons who are not</b>: a. recipients of public assistance; b. low-income; or c. basic-skills deficient.</div>			

This desk aid is provided by the Greater Nebraska Workforce Development Board and is only intended to be used as a resource for making referrals to the program. Actual eligibility can only be determined by Adult Program staff at an American Job Center or Nebraska Department of Labor Job Center. To learn more about the program or find the nearest service location, visit [dol.nebraska.gov](http://dol.nebraska.gov).





# Glossary of Terms

## Basic skills deficient

An individual who is basic skills deficient:

- Has English reading or writing skills or computing skills at or below the 8th grade level on a generally accepted standardized test; or
- Is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society.

## Eligible Spouse of a Veteran

Eligible spouse of a Veteran means the spouse of any of the following:

- Any Veteran who died of a service-connected disability;
- Any member of the Armed Forces serving on active duty who, at the time of application for the priority, is listed in one or more of the following categories and has been so listed for a total of more than ninety (90) days:
  - Missing in action;
  - Captured in the line of duty by a hostile force; or
  - Forcibly detained or interned in the line of duty by a foreign government or power;
- Any Veteran who has a total disability resulting from a service-connected disability, as evaluated by the Department of Veterans Affairs; or
- Any Veteran who died while a disability was in existence.

**NOTE:** A spouse whose eligibility is derived from a living Veteran or service member would lose his or her eligibility if the Veteran or service member were to lose the status that is the basis for the eligibility (e.g. if a Veteran with a total service-connected disability were to receive a revised disability rating at a lower level). Similarly, for a spouse whose eligibility is derived from a living Veteran or service member, that spouse's eligibility would be lost upon divorce from the Veteran or service member.

## Eligible Veteran

Eligible Veteran means a person who:

- Served on active duty for a period of more than one-hundred eighty (180) days and was discharged or released therefrom with other than a dishonorable discharge;
- Was discharged or released from active duty because of a service-connected disability;
- As a member of a reserve component under an order to active duty served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge; or
- Was discharged or released from active duty by reason of a sole survivorship discharge

## Low-income Eligibility Criteria

A low-income individual is an individual who meets one (1) or more of the criteria described below

1. The individual currently receives or is a member of a family currently receiving assistance through:
  - a. Supplemental Nutrition Assistance Program;
  - b. Temporary Assistance for Needy Families Program;
  - c. Supplemental Security Income through the Social Security Administration; or
  - d. State or local income-based public assistance.
2. In the past six months, the individual has received or is a member of a family that has received assistance through:
  - a. Supplemental Nutrition Assistance Program;
  - b. Temporary Assistance for Needy Families Program;
  - c. Supplemental Security Income through the Social Security Administration; or
  - d. State or local income-based public assistance.
3. The individual is in a family whose total family income does not exceed the higher of:
  - a. The current Federally-established poverty line; or
  - b. Seventy percent of the Federally-established lower living standard income level (LLSIL).
4. The individual is a homeless individual who:
  - a. Lacks a fixed, regular, and adequate nighttime residence; and is
    - i. Sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason;
    - ii. Living in a motel, hotel, trailer park, or campground due to the lack of alternative adequate accommodations;
    - iii. Living in an emergency or transitional shelter; or
    - iv. Awaiting foster care placement;
  - b. Has a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
  - c. Is a migratory youth who is living in circumstances;
  - d. Lives in cars, parks, public spaces, abandoned buildings, substandard housing, bus or training stations, or similar settings; or
  - e. Is a runaway.

## Low-income Eligibility Criteria (continued)

5. The individual receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act, unless the individual is a recipient of a secondary school diploma or its recognized equivalent.
6. The individual is a foster child on behalf of whom state or local government payments are made.
7. The individual is an person with a disability whose income meets the income requirement of Sections 3.a. or 3.b.
8. The individual lives in a high-poverty area.

# Greater Nebraska Dislocated Worker Program: Eligibility Overview

A local area program of the Workforce Innovation and Opportunity Act

## General Requirements

- Program participants must be either a(n):
1. Citizen or national of the United States; or
  2. Immigrant authorized to work in the United States
- If male and age 18 or older, participant must also comply with the requirements of the Military Service Act.

## Category 1 - Ordinary Layoff

Individual who has been terminated or laid off, or who has received a notice of termination or layoff from employment, but not because of a permanent closure or mass layoff, and is either:

1. Eligible for or has exhausted entitlement to unemployment compensation; or
2. Has been employed long enough to demonstrate an attachment to the workforce even if not eligible for unemployment compensation due to: insufficient earnings; or having performed services for an employer that is not covered under state unemployment compensation laws.

The individual must also be unlikely to return to a previous industry or occupation.

## Category 2 - Permanent Closure or Mass Layoff

Individual dislocated because of a permanent closure or mass layoff, meaning an individual who:

1. Has been terminated or laid off, or has received a notice of termination or layoff, from employment because of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; or
2. Is employed at a facility at which the employer has made a general announcement that the facility will close within one-hundred eighty (180) calendar days; or
3. For purposes of eligibility to receive services other than training services, career services, or supportive services is employed at a facility at which the employer has made a general announcement that the facility will close.

