

NEBRASKA

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DEPARTMENT OF LABOR

CHIEF ELECTED OFFICIALS &
GREATER NEBRASKA WORKFORCE
DEVELOPMENT BOARDS

October 18, 2018 Meeting

North Platte, Nebraska

Opportunity + Innovation

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Schedule

Wednesday, October 17

Strategic Planning and System Coordination Committee Meetings

DURATION 3 - 5:30 p.m.

LOCATION Mid-Plains Community College, North Campus, 1101 Halligan Drive, North Platte

ROOM 206 (Strategic) and 204 (System)

Managers Reception

DURATION 5 - 7 p.m.

LOCATION Holiday Inn Express & Suites, 300 Holiday Frontage Rd., North Platte

Thursday, October 18

Breakfast

DURATION 6 - 8:30 a.m.

LOCATION Holiday Inn Express & Suites, 300 Holiday Frontage Rd., North Platte

Job Center Tour

DURATION 8:45-9:30am

LOCATION 600 E. Francis, Suite 9, North Platte

North Platte High School Signing Ceremony

DURATION 10 - 11:15 p.m.

LOCATION North Platte High School, 1220 W. 2nd Street, North Platte, NE 69101

Working Lunch

DURATION 11:30 a.m. - 12:30 p.m.

LOCATION Holiday Inn Express & Suites, 300 Holiday Frontage Rd., North Platte

ROOM Paiute Room, Conference Center

SPEAKER Cee Cee Coatney, Director of Veterans' Employment & Training Service (VETS)

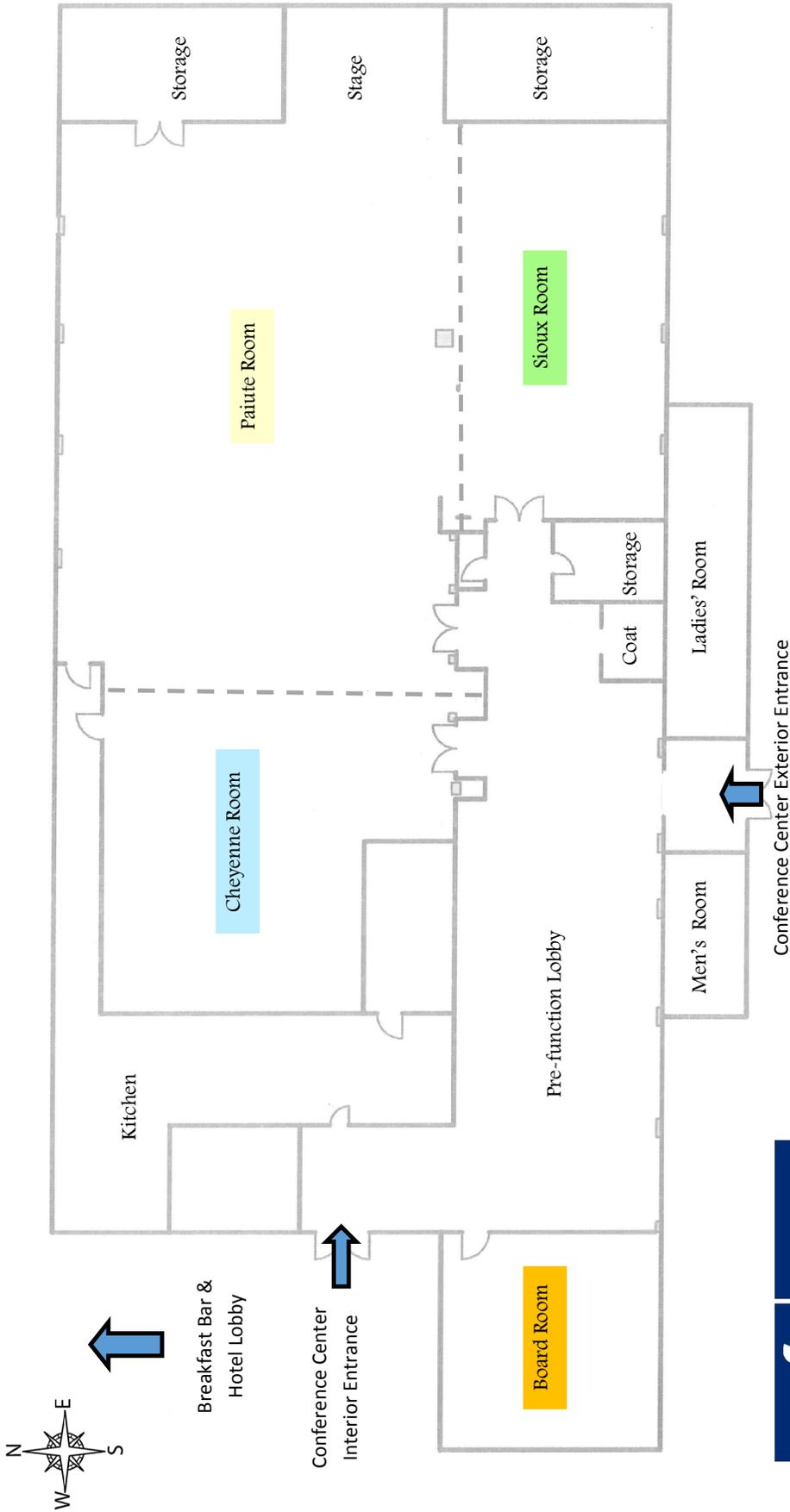
Lunch will be provided by the workforce board during this meeting.

Chief Elected Officials Board & Greater Nebraska Workforce Development Board Meeting

DURATION 12:45 - 2:15 p.m.

LOCATION Holiday Inn Express & Suites, 300 Holiday Frontage Rd., North Platte

ROOM Paiute Room, Conference Center



AN IHG® HOTEL
 300 Holiday Frontage Rd.
 North Platte, NE 69101
 308-532-9500

Room	Dimensions	Sq. Feet	Rounds	Classroom	Theater
Ballroom	Combination	4,990	320	250	500
Paiute	44.5 x 64.5	2,870	192	100	250
Cheyenne	29.0 x 35.0	1,015	48	32	70
Sioux	22.5 x 44.5	1,001	48	44	70
Board Room	23.5 x 24.5	552	x	14	35

*Note: Dimensions & square footage are approximate

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
Lindsey Sullivan
4. Approval of Minutes
A. GNWDB Meeting Minutes 5.24.18*
CEOB Meeting Minutes 9.20.18**
Lisa Wilson
Pam Lancaster
5. Old Business
Lisa Wilson
Pam Lancaster
6. New Business
Administrative Entity
A. Labor Market Information (page 14)
B. Performance (page 26)
Appointment
C. Appointment to Workforce Board (page 31)
D. Appointment to Executive Board (page 31)
E. Appointment to System Coordination Committee (page 31)
One Stop Operator Update
F. Sector Strategies (page 35)
G. Business Outreach
H. Customer Satisfaction Surveys (page 33)
Sidney Labor Study
I. Workforce Development Activities in Sidney (page 52)
Strategic Planning Committee Updates
Finance
J. Spending Trends (page 53)
K. Transferring funds from DLW to Adult*** (page 54)
Dislocated Worker Grant
L. Trade and Economic Transition National Dislocated Worker Grant (page 55)
System Coordination Committee Updates
Policy Revision
M. Individual Training Account Policy* (page 57)
N. Acceptance of state's PY18-19 Performance Levels (page 57)
O. Supportive Service Limits (page 59)
Linda Black
Anita Sutton
Lisa Wilson
Stacey Weaver
7. Public Comment
8. Upcoming Meetings
Lisa Wilson
Pam Lancaster
9. Adjournment* **

Board Minutes

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

Meeting Minutes – Greater Nebraska Chief Elected Officials Board and Workforce Development Board

May 24, 2018; 10 – 11:30 A.M.
Ramada Columbus and River's Edge Convention Center
265 33rd Ave
Columbus, NE 68601

Call to Order:

GNWDB Chair Lisa Wilson called the meeting of the Greater Nebraska Workforce Development Board's to order at approximately 1:16 pm on Thursday, May 24, 2018.

CEOB Chair Pamela Lancaster called the meeting of the Chief Elected Official's Board to order at approximately 1:16 pm on Thursday, May 24, 2018.

Roll Call:

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

Present (16)

Jill Smith	Kelsey Miller	Ann Chambers
Stacey Weaver	Greta Kickland	Alicia Fries
Lisa Wilson	Dan Mauk	Matt Gotschall
Gary Kelly	Chris Callihan	Roy Lamb II
Elaine Anderson	Erin Brandyberry	
Kim Schumacher	Denise Pfeifer	

Absent (3)

Stan Zimbelman	Charlene Lant	Wayne Brozek
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Staff Assistant, Wendy Sieler called the roll for the Chief Elected Officials Board. A quorum was established.

Present (8)

Jack Andersen	Hal Haeker	Christian Ohl
Stanley Clouse	Pamela Lancaster	Bryan Bequette
Kent Greenwalt	Hilary Maricle	

Absent (3)

John Fagot	William Stewart	
Joe Hewgley		

Nebraska Department of Labor (NDOL) Staff in Attendance (3):

Dylan Wren, Program Coordinator
Wendy Sieler, Staff Assistant
Danna Bacon, Program Coordinator

Guests (10):

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
Anita Sutton, Nebraska Department of Labor
Mary Kay Versen, WNCC
Laura Hart, Nebraska Department of Economic Development
Susan Nickerson, Nebraska Department of Economic Development

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.

Announcements:

Lisa Wilson welcomed new staff members Laura Hart, Business Development/Workforce Consultant and Susan Nickerson, One-Stop Coordinator. She also announced that Shannon Grotrian will no longer be part of the Administrative Entity for Greater Nebraska. She has accepted a position at DHHS. Pam Lancaster welcomed the new GNWDB member, Stan Zimbelman and announced that Chris Callihan has resigned from the Greater Nebraska Workforce Development Board.