## Category 3 - Conditions Affecting Self-Employment

Self-employed individual (including self-employment in farming, ranching, or fishing industries) who is unemployed as a result of:

1. General economic conditions in the community in which the individual resides; or
2. A natural disaster.

## Category 4 - Displaced Homemaker

This eligibility category covers an individual who is dislocated as a displaced homemaker, meaning the individual has been providing unpaid services to family members in the home and:

1. Has been dependent on the income of another family member but is no longer supported by that income; or
2. Is the dependent spouse of a member of the US Armed Forces on active duty and whose family income is significantly reduced because of a: deployment; call or order to active duty; or permanent change of duty station or the service-connected death or disability of the service member.
3. The individual must also be unemployed or underemployed and experiencing difficulty in obtaining or upgrading employment.

## Category 5 - Service Member or Military Spouse to Service Member

Service member who has separated or is separating from the US Armed Forces with a discharge that is anything other than dishonorable and:

1. Has received a notice of separation, a Form DD-214 from the Department of Defense, or other documentation showing a separation or imminent separation from the US Armed Forces;
2. Is eligible for or has exhausted unemployment compensation; and
3. Is unlikely to return to a previous industry or occupation.

**Military Spouse.** An individual who is the spouse of a member of the US Armed Forces on active duty is a dislocated worker if that individual:

1. Has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in the duty station of the service member, or
2. Is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.

This desk aid is provided by the Greater Nebraska Workforce Development Board and is only intended to be used as a resource for making referrals to the program. Actual eligibility can only be determined by Dislocated Worker Program staff at an American Job Center or Nebraska Department of Labor Job Center. To learn more about the program or find the nearest service location, visit [dol.nebraska.gov](http://dol.nebraska.gov).



# Glossary of Terms

## Active duty

The term active duty means full-time duty in the active military service of the United States. The term includes full-time training duty, annual training duty, and attendance, while in the active military service, at a school designated as a service school by law or by the Secretary of the military department concerned. The term does not include full-time National Guard duty.

## Attachment to the Workforce

The phrase attachment to the workforce means having been employed at least twenty (20) or more hours per week for at least six (6) of the most recent thirty-six (36) months in a single occupation. The six (6) months need not be consecutive. An employee of a temporary employment agency, in order to demonstrate attachment to the workforce, must have worked on the same assignment for the same number of weekly hours and duration noted above.

## Deployment

A member of the US Armed Forces is considered to be deployed on any day on which, pursuant to orders, the member is performing service in a training exercise or operation at a location or under circumstances that make it impossible or infeasible for the member to spend off-duty time in the housing in which the member resides when on duty at the member's permanent duty station or homeport. If the individual is member of a reserve component of the US Armed Forces and is performing active service pursuant to orders that do not establish a permanent change of station, the housing referred to above is any housing (including the member's residence) that the member usually occupies for use during off-duty time when on duty at the member's permanent duty station or homeport. The Secretary of Defense may prescribe an alternative definition of deployment other than that described above.

- A member of the US Armed Forces is not deployed when the member is:
- Performing service as a student or trainee at a school (including Government school);
  - Performing administrative, guard, or detail duties in garrison at the member's permanent duty station; or
  - Unavailable solely because of a hospitalization of the member at the member's permanent duty station or homeport or in the immediate vicinity of the member's permanent residence; or
  - Unavailable solely because of a disciplinary action taken against the member.

## Call or Order to Active Duty

The phrase call or order to active duty refers to the call or order or retention on active duty for members of the uniformed services under 10 USC §§ 688, 12301(a), 12302, 12304, 12305, or 12406 or 10 USC Subtitle A Part I Chapter 15, or any other provision of law during a war or during a national emergency declared by the United States President or Congress.

## General Announcement

The term general announcement means an announcement to the public by the employer or employer's representative. The general announcement does not need to be in written form, but it must be made to the public, not just the employees of the employer.

## Laid Off or Layoff

For determining eligibility as a dislocated worker, the term laid off or layoff means an individual's employment relationship is or will be suspended by the employer, without cause for more than one-hundred eighty (180) calendar days

## Notice of Termination or Layoff from Employment

A notice of termination or layoff from employment means a written notification from the employer, naming one (1) or more individuals and indicating that employment will cease or has ceased for the individual(s) on a specific date.

## Service-Connected

The term service-connected means, with respect to disability or death, that a disability was incurred or aggravated, or that death resulted from a disability incurred or aggravated, in line of duty in the active military, naval, or air service.

## Temporary Recall

The term temporary recall refers to a request from an employer for a former worker, who has either received a notice of termination or been terminated from employment, to return to work for one-hundred eighty (180) calendar days or less. In a temporary recall, the employer still intends to terminate the worker.

## Terminated

For determining eligibility as a dislocated worker, terminated employment is a permanent situation in which the employer lays off, without cause, and does not plan to rehire an individual. Any documented non-seasonal layoff projected to last one-hundred eighty (180) or more calendar days is a termination of employment.

## Terminated (continued)

The intent of this definition is to include only those terminated workers who intend to return to permanent, full-time work. The following circumstances are not considered a termination of employment:

- Seasonal unemployment;
- An end to an assignment through a temporary employment agency;
- A notice of termination that includes a certain or tentative recall date within one hundred eighty (180) calendar days of the initial layoff date; or
- Retirement or other voluntary separation from the workforce.