***MOTION: Approval of Minutes:**

GNWDB Chair, Lisa Wilson motioned to approve the minutes for the January 18, 2018 Greater Nebraska Workforce Development Board Meeting. *Dan Mauk made the motion and Kim Schumacher 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 January 18, 2018 Chief Elected Officials Board Meeting. *Stanley Clouse made the motion and Jack Andersen 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 provided the Boards with current labor market information in the Greater Nebraska area. Dylan reviewed Greater Nebraska area performance with the Boards. Greater Nebraska has exceeded all performance goals.

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 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, 2021. *Stanley Clouse made the motion and Jack Andersen seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Appointment to the Workforce Board

Dylan reviewed the current candidate's resume and nomination form for the GNWDB. CEOB members were provided with Cliff Barley's nomination form and resume prior to the meeting.

Pamela Lancaster, motioned for the Chief Elected Official's Board to appoint Cliff Barley to the Greater Nebraska Workforce Development Board for a three year term beginning on May 24, 2018 and ending on May 23, 2021. *Bryan Bequette made the motion and Kent Greenwalt seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Appointment to the Executive Committee

Additional representatives from the general membership are needed to complete the seven member body and ensure a majority of representatives are from business. *Denise Pfeifer is currently the only Business Representative on the Executive Committee and one spot is vacant. Dylan informed the Boards on who would be eligible to fit into this position.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to appoint Greta Kickland to the Greater Nebraska Workforce Development Board's Executive Committee. *Jack Andersen made the motion and Hilary Maricle seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

One Stop System Survey

Susan Nickerson, One Stop Coordinator, gave the boards an update on many of the projects she is working on for Greater Nebraska as well as the One-Stop System Survey. Susan reviewed the results, which were very positive. Susan also present an updated, mobile phone compatible, One-Stop System Survey.

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the revised One-Stop System Survey. *Gary Kelly made the motion and Denise Pfeifer seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

System Coordination Committee

Policy Revision

Stacey Weaver discussed with the Boards, the idea of increasing the current wage for all of the Greater Nebraska Work Experience Participants. The System Coordination Committee recommended that the work experience wage be increased to \$10 per hour.

Lisa Wilson motioned for the Greater Nebraska Workforce Development Board to approve the Policy Revision: Increase Work Experience wages to \$10 per hour. *Greta Kickland made the motion and Alicia seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Spending Trends

Dylan discussed many of the spending trends in Greater Nebraska. Dylan showed the Boards the obligations we have so far, and how much we have spent. Dylan pointed out the funding allocations for each of the programs. Dylan said he felt Greater Nebraska did a great job with allocations.

Accepting Program Year 2018 Funds, Motion to approve Local Plan Modification:

Dylan updated the Boards on the on the budget for Greater Nebraska.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds. *Matt Gotschall made the motion and Denise Pfeifer seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds. *Hilary Maricle made the motion Jack Andersen seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Strategic Planning Committee

Accepting Program Year 2018 Funds (Greater Omaha)

Dylan updated the Boards on the on the budget for Greater Nebraska.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Omaha. *Dan Mauk made the motion and Jill Smith seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Omaha. *Jack Andersen made the motion and Kent Greenwalt seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Accepting Program Year 2018 Funds (Greater Lincoln)

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Lincoln. *Matt Gotschall 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.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Lincoln. *Jack Andersen made the motion and Kent Greenwalt seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Transferring DLW Funds to Adult Program

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Local Plan Modification: Transfer DLW funds to Adult Program. *Stacey Weaver 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.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Lincoln. *Hal Haeker made the motion and Hillary Maricle seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Transferring DLW Funds to Adult Program – Motion to Approve Metro Regional Plan Modification

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Metro Regional Plan Modification: Transfer DLW funds to Adult Program. *Gary Kelly made the motion and Kelsey Miller seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve the Local Plan Modification: Accepting Program Year 2018 Funds for Greater Lincoln. *Hilary Maricle made the motion and Kent Greenwalt seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

United Tribes of Kansas and Southeast Nebraska

Robbie Craig from United Tribes of Kansas and Southeast Nebraska gave an overview of the areas they service and the services they offer.

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Workforce Development Board to approve the Memorandum of Understanding between United Tribes of Kansas and Southeast Nebraska and The Greater Nebraska Workforce Development Board. *Denise Pfeifer made the motion and Alicia Fries seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve Memorandum of Understanding between United Tribes of Kansas and Southeast Nebraska and The Greater Nebraska Workforce Development Board. *Kent Greenwalt made the motion and Hilary Maricle seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Core Partner Updates

Board members from four of Greater Nebraska's core partners. Kelsey miller presented on Wagner Peyser, Elaine Anderson gave updates on Nebraska VR, Erin Brandyberry talked about Commission for the Blind and Visually Impaired and Ann Chambers gave updates on Adult Education.

Public Comment:

There was no public comment at this meeting.

Meeting Dates:

October 18, 2018 – GNWDB and CEOB – North Platte

January 24, 2019 – GNWDB and CEOB – Case New Holland, Grand Island

May 23, 2019 – GNWDB and CEOB – Lied Lodge, Nebraska City

October 24, 2019 – GNWDB and CEOB – Hampton Inn, Kearney

Adjournment:

Lisa Wilson motioned to adjourn the Greater Nebraska Workforce Development Board meeting at 3:06 pm. *Gary Kelly made the motion and Dan Mauk 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 3:06 pm. *Jack Andersen made the motion and Hilary Maricle seconded. All Board members present voted by a voice vote to approve the motion, which carried unanimously.*

Meeting Minutes – Greater Nebraska Chief Elected Officials Board and Workforce Development Board Emergency Meeting

Thursday, September 20, 2018

LOCATION Grand Island American Job Center, 203 East Stolley Park, Suite A, Grand Island, NE 68801

CONFERENCE CALL (888) 820-1398 **PARTICIPANT CODE** 6151732#

JOINT EXECUTIVE COMMITTEE MEETING AND CHIEF ELECTED OFFICIALS BOARD 10 a.m.

Call to Order:

GNWDB Chair Lisa Wilson called the meeting of the Greater Nebraska Workforce Development Board's to order at approximately 10:00 am on Thursday, September 20, 2018.

CEOB Chair Pamela Lancaster called the meeting of the Chief Elected Official's Board to order at approximately 10:02 am on Thursday, September 20, 2018.

Roll Call:

Program Coordinator, Ashley Mathers called the roll for the Executive Committee. A quorum was established.

Present (5)

Roy Lamb II

Jill Smith

Lisa Wilson

Denise Pfeifer

Stacey Weaver

Absent (0)

Program Coordinator, Ashley Mathers called the roll for the Chief Elected Officials Board. A quorum was established.

Present (9)

Jack Andersen
John Fagot
Kent Greenwalt

Hal Haeker
Joe Hewgley
Pamela Lancaster

Hilary Maricle
William Stewart
Bryan Bequette

Absent (2)

Stanley Clouse
Christian Ohl

Nebraska Department of Labor (NDOL) Staff in Attendance (3):

Ashley Mathers, Program Coordinator
Kelsey Miller, Workforce Administrator
Danna Bacon, Program Coordinator

Guests (10):

Randy Kissinger, Nebraska Department of Labor

Notice of Publication:

Ashley Mathers announced that adequate legal notice of this joint GNWDB/CEOB meeting was posted in the Columbus Telegram, Beatrice Daily Sun, Grand Island Independent, Custer County Chief, Hastings Tribune, Kearney Hub, Norfolk Daily News, North Platte Telegraph, Sidney Sun 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.

Announcements:

Pam Lancaster requested for the record of the meeting, please state your name when you make comments, ask questions, or make or second a motion.

***MOTION: Approval of Minutes:**

GNWDB Chair, Lisa Wilson motioned to approve the minutes for the September 14, 2017 Executive Committee Meeting. *Roy Lamb made the motion and Kent Greenwalt 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 May 24, 2018 Chief Elected Officials Board Meeting. *Hilary Maricle made the motion and Jack Andersen 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:

Approval of State's Negotiation Levels of Performance

Ashley Mathers updated the Boards on the State's Negotiated levels of performance for PY 2018 and 2019

Lisa Wilson, GNWDB Chair, motioned for the Greater Nebraska Executive Committee to approve the State's Negotiation Levels of Performance for Program Year 2018 and 2019. *Stacy Weaver made the motion and Roy Lamb seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Pamela Lancaster, motioned for the Chief Elected Official's Board to approve approve the State's Negotiation Levels of Performance for Program Year 2018 and 2019. *John Fagot made the motion Jack Andersen seconded the motion. All Board members present voted by a roll call vote to approve the motion, which carried unanimously.*

Public Comment:

There was no public comment at this meeting.

Meeting Dates:

October 18, 2018 – GNWDB and CEOB – North Platte

January 24, 2019 – GNWDB and CEOB – Case New Holland, Grand Island

May 23, 2019 – GNWDB and CEOB – Lied Lodge, Nebraska City

October 24, 2019 – GNWDB and CEOB – Hampton Inn, Kearney

Adjournment:

Lisa Wilson motioned to adjourn the Executive Committee meeting at 10:14 am. *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 10:14 am. *Jack Andersen made the motion and William Stewart 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

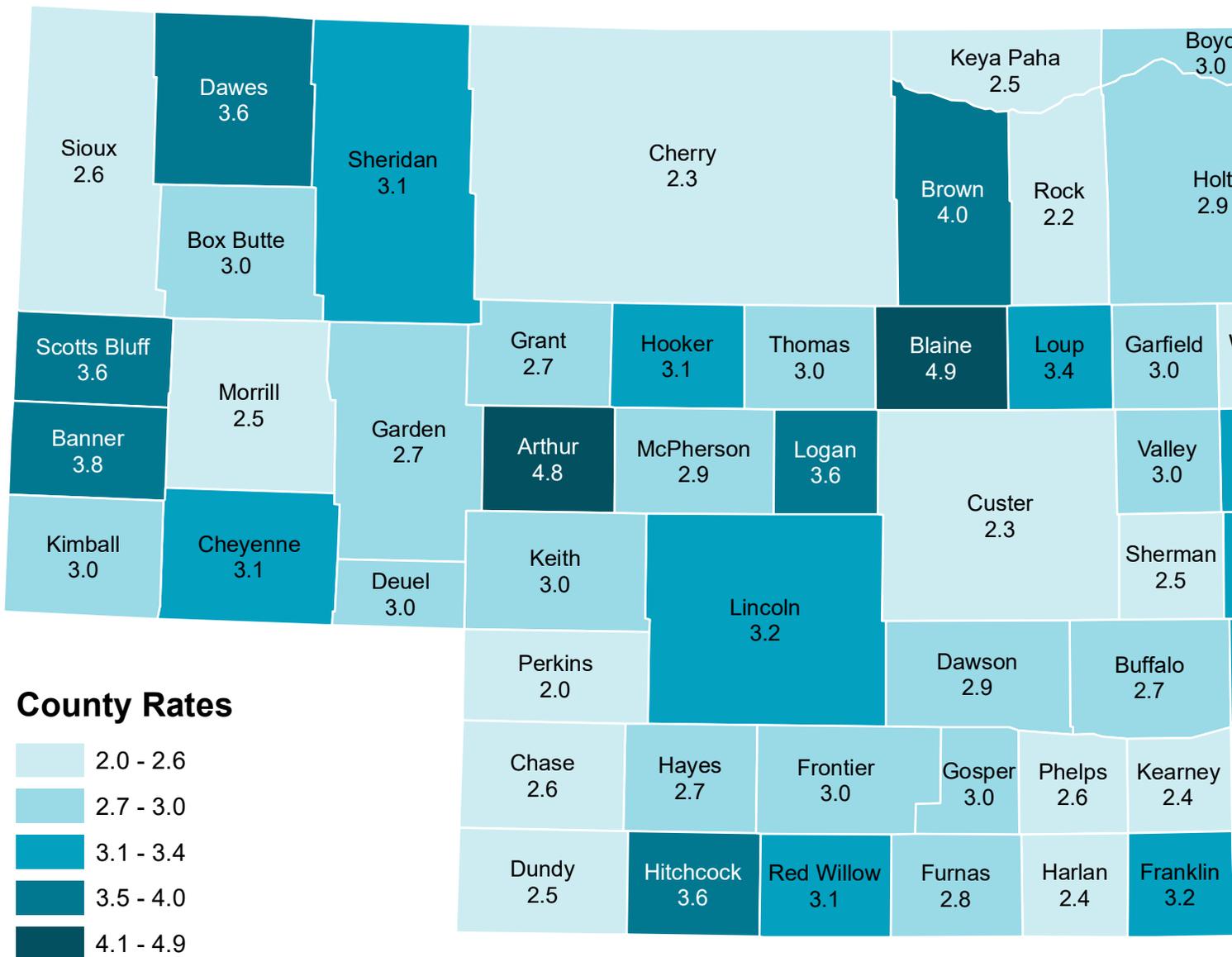
See pages 14 and 15.

Employment Data | July

Byron Lefler, Research Analyst

July Unemployment Rates by County

*Not seasonally adjusted



NEBRASKA

July Non-farm Total Employment: 1,033,228

Manufacturing: 102,928

Nebraska (smoothed seasonally adjusted)

July Unemployment Rate: 2.9%

Change (OTM): 0.0

Change (OTY): 0.0

Economic Regions (not seasonally adjusted)

Central: 2.8%

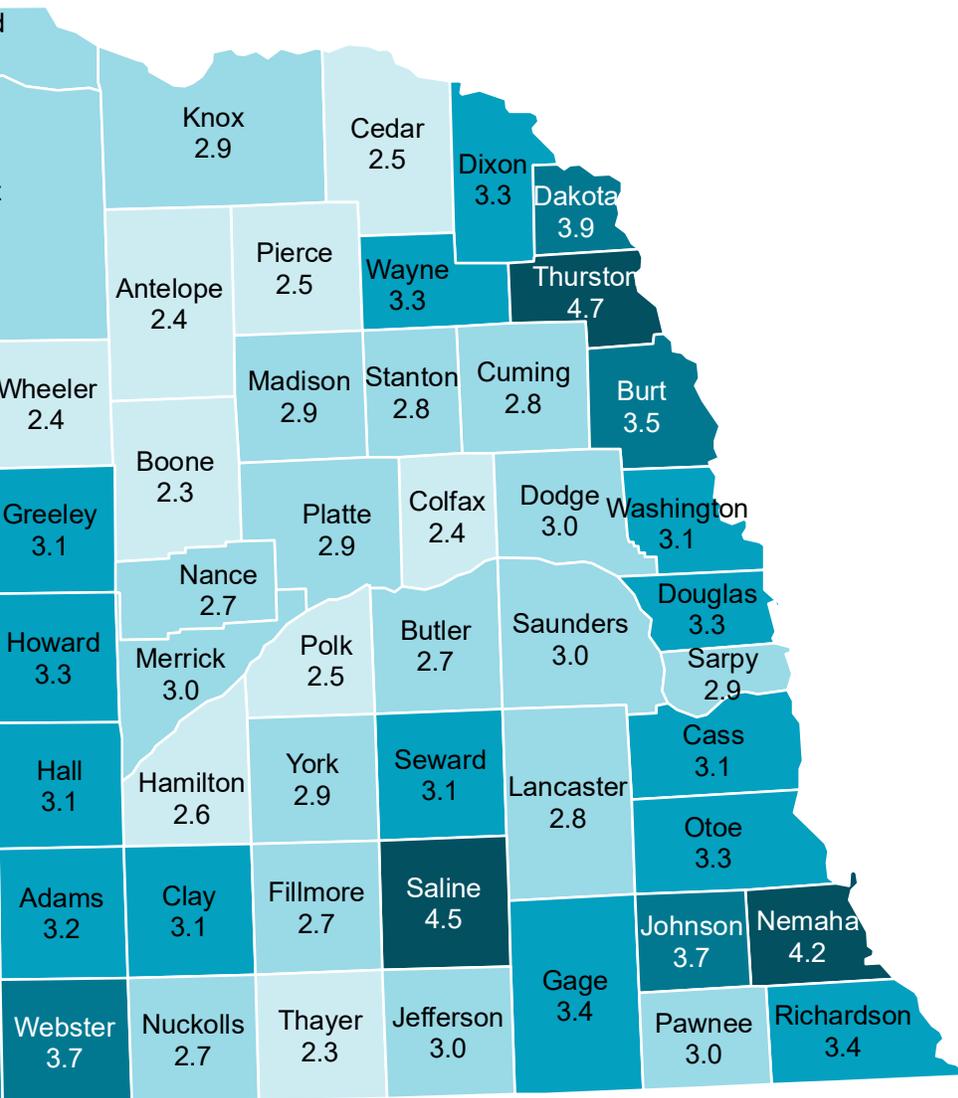
Mid Plains: 3.0%

Northeast: 3.0%

Panhandle: 3.3%

Sandhills: 2.9%

Southeast: 3.4%



OMAHA MSA

(not seasonally adjusted)

July Unemployment Rate: 3.1%

July Total Non-Farm: 509,878

Manufacturing: 35,957

Largest OTM Increases (Private)

Mining and Construction: 735 (2.4%)

Professional & Business Services: 583 (0.8%)

LINCOLN MSA

(not seasonally adjusted)

July Unemployment Rate: 2.8%

July Total Non-Farm: 189,513

Manufacturing: 13,444

Largest OTM Increases (Private)

Education & Health Services: 342 (1.2%)

Professional & Business Services: 208 (1.1%)

GRAND ISLAND MSA

(not seasonally adjusted)

July Unemployment Rate: 3.1%

July Total Non-Farm: 42,648

Change (OTM): -467 (-1.1%)

Change (OTY): 341 (0.8%)

Sources:

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

Openings & Expansions | April*

Kermit Spade, Research Analyst

Business Category	Business Name	Location
 Food & Entertainment	The Coffee Bistro	Beatrice
	Stratum Productions	Lincoln
	Red Door	West Point
 Healthcare & Fitness	Catalyst Chiropractic Inc.	Lincoln
	Pemberly Place	Lincoln
	Stubbs Chiropractic	Lincoln
	Anytime Fitness	North Platte
	Align Chiropractic	Wisner
 Retail/Sales	Dollar General	Alliance
	Bushel and a Peck	North Platte
 Real Estate, Rental, & Leasing	Exit Realty Professionals	Lincoln
 Technology	Wireless World/Verizon	Lincoln
 OTHER	Performance and Repair Shop	Alliance
	Toofast Supply	Lincoln
	Wheelie Good Bike Shop	Lincoln
	Nick's Distribution	McCook

Sources:

1. Lincoln Chamber of Commerce
2. 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. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

Openings & Expansions | May*

Kermit Spade, Research Analyst

Business Category	Business Name	Location
 Food & Entertainment	Tru by Hilton	North Platte
	Nebraska Sports Council	Lincoln
 Healthcare & Fitness	Wagner, Kentz, & Grabouski Orthodontists (expansion)	Norfolk
	Sidney Foundry	Sidney
	Sears	McCook
 Retail/Sales	Love & Threads Boutique	Norfolk
	Project Success	Sidney
	UNL Panhandle Research and Extension Center (graduate housing units)	Scottsbluff
 Real Estate, Rental, & Leasing		
 Finance & Insurance	Lincoln Federal Savings (expansion)	Lincoln
	Bottom Line Bookkeeping & Payroll	Norfolk
 OTHER	A Posh Affair (new location)	Chadron
	Flanders Foods	Hastings
	Classic Wood	Lincoln
	Silverhawk Aviation	Lincoln
	Woodriver Energy	Lincoln
	Home for Funerals	Norfolk
	Henderson Meats (new location)	Seward
	Farris Engineering	Sidney
	Wedding Storytellers (new ownership)	West Point
	Cornett Veterinary Hospital	Wisner

Sources:

1. Lincoln Chamber of Commerce
2. 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. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