## Unemployed as a Result of a Natural Disaster

The phrase unemployed as a result of a natural disaster means unemployment caused by a major adverse event(s) resulting from natural processes of the Earth, including environmental conditions, such as:

- Floods;
- Tornadoes;
- Earthquakes; and
- Other natural events beyond an individual's control.

The list provided above is not all inclusive of major adverse events that may be considered natural disasters.

## Unlikely to Return to a Previous Occupation or Industry

For determining eligibility as a dislocated worker, an individual is unlikely to return to a previous occupation or industry if job opportunities in the occupation or industry are significantly diminished for an individual based on one (1) or more of the following criteria:

- Official assessments of market demand for products or services in the occupation or industry;
  - Local labor market conditions for the industry or occupation;
  - Evolution of skill requirements in the occupation or industry and whether an individual's skills have kept pace over time based on a current skills assessment;
  - Impact of technology or trade on the industry or occupation.
- A separating service member meets the standard of unlikely to return to a previous industry or occupation.

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DEPARTMENT OF LABOR

# Greater Nebraska In-School Youth Program: Eligibility Overview

A local area program of the Workforce Innovation and Opportunity Act

<div><div>General Requirements</div><div>Program participants must be either a(n): 1. Citizen or national of the United States; <b>or</b> 2. Immigrant authorized to work in the United States If male and age 18 or older, participant must also comply with the requirements of the Military Service Act.</div></div>	<div>Mandatory Requirements</div> <div>In addition, program participants must 1. Provide equal opportunity (EO) data on race, ethnicity, age, sex, and disability 2. Not be younger than age 14 or older than age 21 3. Be attending school, including secondary school or postsecondary school 4. Be low-income</div>
<div><div>Sub-Requirements</div><div>Program participants must also be one of the following: <div><div><div><input type="checkbox"/> Basic skills deficient</div><div><input type="checkbox"/> English language learner</div><div><input type="checkbox"/> Offender</div><div><input type="checkbox"/> Homeless</div><div><input type="checkbox"/> In foster care</div><div><input type="checkbox"/> Pregnant or parenting.</div><div><input type="checkbox"/> Has a disability.</div><div><input type="checkbox"/> Requires additional assistance to complete an educational program or to secure or hold employment.</div></div></div></div></div>	
<div><div><div>This desk aid is provided by the Greater Nebraska Workforce Development Board and is only intended to be used as a resource for making referrals to the program. Actual eligibility can only be determined by Youth Program staff at an American Job Center or Nebraska Department of Labor Job Center. To learn more about the program or find the nearest service location, visit <a href="https://dol.nebraska.gov">dol.nebraska.gov</a>.</div><div><div><div>NEBRASKA</div><div>Good Life. Great Connections.</div><div>DEPARTMENT OF LABOR</div></div><div><div>A proud partner of the</div><div>americanjobcenter</div><div>network</div></div></div></div></div>	
<div><div>Published: 3/15/18</div><div>Equal Opportunity Program/Employer TDD/TTY: 800-833-7352 Auxiliary aids and services are available upon request to individuals with disabilities.</div></div>	

# Glossary of Terms

## Basic Skills Deficient

- A youth who has English reading or writing skills or computing skills at or below the 8th grade level based on a generally accepted standardized test; or
- A youth or adult who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society.

## English Language Learner

An individual who has limited ability in reading, writing, speaking, or comprehending the English language and:

- Whose native language is a language other than English; or
- Who lives in a family or community environment where a language other than English is the dominant language.

## Foster Care

This is an individual that:

- Is in foster care;
- Has aged out of the foster care system;
- Has attained age 16 and left foster care for kinship guardianship or adoption;
- Is eligible for assistance under the John H. Chafee Foster Care Independence Program;
- Or is in an out-of-home placement

## Homeless

Individuals lacking a fixed, regular, and adequate nighttime residence; and are:

- Sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason;
- Living in a motel, hotel, trailer park, or campground due to the lack of an adequate alternative;
- Living in an emergency or transitional shelter; or
- Waiting foster care placement.

Individuals could also be considered homeless if:

- Their primary nighttime residence is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
- They are a migratory youth;
- They live in a car, park, public space, abandoned building, substandard housing, bus or training station, or
- Is a runaway.

## Individual with a Disability

An individual with a disability as defined in Section 3 of the Americans with Disabilities Act of 1990.

## Low-Income Eligibility Criteria

- The individual currently receives or is a member of a family currently receiving assistance through:
  - Supplemental Nutrition Assistance Program;
  - Temporary Assistance for Needy Families Program;
  - Supplemental Security Income through the Social Security Administration; or
  - State or local income-based public assistance.
- In the past six months, the individual has received or is a member of a family that has received assistance through:
  - Supplemental Nutrition Assistance Program;
  - Temporary Assistance for Needy Families Program;
  - Supplemental Security Income through the Social Security Administration; or
  - State or local income-based public assistance.
- The individual is in a family whose total family income does not exceed the higher of:
  - The current Federally-established poverty line; or
  - Seventy percent of the Federally-established lower living standard income level (LLSIL).
- The individual is a homeless individual
- The individual receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act, unless the individual is a recipient of a secondary school diploma or its recognized equivalent.
- The individual is a foster child on behalf of whom state or local government payments are made.
- The individual is an person with a disability whose income meets the income requirement of Sections 3.a. or 3.b.
- The individual lives in a high-poverty area.

## Offender

An adult or juvenile who:

- Is or has been subject to any stage of the criminal justice process and for whom services under Youth, Adult, or Dislocated Worker programs may be beneficial; or
- Requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

## Pregnant or Parenting

A pregnant individual is the expectant mother only. An individual who is parenting is a mother or father, custodial or non-custodial.

## Requires Additional Assistance

The Greater Nebraska Workforce Development Board defines "requires additional assistance to complete an educational program or to secure and hold employment" as meeting one or more of the following applications:

- Youth who have not completed high school or other educational programs necessary to secure and maintain entry-level employment;
- Youth who are deficient in basic skills and/or pre-employment/work maturity skills, including those needing English as a Second Language instruction and remedial training for GED;
- Youth who have been identified as a dropout risk, unlikely to graduate due to a lack of credits, and other risk factors cited by school, law enforcement, or community officials such as eligibility to receive free or reduced lunch benefits;
- Youth who are defined as "neediest" – youth in foster care (especially those aging out of foster care), youth in the juvenile justice system, children of incarcerated parents, migrant youth, Native American youth, Indian youth, and youth with disabilities including learning disabilities;
- Youth residing in a defined Area of Substantial Unemployment or;
- Youth who have been unable to obtain or secure employment during the last six months.

## School

The term school is defined by state law. Nebraska State Law defines school as a school approved by the Nebraska State Board of Education, including:

- Accredited public and private secondary schools;
- Accredited denominational and parochial secondary schools;
- Schools that elect not to meet accreditation requirements, including home schools; and
- Alternative schools, classes, or education programs established in accordance with Neb. Rev. Stat. § 79-266 for the benefit of expelled students

Nebraska State Law does not include postsecondary institutions in its definition of school. For the purpose of eligibility, the following providers or program are considered schools:

- All postsecondary institutions that are accredited according to the requirements of the U.S. Department of Education;
- All private postsecondary career schools that are licensed or authorized to operate by the Nebraska Department of Education; and
- All private postsecondary career schools that are licensed or authorized to operate in other states according to the requirements of the states in which they operate.

Providers of WIOA Title IC (Job Corps), Title ID (YouthBuild), and Title II (Adult Education and Family Literacy Act) programs are not considered schools for the purposes of determining school status.

# Greater Nebraska Out-of-School Youth Program: Eligibility Overview

A local area program of the Workforce Innovation and Opportunity Act

# Glossary of Terms

## Basic Skills Deficient

- A youth who has English reading or writing skills or computing skills at or below the 8th grade level based on a generally accepted standardized test; or
- A youth or adult who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society.

## English Language Learner

An individual who has limited ability in reading, writing, speaking, or comprehending the English language and:

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This is an individual that:

- a. Is in foster care;
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- d. Is eligible for assistance under the John H. Chafee Foster Care Independence Program, Or is in an out-of-home placement

## Homeless

Individuals lacking a fixed, regular, and adequate nighttime residence; and are:

- a. Sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason;
  - b. Living in a motel, hotel, trailer park, or campground due to the lack of an adequate alternative;
  - c. Living in an emergency or transitional shelter, or
  - d. Waiting foster care placement.
- Individuals could also be considered homeless if:
- a. Their primary nighttime residence is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings,
  - b. They are a migratory youth,
  - c. They live in a car, park, public space, abandoned building, substandard housing, bus or training station, or
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## Individual with a Disability

An individual with a disability as defined in Section 3 of the Americans with Disabilities Act of 1990.

## Low-Income Eligibility Criteria

1. The individual currently receives or is a member of a family currently receiving assistance through:
  - a. Supplemental Nutrition Assistance Program;
  - b. Temporary Assistance for Needy Families Program;
  - c. Supplemental Security Income through the Social Security Administration; or
  - d. State or local income-based public assistance.
2. In the past six months, the individual has received or is a member of a family that has received assistance through:
  - a. Supplemental Nutrition Assistance Program;
  - b. Temporary Assistance for Needy Families Program;
  - c. Supplemental Security Income through the Social Security Administration; or
  - d. State or local income-based public assistance.
3. The individual is in a family whose total family income does not exceed the higher of:
  - a. The current Federally-established poverty line; or
  - b. Seventy percent of the Federally-established lower living standard income level (LLSIL).
4. The individual is a homeless individual
5. The individual receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act, unless the individual is a recipient of a secondary school diploma or its recognized equivalent.
6. The individual is a foster child on behalf of whom state or local government payments are made.
7. The individual is an person with a disability whose income meets the income requirement of Sections 3.a. or 3.b.
8. The individual lives in a high-poverty area.

## Offender

An adult or juvenile who:

- Is or has been subject to any stage of the criminal justice process and for whom services under Youth, Adult, or Dislocated Worker programs may be beneficial; or
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## Pregnant or Parenting

A pregnant individual is the expectant mother only. An individual who is parenting is a mother or father, custodial or non-custodial.