Openings & Expansions | June*

Kermit Spade, Research Analyst

Business Category	Business Name	Location
 Food & Entertainment	Gus's Bar	Hemingford
	Little Caesar's	Lincoln
	Buffalo Wild Wings	Norfolk
 Healthcare & Fitness	Three Little Birds Health & Healing House	Hemingford
	Christensen Hearing Analytics	Lincoln
	Juniper Spa & Yoga Studio	Lincoln
	Foot & Ankle Doctors, PC	Norfolk
 Retail/Sales	Harbor Freight Tools	Norfolk
	Rags to Riches (expansion)	Norfolk
	308 Ag, LLC	Sidney
 Marketing & Advertising	Lee Enterprises (expansion)	Beatrice
	Red Thread Creative (new location)	Lincoln
	NexTech Advertising	McCook
 Finance & Insurance	Auburn State Bank	Auburn
	Bottom Line Bookkeeping & Payroll	Norfolk
 OTHER	Nebraska Safety Center	Lincoln
	Martinez Auto Detailing	Norfolk
	Little Sparks Daycare	Wisner

Sources:

1. Lincoln Chamber of Commerce
2. 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. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

Openings & Expansions | July*

Kermit Spade, Research Analyst

Business Category	Business Name	Location
 Food & Entertainment	Scooters	Alliance
	Beers 'n Bones BBQ Roadhouse	Beatrice
	Patina Joe Boutique + Coffee	Eagle
	Luigi's Italian Restaurant	Nebraska City
	Rasing Cane's	Norfolk
	Tastee Treat (new ownership)	Norfolk
	Scooters	Ogallala
	Taco John's	Ogallala
	Rich Harvest Winery	Syracuse
	Rumor's Bar (new ownership)	Wisner
 Healthcare & Fitness	Athletico Physical Therapy (expansion)	Lincoln
	Express Life Chiropractic	Lincoln
 Retail/Sales	Battery Xchange	Norfolk
	Cowboy Connections, Saddles & Tack	Sidney
	Daisies and Dragons (new ownership)	Sidney
	Shirt Tales (new ownership)	Sidney
	Urban Cowgirl	Sidney
 Finance & Insurance	Five Points Bank	Lincoln
	SAC Federal Credit Union	Lincoln
 OTHER	AgWest Commodities	Beatrice
	Camaco, LLC (expansion)	Columbus
	Eustis Body Shop (expansion)	Lincoln
	Hausmann Construction Inc. (expansion)	Lincoln
	The Cleaner Bros, LLC	Sidney

Sources:

Lincoln Chamber of Commerce
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. If you have an opening or expansion to report, contact us at LMI_NE@nebraska.gov.

Job-to-Job Flows by Education Levels

Jodie Meyer, Research Analyst



Photo: 123RF.com. Rawpixel.

When Nebraska workers change jobs, where do they go? When new workers take jobs in Nebraska, where are they coming from? Are workers with different levels of education moving to or leaving Nebraska at greater rates? These are just some of the many questions that can be answered using data from the United States Census Job-to-Job Flows data set.

Job-to-job flows are a measure of the churn of workers between firms, specifically with a short or no observed nonemployment period. Using administrative data on workers' employment histories, the movements of workers between occupations, industries and geographic locations can be tracked.

This data set is part of the larger Longitudinal Employer-Household Dynamics database, produced by a voluntary collaborative project between state governments and the Census called the Local Employment Dynamics Partnership. Due to the voluntary nature of this program, not all states have data available for all time frames. For the first quarter of 2016, chosen for this article because it was the most current information available, no data are present for Idaho or Wyoming.

This article focuses on just one of the many ways this data set can be filtered: by education level. Education levels are only available for workers aged 25 and older. They are broken down into four categories: less than high school; high school or equivalent, no college; some college or associate degree; and bachelor's degree or advanced degree. A data category is also provided for workers aged

24 or younger for which educational attainment is not available. For the purposes of this article, these workers were excluded from the totals and only individuals over the age of 25 are represented in the analysis. All of the data used in this article were gathered using the Job-to-Job Flows Explorer web-based analysis tool found online at j2jexplorer.ces.census.gov/.

Overall Picture

In the first quarter of 2016, a total of 6,726 workers transferred from another state to take jobs in Nebraska, while 7,089 moved from Nebraska to a new job in another state, for a net loss of 363 workers in Nebraska. The table on the next page shows the breakdown of job-to-job flows by education level.

Workers with the education level of some college or associate degrees were responsible for the largest portion of job-to-job flows in and out of Nebraska, making up about 32 percent of the flows in both categories. Coming in a very close second were workers with an education level of high school or equivalent, no college, who made up 31 percent of hires from Nebraska and 32 percent of hires to Nebraska.

Of the -363 net hires for Nebraska, 25 percent were workers with an education level of less than high school. The education category of high school or equivalent, no college accounted for 18 percent of the net hires, the smallest amount. Workers with some college or an associate degree made up 28 percent of net losses and workers with a bachelor's or advanced degree accounted for 29 percent. Though workers with some college education and above accounted for more than half of the net losses for the state, this number is not drastically disproportionate to the number of lost workers with lower education levels.

Education Level for Workers Aged 25 and Over	Hires From Nebraska	Hires To Nebraska	Net
Less than high school	1,206	1,115	-91
High school or equivalent, no college	2,210	2,146	-64
Some college or Associate degree	2,259	2,156	-103
Bachelor's degree or advanced degree	1,414	1,309	-105
Total	7,089	6,726	-363

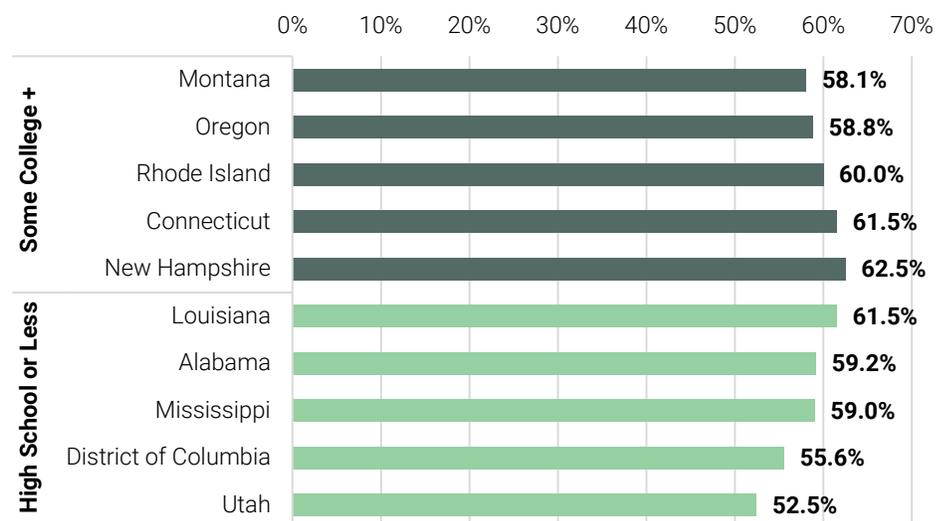
Where are Nebraska Workers Going?

In the first quarter of 2016, when workers switched jobs and left the state, they were most likely to have taken a new job in Iowa. There were 1,379 hires into Iowa from Nebraska, the highest of any state. Texas came in second, with 709 hires from Nebraska. Coming in third was Colorado with 405 hires from Nebraska. Florida (393) and Kansas (353) rounded out the top five.

Companies in Iowa hired the greatest total number of Nebraska workers overall in all education categories. Generally, regardless of education level, the same five states (Iowa, Texas, Colorado, Florida and Kansas) made up the most common destinations for workers leaving Nebraska. Differences were seen only in the education categories of less than high school and some college or associate degree, where California replaced Kansas in the top five.

However, when breaking the data down proportionally by education level, different trends emerge. The chart below lists the top five states receiving the highest proportions, relative to that state's total, of former Nebraska workers in each education category. The highest proportions of Nebraska workers moving to new states with a high school diploma or less went to Louisiana, Alabama, Mississippi, Washington, D.C. and Utah. The top five states receiving the highest proportions of former Nebraska workers with an education level of some college or higher were mostly in the Northeast portion of the U.S. (New Hampshire, Connecticut, Rhode Island), with the exceptions of Oregon and Montana in the West.

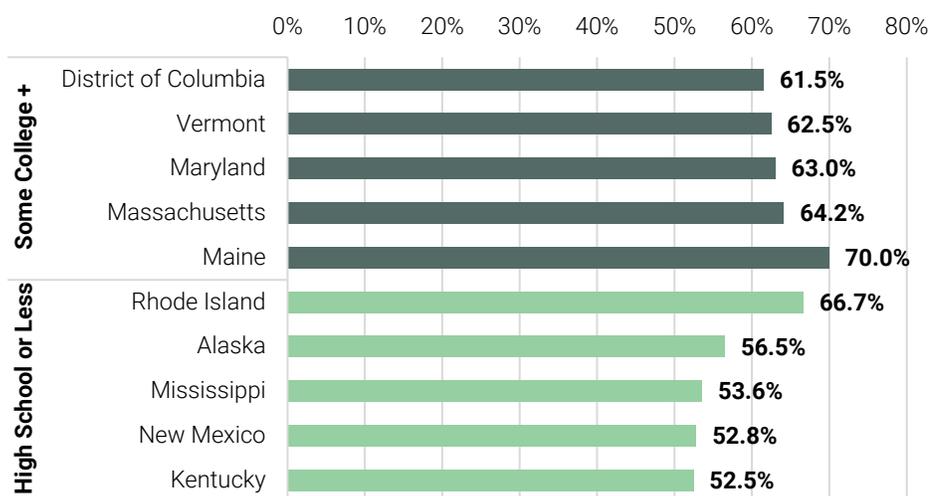
Top 5 States by Highest Proportion of State's Total Hires from Nebraska in each Education Category



Where are New Nebraska Workers Coming From?

When workers from other states decided their career paths should take them to Nebraska during the first quarter of 2016, the greatest number of them were coming from Iowa (1,605). The other states ranking in the top five for largest total numbers of workers included Texas (591), Colorado (366), Kansas (348) and Florida (298). When breaking down job-to-job flows to Nebraska by education level, Iowa contributed the most total workers across all categories. Following Iowa, the other states with the largest total numbers of workers with an education of less than high school or high school equivalent, no college who took new jobs in Nebraska mirrored the overall trend, with these workers coming mostly from Texas, Colorado, Florida and Kansas. In the two educational categories of some college or associate degree and bachelor's degree or advanced degree, Florida dropped off the list and was replaced by California in the top five.