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- Youth who are deficient in basic skills and/or pre-employment/work maturity skills, including those needing English as a Second Language instruction and remedial training for GED;
- Youth who have been identified as a dropout risk, unlikely to graduate due to a lack of credits, and other risk factors cited by school, law enforcement, or community officials such as eligibility to receive free or reduced lunch benefits;
- Youth who are defined as "neediest" – youth in foster care (especially those aging out of foster care), youth in the juvenile justice system, children of incarcerated parents, migrant youth, Native American youth, Indian youth, and youth with disabilities including learning disabilities;
- Youth residing in a defined Area of Substantial Unemployment or;
- Youth who have been unable to obtain or secure employment during the last six months.

## School

The term school is defined by state law. Nebraska State Law defines school as a school approved by the Nebraska State Board of Education, including:

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Providers of WIOA Title IC (Job Corps), Title ID (YouthBuild), and Title II (Adult Education and Family Literacy Act) programs are not considered schools for the purposes of determining school status.







## Agenda Item **System 4R**: Dislocated Worker Postcards

### Services for Dislocated Workers

Available Through Your Local Job Center



Nebraska Department of Labor and the American Job Center network help Nebraskans who are affected by a business closure or layoff make a plan to transition to their next job. Whether you are looking to get right back to work or are interested in changing career paths, we can help you figure out your next move. Below are a few of the individualized services we provide.

-  **Resume and Job Search Assistance**
-  **Career Exploration and Counseling**
-  **Occupational Skills Training and Work-Based Learning Opportunities**
-  **Supportive Services to Complete Your Training Program**



Dislocated worker services are part of a local area program of the Workforce Innovation and Opportunity Act and are made possible by the Greater Nebraska Workforce Development Board.

A proud partner of the **americanjobcenter**® network

#### Greater Nebraska Service Locations

##### **Alliance**

1750 Sweetwater Ave., Room 009  
Hours: 8 a.m. - 5 p.m. M - Th  
8 a.m. - 4 p.m. F (308) 763-2935  
ndol.alliancewfd@nebraska.gov

##### **Beatrice \*\***

**American Job Center**  
5109 W. Scott Rd., Ste. 413  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 223-6060  
ndol.beatricewfd@nebraska.gov

##### **Columbus \*\***

3100 23rd St., Ste. 22  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 564-7160  
ndol.columbuswfd@nebraska.gov

##### **Grand Island \*\***

**American Job Center**  
203 East Stolley Park Rd, Ste. A  
Hours: 8 a.m. - 5 p.m. M - F  
(308) 385-6300  
ndol.grandislandwfd@nebraska.gov

##### **Hastings**

2727 W. 2nd St., Ste. 338  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 462-1867  
ndol.hastingswfd@nebraska.gov

##### **Lexington \***

1501 Plum Creek Parkway, Ste. 3  
Hours: 9 a.m. - 4 p.m. Tu and Th  
(308) 324-2064  
ndol.lexingtonwfd@nebraska.gov

##### **McCook \***

402 Norris Ave, Ste. 304  
Hours: 9:30 a.m. - 2 p.m. M  
or by appointment (308) 345-8470  
ndol.mccookwfd@nebraska.gov

##### **Nebraska City \***

917 Wildwood Lane, Room 104  
Hours: 8 a.m. - 5 p.m. Tu and W  
8 a.m. - Noon, Th (402) 873-3384  
ndol.nebraskacitywfd@nebraska.gov

##### **Norfolk \*\***

105 E. Norfolk Ave., Ste. 120  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 370-3430  
ndol.norfolkwfd@nebraska.gov

##### **North Platte \*\***

600 E. Francis, Ste. 9  
Hours: 8 a.m. - 5 p.m. M - F  
(308) 535-8320  
ndol.northplattewfd@nebraska.gov

##### **Scottsbluff \*\***

505A Broadway, Ste. 300  
Hours: 8 a.m. - 5 p.m. M - F  
(308) 632-1420  
ndol.scottsbluffwfd@nebraska.gov

##### **Sidney**

2246 Jackson Street  
Hours: 8 a.m. - 5 p.m. M - F  
(308) 254-4429  
ndol.sidneywfd@nebraska.gov

##### **York \***

510 Lincoln Ave.  
Hours: 10 a.m. - 3 p.m. M  
or by appointment (402) 362-5891  
ndol.yorkwfd@nebraska.gov

\* **Limited office hours. Call ahead for availability.** \*\* **Have veteran representatives available**

For the most up-to-date Job Center listing, visit: [dol.nebraska.gov/home/aboutus](http://dol.nebraska.gov/home/aboutus)

Equal Opportunity Program/Employer TDD: 800-833-7352

Auxiliary aids and services are available upon request to individuals with disabilities.

Updated: 5/14/18

**Find your new career path at a Nebraska Department of Labor Job Center or American Job Center**

Supportive solutions  
to help transform  
your workforce.



**NEBRASKA**

Good Life. Great Connections.