Top 5 States by Highest Proportion of State's Total Hires to Nebraska in each Education Category



Once again, different patterns are revealed when the data is examined according to the proportional representation of each education category amongst new hires into Nebraska. The chart (above) lists the top five states with the highest proportions of workers in each education category, relative to that state's overall share of transfers to Nebraska. The five states with the highest proportions of workers that moved to Nebraska with an education level of high school or less were Rhode Island, Alaska, Mississippi, New Mexico and Kentucky. States on the East coast had the highest proportions of workers with education levels of some college or higher who took new jobs in Nebraska, the top five being Maine, Massachusetts, Maryland, Vermont and Washington, D.C.

Net Job-to-Job Flows by State

Another way to look at the job-to-job flows data is to examine the net flows by calculating the difference between hires to and from Nebraska. Out of Washington, D.C. and the 48 states with data for first-quarter 2016, 20 created positive net flows to Nebraska, meaning Nebraska gained more workers from these states than it lost. Two states had neutral flows, meaning worker migration rates were equal between the two states. Twenty-six states created negative net flows, meaning Nebraska lost more workers to those states than it took in from them.

The top five states Nebraska gained the largest amount of net workers from were Iowa (226), Louisiana (34), North Dakota (28), Illinois (20) and Massachusetts (20). The top five states to which Nebraska lost the most net workers were Georgia (-141), Texas (-118), Florida (-95), Minnesota (-79) and Arizona (-64).

Breaking the data down by education level, Nebraska gained the most net workers with an education level of high school or less from Iowa (127), Louisiana (14), North Dakota (14), Indiana (11), Kentucky (10), Missouri (10) and New Mexico (9). Nebraska lost the most net workers in this education category to Georgia (-77), Texas (-62), Florida (-45), Minnesota (-33) and Arizona (-31).

In the education category of some college or higher, the states sending the largest net amounts of workers to Nebraska were Iowa (99), Illinois (20), Louisiana (20), Massachusetts (15), North Dakota (14), New Mexico (7) and Pennsylvania (7). Nebraska lost the greatest net number of workers in this education category to Georgia (-64), Texas (-56), Florida (-50), Minnesota (-46) and Arizona (-33).

Conclusion

The job-to-job flows data set includes a large variety of information. This article only examines one portion of the data and one point in time. Job-to-Job flows may vary from quarter to quarter and over time. Regardless, examining this data can help reveal valuable and interesting patterns about which states new Nebraska transplants are coming from, as well as where workers who leave Nebraska are choosing to go.

Source:

1. United States Census Bureau, Longitudinal-Employer Household Dynamics Program, Job-to-job Flows Data, first quarter of 2016 data, retrieved April 16th, 2018, <https://jj2explorer.ces.census.gov/>



Introducing Single Sign-On for SIDES E-Response

Employers, you can now move seamlessly from UIConnect to SIDES without having to enter additional login information. Simply log into UIConnect and select the SIDES exchange that you want to use to respond to unemployment insurance claims in the Benefit Center. Utilizing SIDES has never been easier!

Try it today at dol.nebraska.gov/uiconnect.



Fast Facts

Dillon Cornett,
Research Analyst

Labor Availability Study

The Nebraska Labor Availability Study, which began with a pilot study in the fall of 2013 and continues today, has grown into a collaborative project between the Nebraska Department of Labor and the Nebraska Department of Economic Development. The study is designed to measure labor availability, hiring and training needs, and skills gaps in various regions of the state.

In 2017-2018, reports were produced for Northeast Nebraska (Columbus, Norfolk, and Fremont), Omaha, Lincoln, and Sidney. The following are samples of some of the published results from the Labor Availability and Hiring and Training Needs Reports. All reports can be found at dol.nebraska.gov/las.

Population of Labor Availability Study Survey Areas (2010 Census)

Survey Area	Northeast Area			Omaha Area	Lincoln Area	Sidney Area
Report City	Columbus	Norfolk	Fremont	Omaha	Lincoln	Sidney
Survey Area Population	166,865			814,148	375,454	129,793
Survey Area Age 18 and Over Population	125,140			599,464	288,227	98,498
Report City Population	22,111	24,210	26,397	408,958	258,379	6,757
Report City Age 18 and over Population	16,281	18,270	20,006	306,287	199,677	5,060

Source: U.S. Census Bureau, 2010 Demographic Profile, Table DP-1.

Percentage of Businesses Indicating Difficulty Finding Workers

Survey Area	Northeast Nebraska			Omaha Metro	Lincoln Area
Report City	Columbus	Norfolk	Fremont	Omaha	Lincoln
All Responding Businesses	81.4%	80.3%	68.6%	66.9%	70.5%
Industry					
Accommodation and Food Services	68.3%	75.8%	50.0%	66.3%	71.2%
Health Care and Social Assistance	74.2%	83.3%	89.3%	73.8%	73.9%
Occupation					
Office and Administrative Support	74.5%	67.9%	57.5%	60.8%	51.3%
Sales and Related	87.9%	90.2%	50.7%	51.3%	74.2%

dy Highlights

TERMINOLOGY:

POTENTIAL JOB SEEKER: An employed person who answered either ‘yes’ or ‘maybe’ to the question “Are you likely to change jobs in the next year if a suitable job is available?” or a non-employed person who answered ‘yes’ or ‘maybe’ to the question “Are you likely to reenter the workforce in the next year if a suitable job is available?” The potential job seekers group includes all individuals who indicated that they might accept a new job within the next year, given the right circumstances.

ACTIVE JOB SEEKER: A subset of potential job seekers who answered ‘yes’ to the question: “Are you actively seeking a new job?”

Potential Job Seekers and Active Job Seekers

Survey Area	Northeast Nebraska			Omaha Metro	Lincoln Area	Sidney Area
Report City	Columbus	Norfolk	Fremont	Omaha	Lincoln	Sidney
Percentage of Respondents who are Potential Job Seekers	29.6%	29.9%	29.9%	40.0%	36.8%	41.3%
Percentage of Respondents who are Active Job Seekers	25.5%	25.0%	25.3%	31.4%	28.0%	38.7%
Estimated Number of Potential Job Seekers	4,820	5,454	5,972	122,432	73,458	2,092
Estimated Number of Active Job Seekers	1,227	1,365	1,509	38,458	20,549	810

Median Minimum Pay Required to Change Jobs

Survey Area	Northeast Nebraska			Omaha Metro	Lincoln Area
Report City	Columbus	Norfolk	Fremont	Omaha	Lincoln
Potential Job Seekers					
Hourly	\$15.00	\$15.00	\$15.00	\$17.00	\$17.31
Yearly	\$52,750	\$50,000	\$52,750	\$60,000	\$55,100
Active Job Seekers					
Hourly	\$15.00	\$15.00	\$15.00	\$16.00	\$15.80
Yearly	\$50,000	\$50,000	\$50,000	\$58,500	\$65,000

Agenda Item 6B: Performance

WIOA Title 1B Program Performance, PY 2017, Quarter 4

Nebraska

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%	76.5%	98.1%	77.0%	98.7%
2. Employment Rate (Q4)	79.0%	82.6%	104.6%	78.4%	99.2%
3. Median Earnings	\$ 5,500.00	\$ 6,193.00	112.6%	\$ 6,168.00	112.1%
4. Credential Rate	56.0%	60.4%	107.9%	60.3%	107.7%
5. Measurable Skill Gains - Baseline	N/A	1.7%	N/A	10.2%	N/A
Aggregate Score			105.8%		104.4%

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%	86.2%	99.1%	87.6%	100.7%
2. Employment Rate (Q4)	88.0%	85.7%	97.4%	89.2%	101.4%
3. Median Earnings	\$ 7,200.00	\$ 7,947.00	110.4%	\$ 7,737.00	107.5%
4. Credential Rate	60.0%	9.8%	16.3%	24.7%	41.2%
5. Measurable Skill Gains - Baseline	N/A	7.7%	N/A	24.2%	N/A
Aggregate Score			80.8%		87.7%

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%	81.0%	103.8%	77.1%	98.8%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	74.5%	96.8%	73.2%	95.1%
3. Median Earnings - Baseline	N/A	\$ 2,425.00	N/A	\$ 2,855.00	N/A
4. Credential Rate	68.0%	45.9%	67.5%	39.6%	58.2%
5. Measurable Skill Gains - Baseline	N/A	21.7%	N/A	32.1%	N/A
Aggregate Score			89.4%		84.0%

Greater Omaha

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%	63.0%	80.8%	69.4%	89.0%
7. Employment Rate (Q4)	79.0%	76.5%	96.8%	77.2%	97.7%
8. Median Earnings	\$ 5,500.00	\$ 5,241.00	95.3%	\$ 5,153.00	93.7%
9. Credential Rate	56.0%	40.9%	73.0%	45.8%	81.8%
10. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.4%	N/A

Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
Aggregate Score			86.5%		90.5%

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%	50.0%	57.5%	71.4%	82.1%
2. Employment Rate (Q4)	88.0%	80.0%	90.9%	72.7%	82.6%
3. Median Earnings	\$ 7,200.00	\$ 8,474.00	117.7%	\$ 8,283.00	115.0%
4. Credential Rate	60.0%	25.0%	41.7%	42.9%	71.5%
5. Measurable Skill Gains - Baseline	N/A	0.0%	N/A	0.0%	N/A
Aggregate Score			76.9%		87.8%

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%	81.8%	104.9%	72.6%	93.1%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	60.6%	78.7%	65.2%	84.7%
3. Median Earnings - Baseline	N/A	\$ 3,855.00	N/A	\$ 2,674.00	N/A
4. Credential Rate	68.0%	42.9%	63.1%	41.1%	60.4%
5. Measurable Skill Gains - Baseline	N/A	7.4%	N/A	8.8%	N/A
Aggregate Score			82.2%		79.4%

Greater Lincoln

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%	100.0%	128.2%	89.5%	114.7%
2. Employment Rate (Q4)	79.0%	N/A	N/A	50.0%	63.3%
3. Median Earnings	\$ 5,500.00	\$ 8,610.00	156.5%	\$ 8,983.00	163.3%
4. Credential Rate	56.0%	N/A	N/A	40.0%	71.4%
5. Measurable Skill Gains - Baseline	N/A	3.3%	N/A	5.8%	N/A
Aggregate Score			142.4%		103.2%