Greater Nebraska  
**Business Services**

A proud partner of the **americanjobcenter**<sup>®</sup> network

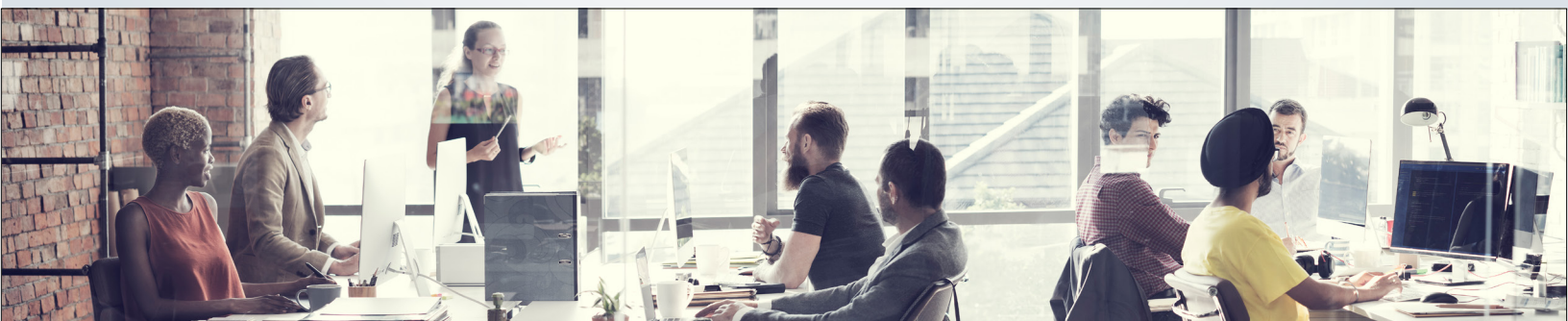
# Develop a Globally Competitive Workforce

The public workforce investment system is a valuable resource to support your human resource capabilities. The system offers essential resources and tools to transform your workforce to meet the changing demands of the 21st-century economy and to develop a more competitive workforce.

## ENHANCE YOUR HUMAN RESOURCES CAPACITY

American Job Centers (AJC) and Nebraska Department of Labor (NDOL) job centers located across Nebraska can assist businesses in recruiting, hiring, training or upskilling your workforce.

Businesses can collaborate with American Job Centers, community colleges, and adult education providers to develop integrated education and training programs at the workplace to help employees gain basic and technical skills and advance to the next level of work.



## Engage in Long-Term Workforce Planning

The Greater Nebraska Workforce System leads sector strategies and career pathway initiatives - regional, industry-focused approaches to workforce and economic development, which improves access to good jobs and increases job quality resulting in strengthening the industry's workforce.

To get involved, contact your local American Job Center or Nebraska Department of Labor job center.



# Upskill & Diversify Your Workforce to Meet New Demands

Job centers offer a range of customized training options to meet businesses' needs, including resources to assist with business solutions such as marketing and economic development opportunities.

## Expanding Registered Apprenticeship Opportunities

Customizable programs offer a proven, high quality training strategy for workers to learn the skills that Nebraska's businesses need to grow and thrive in a competitive global market.

The Greater Nebraska Workforce System can subsidize the classroom and on-the-job training portions of a registered apprenticeship, as well as provide supportive services for eligible participants.

## On-the-Job Training

The Greater Nebraska Workforce System can reimburse businesses up to 75% of the cost for training eligible new hires, based on specific criteria set by the local board.

## Work Experience and Transitional Jobs

Receive an employee for up to 500 hours at no cost to the business with no commitment to hire.

## Incumbent Worker Training

Incumbent Worker training is designed to meet the special requirements of a business or group of businesses to keep a skilled workforce or avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment.

- Businesses participating in incumbent worker training must contribute to the cost of training.

Equal Opportunity Program/Employer TDD/TTY: 800-833-7352

Auxiliary aids and services are available upon request to individuals with disabilities.



## Greater Nebraska Service Locations

\* Limited office hours. Call ahead for availability. \*\* Have veteran representatives available

For the most up-to-date Job Center listing, visit: [dol.nebraska.gov/home/aboutus](https://dol.nebraska.gov/home/aboutus)

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(402) 564-7160  
[ndol.columbuswfd@nebraska.gov](mailto:ndol.columbuswfd@nebraska.gov)

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### Lexington \*

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(308) 324-2064  
[ndol.lexingtonwfd@nebraska.gov](mailto:ndol.lexingtonwfd@nebraska.gov)

### McCook \*

402 Norris Ave, Ste. 304  
Hours: 9:30 a.m. - 2 p.m. M  
or by appointment (308) 345-8470  
[ndol.mccookwfd@nebraska.gov](mailto:ndol.mccookwfd@nebraska.gov)

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[ndol.nebraskacitywfd@nebraska.gov](mailto:ndol.nebraskacitywfd@nebraska.gov)

### Norfolk \*\*

105 E. Norfolk Ave., Ste. 120  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 370-3430  
[ndol.norfolkwfd@nebraska.gov](mailto:ndol.norfolkwfd@nebraska.gov)

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[ndol.scottsbluffwfd@nebraska.gov](mailto:ndol.scottsbluffwfd@nebraska.gov)