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%	50.0%	57.5%	81.3%	93.4%
2. Employment Rate (Q4)	88.0%	100.0%	113.6%	87.5%	99.4%
3. Median Earnings	\$ 7,200.00	\$ 9,117.00	126.6%	\$ 9,071.00	126.0%
4. Credential Rate	60.0%	0.0%	0.0%	42.9%	71.5%
5. Measurable Skill Gains - Baseline	N/A	6.3%	N/A	10.5%	N/A
Aggregate Score			74.4%		97.6%

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%	76.9%	98.6%	72.7%	93.2%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	66.7%	86.6%	64.3%	83.5%
3. Median Earnings - Baseline	N/A	\$ 1,010.00	N/A	\$ 1,467.00	N/A
4. Credential Rate	68.0%	33.3%	49.0%	21.4%	31.5%
5. Measurable Skill Gains - Baseline	N/A	4.8%	N/A	38.5%	N/A
Aggregate Score			78.1%		69.4%

Greater Nebraska

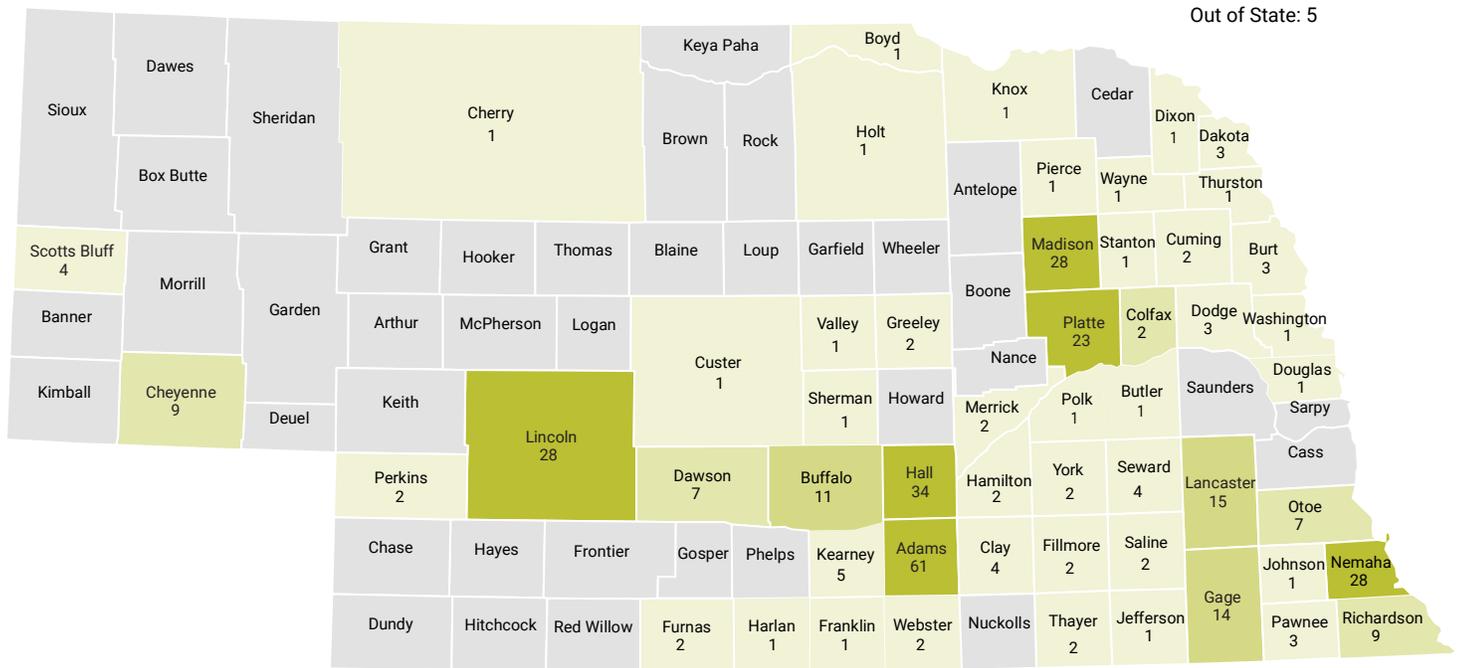
Adult Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment Rate (Q2)	78.0%	83.3%	106.8%	85.1%	109.1%
2. Employment Rate (Q4)	79.0%	88.6%	112.2%	82.8%	104.8%
3. Median Earnings	\$ 5,500.00	\$ 6,429.00	116.9%	\$ 6,522.00	118.6%
4. Credential Rate	56.0%	76.9%	137.3%	76.8%	137.1%
5. Measurable Skill Gains - Baseline	N/A	2.7%	N/A	18.5%	N/A
Aggregate Score			118.3%		117.4%

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%	90.4%	103.9%	89.4%	102.8%
2. Employment Rate (Q4)	88.0%	85.5%	97.2%	90.5%	102.8%
3. Median Earnings	\$ 7,200.00	\$ 7,793.00	108.2%	\$ 7,429.00	103.2%
4. Credential Rate	60.0%	8.6%	14.3%	21.3%	35.5%
5. Measurable Skill Gains - Baseline	N/A	8.8%	N/A	28.5%	N/A
Aggregate Score			80.9%		86.1%

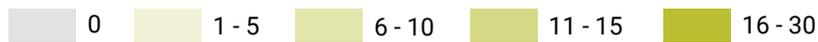
Youth Program	PY 2017 Goal	Current Quarter		Four Quarters	
		Actual Performance	Percent of Goal	Actual Performance	Percent of Goal
1. Employment, Education or Training Placement Rate (Q2)	78.0%	82.4%	105.6%	90.2%	115.6%
2. Employment, Education or Training Placement Rate (Q4)	77.0%	100.0%	129.9%	97.1%	126.1%
3. Median Earnings - Baseline	N/A	\$ 4,542.00	N/A	\$ 4,878.00	N/A
4. Credential Rate	68.0%	53.8%	79.1%	46.2%	67.9%
5. Measurable Skill Gains - Baseline	N/A	31.6%	N/A	46.3%	N/A
Aggregate Score			104.9%		103.2%

Sources: ETA Form 9090

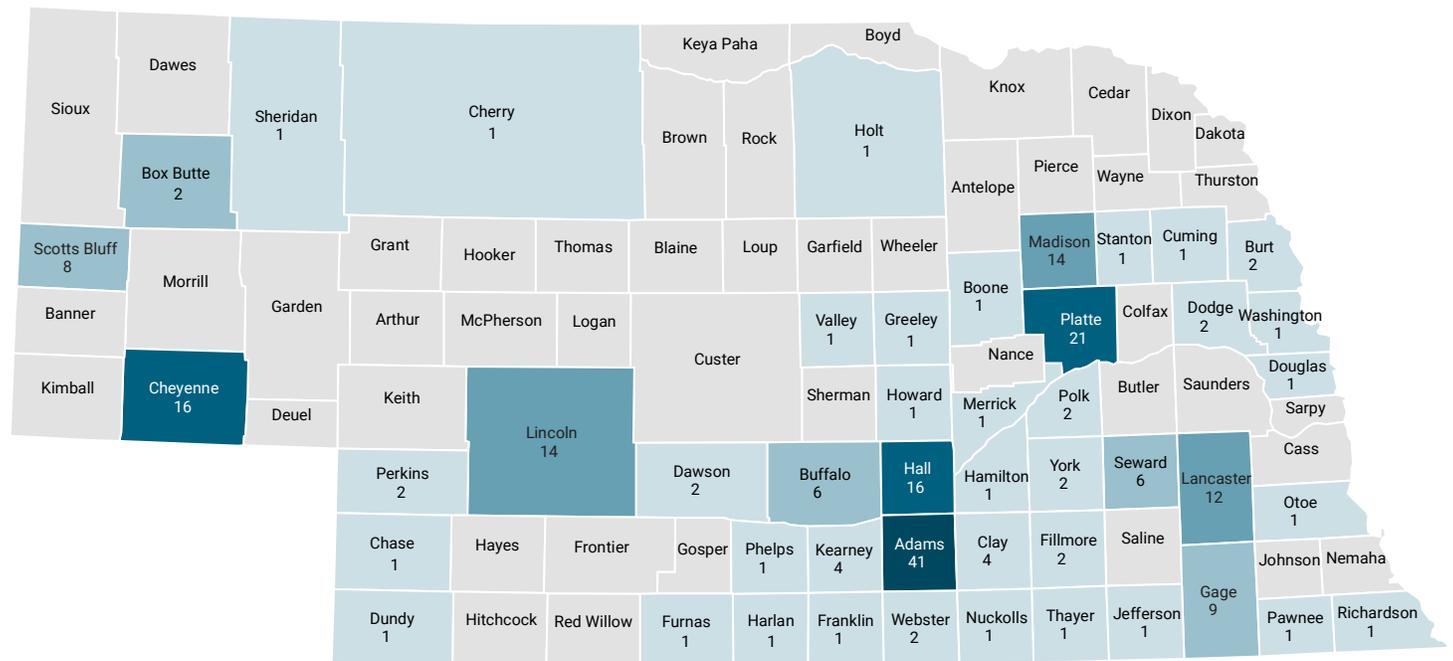
New Participants by County between 1/1/18 and 9/15/18