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(308) 254-4429  
[ndol.sidneywfd@nebraska.gov](mailto:ndol.sidneywfd@nebraska.gov)

### York \*

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Hours: 10 a.m. - 3 p.m. M  
or by appointment (402) 362-5891  
[ndol.yorkwfd@nebraska.gov](mailto:ndol.yorkwfd@nebraska.gov)

## Greater Lincoln

### Lincoln

**American Job Center**  
1111 O Street, Suite 205  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 413-9236  
[ajclincoln@rescare.com](mailto:ajclincoln@rescare.com)

### Lincoln \*\*

1111 O Street, Ste. 222  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 471-4474  
[ndol.lincolnwfd@nebraska.gov](mailto:ndol.lincolnwfd@nebraska.gov)

## Greater Omaha

### Omaha \*\*

**American Job Center**  
Heartland Workforce Solutions  
5752 Ames Ave.  
Hours: 8 a.m. - 5 p.m. M - F  
(402) 444-4700  
[admin@hws-ne.org](mailto:admin@hws-ne.org)  
[ndol.omahawfd@nebraska.gov](mailto:ndol.omahawfd@nebraska.gov)



GREATER NEBRASKA  
**WORKFORCE DEVELOPMENT AREA**

550 S. 16th Street  
P.O. Box 94600  
Lincoln, Nebraska 68509

[dol.nebraska.gov](https://dol.nebraska.gov)  
[networks.nebraska.gov](https://networks.nebraska.gov)

[ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov)

# Announcements

## New Staff Members



### **Susan Nickerson**

Susan Nickerson, APR, is an employee of Nebraska Department of Economic Development, serving as the One-stop Coordinator for Greater Nebraska Workforce Development. She has experience in education, non-profit, manufacturing, and corporate sectors. Her management expertise is in national marketing, advertising, public relations, business consulting, senior living, and workforce development.

Nickerson served as Kansas Department of Commerce Regional Director for 62 counties of central and western Kansas, leading business services and the workforce operations of nine centers in the KANSASWORKS system. Later promoted to Business Executive and Industry Liaison, she worked statewide with key business and industry leaders to develop customized workforce and training solutions to meet their needs and participated on the state recruitment team for companies/site selectors considering Kansas locations.

She holds an "Accreditation in Public Relations" (APR) designation from Public Relations Society of America.

Currently, Nickerson lives in Grand Island, NE where she is involved with Grow Grand Island, Rotary, PEO, and serves as a volunteer for Salvation Army and Habitat for Humanity.



### **Laura Hart**

My name is Laura Hart. It is my passion to give back to others. My heart is to help grow communities by building resources that bring stability and capacity to rural Nebraska. I was hired to help do this in January 2018 by the Nebraska Department of Economic Development.

Prior to this I spent the last eight years working at Central Nebraska Community Action Partnership. My positions included Community Economic Development; Outreach; Housing and lastly as their Grant Writer/Planning Coordinator. This role compiled data that identifies gaps in services, to direct agency programs in addressing barriers to housing, employment, education, nutrition & health services; including developing Community Needs Assessments (for 21 counties) and being on the Community Action Network State Assessment Team. In essence creating resiliency through capacity building in rural Nebraska. As part of my desire to give back to my own community, I became a local elected official on the Loup City, City Council; taking office January 2017.

I studied at the University of Nebraska and currently, I live in Loup City with my husband of 20+ years and two of our four children who are still in school. I recently became a grandmother and in my spare time you'll find me drinking coffee on my porch with a good book.



## Former Staff Member



### Shannon Grotrian

Shannon Grotrian, Greater Nebraska's Administrator, has accepted a new position with the Department of Health and Human Services (DHHS) as a Policy Administrator II for their Economic Assistance section. Ironically, Shannon will now be our Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) partner under the Workforce Innovation and Opportunity Act.

Her considerate, enduring, and pragmatic style of leadership will be extremely missed by Nebraska Department of Labor. Our success, as a local area, is directly linked to her. She will be a strong partner – especially as we move forward with the SNAP-GN WIOA Pilot. Her start date is April 30th.

## New Board Member



### Stan Zimbelman

Stan Zimbelman served in the Army and spent 19 months in Vietnam during the Vietnam War. For 26 years he worked with Nebraska Department of Labor out of the Grand Island, Norfolk and Kearney Career Centers. After retiring from Nebraska Department of Labor, Stan began working as the Executive Director of Kearney Works, a local nonprofit Workforce Development Organization. Stan lives in Kearney with his wife Becky. They have two children and nine grandchildren.

## Former Board Member



### Chris Callihan

Chris Callihan has accepted a position on the Greater Lincoln Workforce Development Board and will no longer serve on the Greater Nebraska Workforce Development Board (GNWDB). He has been a member of the board since 2015. He played a leading role in negotiating memorandums of understandings and funding agreements with the workforce partners last summer. He also was the chair of the Strategic Planning Committee. We appreciate his contribution to the board and congratulate him.