Number of New Enrollments



Active Participants by County

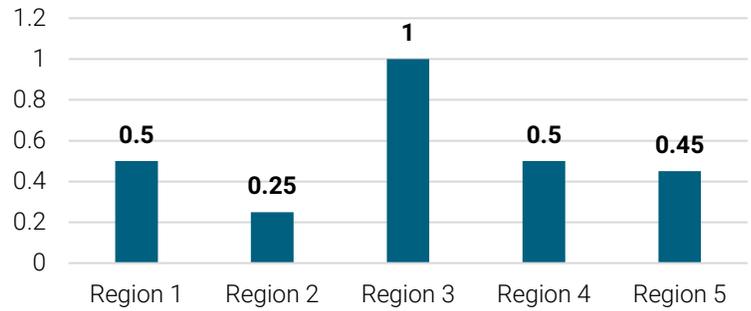


Number of Enrollments



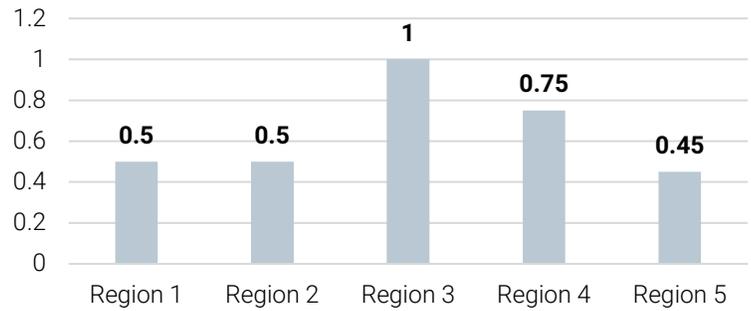
Dislocated Worker Caseload, Full-Time Equivalents by Region

Region	Full-Time Equivalent
Region 1	0.5
Region 2	0.25
Region 3	1
Region 4	0.5
Region 5	0.45
Total	2.7



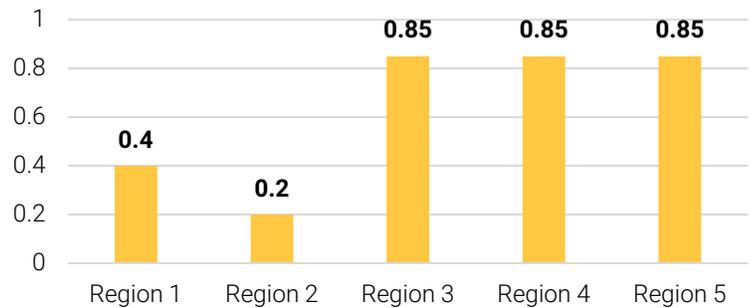
Adult Caseload, Full-Time Equivalents by Region

Region	Full-Time Equivalent
Region 1	0.5
Region 2	0.5
Region 3	1
Region 4	0.75
Region 5	0.45
Total	3.2



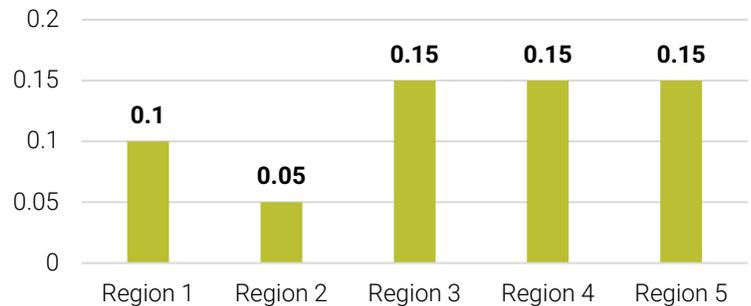
Out-of-School Youth Caseload, Full-Time Equivalents by Region

Region	Full-Time Equivalent
Region 1	0.4
Region 2	0.2
Region 3	0.85
Region 4	0.85
Region 5	0.85
Total	3.15



In-School Youth Caseload, Full-Time Equivalents by Region

Region	Full-Time Equivalent
Region 1	0.1
Region 2	0.05
Region 3	0.15
Region 4	0.15
Region 5	0.15
Total	0.6



Agenda Item 6C: Motion to Appoint New Member 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(d)(3) requires at least one representative from each of the following governmental and economic and community development entities: (i) Economic and community development entities; (ii) The State Employment Service office under the Wagner-Peyser Act, (29 U.S.C. 49 et seq.) serving the local area; and (iii) The programs carried out under title I of the Rehabilitation Act of 1973, other than sec. 112 or part C of that title;

Government and Economic and Community Development Position

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

Agenda Item 6D: Motion to Appoint New Member to the Executive Committee

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: **Anita Sutton**.

Agenda Item 6E: Motion to Appoint New Member to the System Coordination Committee

Background: To comply with Article V, Section 3 of the Bylaws, the Chair of the Greater Nebraska Workforce Development Board shall appoint the members to all other committees from the general membership.

It is proposed that the Chair of the Greater Nebraska Workforce Development Board appoint Anita Sutton to the System Coordination Committee for a three-year term ending May 23, 2021.

Board Rosters

Greater Nebraska Workforce Development Board

Board Member	Organization	Title	Sector Representation	City	Term Dates
Local Area Business					
Lisa Wilson - Chair	Case New Holland Industrial (CNHI)	Plant Human Resources Manager	Agricultural Machinery	Grand Island	10/26/2017-10/25/2020
Jill Smith - Vice Chair	BD Life Sciences – Preanalytical Systems	Human Resources Manager	Healthcare Manufacturing	Broken Bow	10/26/2017-10/25/2020
Charlene Lant	CHI St. Mary's	Chief Administrative Officer	Health Services	Nebraska City	10/26/2017-10/25/2020
Denise Pfeifer	UTC Aerospace Systems	Human Resources Manager	Precision Metals Manufacturing	York	10/26/2017-10/25/2020
Stacey Weaver	Chief Agri-Industrial	Administrative Manager	Agricultural Machinery	Kearney	10/26/2017-10/25/2020
Alicia Fries	Allo Communications	Residential Customer Service Manager	Telecommunications	Imperial	09/29/2016-09/28/2019
Greta Kickland	Cameco Crow Butte Resources	Human Resources Manager	Renewable Energy	Crawford	05/24/2018 – 05/23/2021
Kim Schumacher	Cargill, INC	Human Resources Manager	Business Management & Manufacturing	Columbus	02/06/2017 - 02/05/2020
Wayne Brozek	21st Century Equipment	Vice President of Aftermarket Operations	Agricultural Machinery	Scottsbluff	05/24/2018 – 05/23/2021
Gary Kelly	Thompson Specialty Services	Division Manager	Business	Omaha	05/24/2018 – 05/23/2021
Cliff Barley	Exmark Manufacturing	Director of Operations	Business	Beatrice	05/24/2018 – 05/23/2021
Workforce					
Roy Lamb II	IBEW Local 265	Training Director	Labor Organization	Lincoln	05/24/2018 – 05/23/2021
Erin Brandyberry	Nebraska Commission for the Blind and Visually Impaired	District Supervisor	Vocational Rehabilitation	North Platte	10/26/2017-10/25/2020
Education and Training					
Ann Chambers	Central Community College	Adult Education Director	Adult Education & Literacy Activities	Grand Island	05/24/2018 – 05/23/2021
Matt Gotschall	Central Community College	Columbus Campus President	Higher Education	Columbus	02/06/2017-02/05/2020

Board Member	Organization	Title	Sector Representation	City	Term Dates
Government and Economic and Community Development					
Dan Mauk	Nebraska City Are Economic Development Corporation	Executive Director	Community Development	Nebraska City	05/24/2018 – 05/23/2021
VACANT					
Stan Zimbelman	Kearney Works	Executive Director	Community Development	Kearney	01/18/2018 – 01/17/2021
Elaine Anderson	Nebraska VR	Office Director	Vocational Rehabilitation	Kearney	05/24/2018 – 05/23/2021

Executive Committee

Board Member	Organization	Title	Sector Representation	City	Term Dates
Lisa Wilson - Chair	Case New Holland Industrial (CNHI)	Plant Human Resources Manager	Agricultural Machinery	Grand Island	10/26/2017-10/25/2020
Jill Smith - Vice Chair	BD Life Sciences – Preanalytical Systems	Human Resources Manager	Healthcare Manufacturing	Broken Bow	10/26/2017-10/25/2020
Roy Lamb II	IBEW Local 265	Training Director	Labor Organization	Lincoln	05/24/2018-05/23/2021
Greta Kickland	Cameco Crow Butte Resources	Human Resources Manager	Renewable Energy	Crawford	05/24/2018-05/23/2021
VACANT					
Denise Pfeifer	UTC Aerospace Systems	Human Resources Manager	Precision Metals Manufacturing	York	10/26/2017-10/25/2020
Stacey Weaver	Chief Agri-Industrial	Administrative Manager	Agricultural Machinery	Kearney	10/26/2017-10/25/2020

System Coordination Committee

Board Member	Organization	Title	Sector Representation	City	Term Dates
Greta Kickland	Cameco Brow Butte Resources	Human Resources	Renewable Energy	Crawford	05/24/2018-05/23/2021
Stacey Weaver	Chief Agri-Industrial	HR/ Payroll Administrator	Agriculture Machinery	Kearney	10/26/2017-10/25/2020
Charlene Lant	CHI St. Mary's Hospital	Chief Administrative Officer	Health Services	Nebraska City	10/26/2017-10/25/2020
VACANT					
Ann Chambers	Central Community College	Adult Education Director	Adult Education & Literacy Activities	Grand Island	05/24/2018-05/23/2021
Elaine Anderson	Nebraska Department of Vocational Rehabilitation	Office Director	Vocational Rehabilitation	Kearney	05/24/2018-05/23/2021
Wayne Brozek	21st Century Equipment	Vice President of Aftermarket Operations	Agricultural Machinery	Scottsbluff	05/24/2018-05/23/2021

Board Member	Organization	Title	Sector Representation	City	Term Dates
Gary Kelly	Thompson Specialty Services	Division Manager	Business	Omaha	05/24/2018-05/23/2021

Strategic Planning Committee

Board Member	Organization	Title	Sector Representation	City	Term Dates
Dan Mauk	Nebraska City Area Economic Development Corporation	Executive Director	Community Development	Nebraska City	05/24/2018-05/23/2021
Alicia Fries	Allo Communications	Residential Customer Service Manager	Telecommunications	Imperial	09/29/2016-09/28/2019
Kim Schumacher	Cargill, Inc	Human Resources Manager	Business Management & Manufacturing	Columbus	02/06/2017-02/05/2020
Matt Gotschall	Central Community College	Columbus Campus President/ Area Division Vice President	Higher Education	Columbus	02/06/2017-02/05/2020
Roy Lamb II	IBEW Local 265	Training Director	Labor Organization	Lincoln	05/24/2018-05/23/2021
Stan Zimbelman	Kearney Works	Executive Director	Community Development	Kearney	01/18/2018-01/17/2021
Denise Pfeifer	UTC Aerospace Systems	Human Resources Manager	Precision Metals Manufacturing	York	10/26/2017-10/25/2020
Erin Brandyberry	Nebraska Commission for the Blind and Visually Impaired	District Supervisor	Vocational Rehabilitation	North Platte	10/26/2017-10/25/2020
Cliff Barley	Exmark Manufacturing	Director of Operations	Business	Beatrice	05/24/2018-05/23/2021