## Awards



### Kent Greenwalt

Kent Greenwalt was named 2017 Citizen of the Year in the Scottsbluff Star Herald

[http://www.starherald.com/news/local\\_news/citizen-of-the-year-kent-greenwalt/article\\_c4a3211e-927f-50f2-a14e-b6200f94544f.html](http://www.starherald.com/news/local_news/citizen-of-the-year-kent-greenwalt/article_c4a3211e-927f-50f2-a14e-b6200f94544f.html)



### Pamela Lancaster

Pamela Lancaster received the Richard Good Distinguished Award at Grand Island Chamber of Commerce annual meeting.

[http://www.theindependent.com/news/local/ricketts-chamber-recognize-young-people-as-the-community-s-future/article\\_f870fbb8-28c5-11e8-b6c8-5b1d9d4e05fc.html](http://www.theindependent.com/news/local/ricketts-chamber-recognize-young-people-as-the-community-s-future/article_f870fbb8-28c5-11e8-b6c8-5b1d9d4e05fc.html)



# **Vision:** **Grow Nebraska**

**Mission:**  
**Create  
opportunity  
through more  
effective, more  
efficient, and  
customer  
focused state  
government.**



## **Priorities:**

- Efficiency & Effectiveness
- Customer Service
- Growth
- Public Safety
- Reduced Regulatory Burden

## **We Value:**

- The Taxpayer
- Our Team
- Simplicity
- Transparency
- Accountability
- Integrity
- Respect

**NEBRASKA**

Good Life. Great Opportunity.

**GOVERNOR PETE RICKETTS**

“Growing Nebraska will not happen by accident – it takes careful planning. Connecting Nebraskans to good jobs is one way we can ensure that our state continues to grow...”

– Governor Ricketts

## Greater Nebraska Workforce System: Opportunity + Innovation

Working collectively to create job opportunities for Nebraskans, while supporting local businesses.



### Community Action

Central Nebraska Community Action Partnership, Inc.

Community Action Partnership of Mid Nebraska

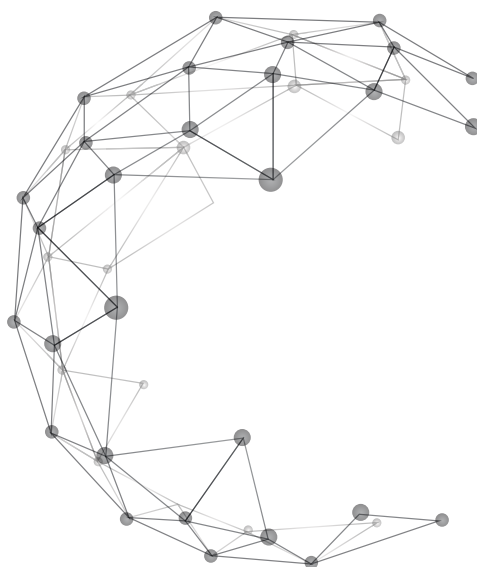
Northwest Community Action Partnership

Community Action Partnership of Western Nebraska

Blue Valley Community Action Partnership

Southeast Nebraska Community Action Partnership

Northeast Nebraska Community Action Partnership



### State Government

Nebraska Department of Economic Development

Nebraska Department of Labor

Nebraska Department of Education

Nebraska Department of Health and Human Services

Nebraska Commission for the Blind and Visually Impaired

Nebraska VR



### Education & Training

Mid-Plains Community College

Central Community College

Nebraska Western Community College

Northeast Community College

Southeast Community College

Metropolitan Community College

National Able Network

Proteus, Inc.



### Native American

United Tribes Technical College

Indian Center

Little Priest Tribal College



### Ex-Offender Program

Siouxland Human Investment Group



★ American Job Center      ■ Nebraska Department of Labor      • Major Cities in Greater Nebraska Area



# Meeting Schedule

Date	Time	Location	Board(s)
August 2, 2018	9 a.m. - 12 p.m. (CT)	Mid-Plains Community College, North Platte	Regional Planning
August 9, 2018	9 a.m. - 12:30 p.m. (CT)	Cardinal Convention Center/Dakota Perk, South Sioux City	Executive Committee
October 18, 2018	9 a.m. - 3 p.m. (CT)	Union Pacific – Golden Spike Tower, North Platte	GNWDB & CEOB
January 24, 2019	9 a.m. - 3 p.m. (CT)	Case New Holland, Grand Island	GNWDB & CEOB
May 23, 2019	9 a.m. - 3 p.m. (CT)	Lied Lodge, Nebraska City	GNWDB & CEOB
October 24, 2019	9 a.m. - 3 p.m. (CT)	Hampton Inn, Kearney	GNWDB & CEOB

**System Coordination Committee** and **Strategic Planning Committee** meetings will be held at each GNWDB scheduled event.

## Agency Contacts

Topic	Contact
Meeting Schedules, Communication, and Expense Reimbursement	<b>Wendy Sieler</b> <i>Staff Assistant   Employment and Training</i> Nebraska Department of Labor <b>PHONE</b> 402-471-2565 <b>wendy.sielers@nebraska.gov</b>
Board Planning/Support, Adult, Dislocated Worker, Youth Program Oversight, and Workforce System Development	<b>Dylan Wren</b> <i>Program Coordinator   Employment and Training</i> Nebraska Department of Labor <b>PHONE</b> 402-471-9878 <b>dylan.wren@nebraska.gov</b>