Chief Elected Officials Board

Board Member	Organization	Area	Region
Jack Anderson	County Commissioner	Sheridan County	Region 1
Kent Greenwalt	Mayor	City of Terrytown	Region 1
John Fagot	Mayor	City of Lexington	Region 2
Joe Hewgley	County Commissioner	Lincoln County	Region 2
William Stewart	County Commissioner	Dawson County	Region 2
Stanley Clouse – Vice Chair	Mayor	City of Kearney	Region 3
Hal Haeker	Mayor	City of Alma	Region 3
Pamela Lancaster - Chair	County Commissioner	Hall County	Region 3
Bryan Bequette	Mayor	City of Nebraska City	Region 4
Hilary Maricle	County Commissioner	Boone County	Region 5
Christian Ohl	County Commissioner	Madison County	Region 5

Agenda Item 6F: One-Stop Operator - Sector Strategies

NEBRASKA NEXT GENERATION INDUSTRY PARTNERSHIPS | Issue 2



NE CONVENERS & SUPPORT STAFF AT JULY 11 EVENT (MORE PICTURES ON PAGE 2)

Nebraska Next Generation Industry Partnerships

July 2018

IN THIS ISSUE

A Year in Review

by Linda Black, Targeted Industry/Talent Manager, DED

FAST FACTS

96 
business leaders

136 
public partners

As the five partnerships operating in Nebraska reach their six-month or one-year mark — or even take their first steps toward launch — it is important to reflect on successes. As a state support team, we have seen businesses learning from each other and collaborating in unique ways. We have also seen public partners transition into

active listening mode, helping businesses cooperatively craft valid solutions that are relevant to their business needs. However, most striking has been the mindset shift from a local approach to a regional approach that focuses on what the industry needs to grow and thrive. Currently, 232 public and business partners have participated in one of the state's three manufacturing or two healthcare partnerships since April, 2017.

Next Generation Industry Partnerships are a new way of doing business. Based on the successes in our own state, and in other states across the nation, we believe these partnerships will bring out workforce, infrastructure, and industry re-branding opportunities that will spur growth and competitiveness in each region.



Behavioral Health and Millennials Top the Discussion at Omaha Healthcare Meeting

Page 3



The Good Life Represented in Windy City Convener 2.0 Training

Page 6

Sharing Best Practices at July 11 Training

by Valentina Obafunwa, Economic Development Consultant/Industry Partner Coordinator, DED

Thirty-six business leaders, conveners and state support staff from healthcare and manufacturing partnerships throughout Nebraska attended the first Nebraska Next Generation Best-Practices Sharing and Training on July 11, 2018. Sessions provided a refresher on the framework of a strong Next Generation partnership, and created space for celebrating successes and acknowledging challenges. Paul Harter, CEO and member of the [Northern Colorado Manufacturing Partnership](#), was the keynote speaker and facilitator, and also shared lessons learned from the [NOCO Healthcare Partnership](#). *"I learned from Paul Harter's experience utilizing Next Gen. Sector Partnerships in Colorado. I look forward to working with healthcare and community leaders in Lincoln to achieve similar growth in collaboration, hiring and retention,"* said Bryan Seck, co-convenor of the southeast healthcare partnership, Director of Workforce for LPED and Employment Skills Developer for Prosper Lincoln.

For Leroy Janzen, owner of Precise Fabrication in Beatrice, the NoCo partnerships school program "Manufacturing Rocks" is an idea that he wants to take back to the southeast manufacturing partnership he is part of. Although Janzen has recently sold his company, he plans to continue participating in the partnership, and encourages others to get involved. *"The future is what we make it, and when we get people and young kids involved in what manufacturing is now, compared to what it was, then there's a lot to gain from this."*



Behavioral Health and Millennials Top the Discussion at Omaha Healthcare Meeting

by Keith Station, Director of Business Relations, Heartland Workforce Solutions, Inc.



Omaha Healthcare leaders convened once again on May 17, 2018 to discuss actions accomplished within each committee and establish goals for the next six months. Updates were provided on the four priority areas of behavioral health, workforce, consumer engagement and an Omaha medical inventory.

The behavioral health team has focused on completing the inventory of what is already underway on this topic, finding points of leverage and identifying the gaps that need to be scaled up and closed. *"Behavioral Health, on its own, is an expansive topic. Particularly in the Greater Omaha area, there are many facets that can be addressed, with varying levels of urgency,"* said Kenny McMorris, CEO of the Charles Drew Health Center. *"That is why I think participation in the Greater Omaha Healthcare Industry Partnership is beneficial. There have already been some studies and collaborations on topics, and this partnership is a means of avoiding redundancy, promoting ongoing discussion and making room for innovation."*

The Consumer Engagement task team is focused on access to care, and will also convene internal experts across their organizations to define top barriers, share

best practices and identify shared strategies that improve patient access. It was acknowledged that the Omaha medical inventory would be a deliverable that would come out of other task team conversations, and would be addressed in the future.

Rich conversations followed on the topic of workforce; specifically, understanding the needs and wants of the millennial workforce, as well as seeking to understand how healthcare systems are changing and the implications on needed talent. Discussions focused on the transition of delivery to outpatient and virtual, the trend toward coordinated care, the emphasis on outcome/value based care and shifts in business models.

In small groups, participants brainstormed the jobs most impacted by these major changes. The results of this conversation were insightful, particularly in understanding the need to map out today's critical occupations and how they connect. Participants also identified a set of short-term needed fixes, including needed job shadows, clinical rotation capacity coordination and LPN/RN PIV starts.

Southeast Region: Marketing, Metrics and Messaging

by Scott Volk, VP of MetalQuest Unlimited

The southeast region's initial target action is to improve the image of manufacturing while marketing to attract talent to the industry. At our last meeting on April 25, action items related to the development and implementation of a marketing plan were identified. We have established 30-day and 60-day action items being carried out by both industry and community partners.

During the April meeting, the group agreed that partners' time and resource constraints will make it difficult to execute a marketing strategy and sustain it for the long term. In order to make sure we are successful in our efforts, we are currently interviewing outside marketing firms to carry out our marketing action items. Although we are focused on the southeast region, we feel our efforts will affect Nebraska and the region. If other partnerships or companies are interested in helping out with our marketing efforts, we would like to talk to them.

Another highlight of the meeting was the idea to host a "drive-through" career fair in Beatrice, where potential applicants could drive through a parking lot and pick up packets with company information, job descriptions and applications for businesses in the southeast partnership. The event was held on June 27, and was a success! Nine businesses participated and 47 applications were picked up. Many thanks to the Beatrice Nebraska Department of Labor representatives, who are community partners in the southeast partnership and helped us organize the event.

Additionally, one metric we have begun tracking is applications received for manufacturing positions at our facilities each month, in order to assess the impact of our partnership efforts. If you are interested in learning more about the southeast region's marketing efforts, or becoming part of the partnership, please contact conveners Rick Nelsen rjnelse@nppd.com or Jason Esser jwesser@oppd.com.

Central Nebraska Manufacturing Partnership Celebrates One Year of Collaboration

by Spencer Hartman, Economic Development Consultant, DED

The upcoming August 2 quarterly meeting will mark one year of existence for the Central Nebraska Manufacturing Partnership (CNMP). Over the last year, the CNMP has worked in committees on three priority areas: partnering with local schools, improving ground and air transportation, and workforce training. As the first in Nebraska to deploy the Next Generation Industry Partnership model, the CNMP has certainly endured a learning curve, but its anniversary brings renewed momentum. A few of the many achievements in the past year include a coordinated letter campaign to expand flight service; facility tours focused on best training practices; and building the framework for further partnership with academic institutions.

Susan Nickerson has recently joined the public partner team as the lead convener, tasked with coordinating other support partners and aiding business champions in setting the overall direction of the partnership. The August meeting will have an action-packed agenda, with updates and goal setting from each committee. Furthermore, the CNMP will evaluate its priorities and determine if they continue to warrant collective action, or whether the partnership should shift direction to better capitalize on joint opportunities over the next year.

Greater Lincoln Region: The Future of Healthcare is in Collaboration

by Jan Norlander-Jensen, Lincoln Co-Convener and City of Lincoln Workforce Administrator

On April 19, 2018, the Southeast Nebraska Healthcare Industry Partnership Public Partner Training was held at the Lincoln Chamber of Commerce. This training was an opportunity to explore a national model that is industry-driven, regionally-focused and statistically proven to aid businesses and public partners in addressing shared economic development, workforce and branding opportunities. State and local public partners from education, economic and workforce development and community organizations were in attendance, representing Lancaster and several surrounding counties.

John Melville, Next Gen. consultant and co-CEO of Collaborative Economics, introduced the public partners to the model and led the evaluation of regional labor market information. The partners selected healthcare as the first industry to focus on, with a great deal of interest in making advanced manufacturing the next industry. Healthcare was also selected due to its high employer demand, public interest and opportunity for certification and degrees in partnership with post-secondary institutions.

The healthcare partnership launch is scheduled for Wednesday, August 22, 2018, in Lincoln. Business leaders will meet in the morning and public partners in the afternoon. Champion employers include Beatrice Community Hospital, Bryan Health Systems, CHI Health St. Elizabeth and Tabitha Health Care Services. Co-conveners are pictured to the right.



Southeast Healthcare Co-convening Team: (left to right) Jan Norlander-Jensen, City of Lincoln Workforce Administrator; Pat Haverty, VP of Economic Development at Lincoln Partnership for Economic Development (LPED); Bryan Seck, Director of Workforce for LPED and Employment Skills Developer for Prosper Lincoln; and Marguerite Himmelberg, Director of Client Solutions and Workforce Development at Southeast Community College.

Northeast Region: Moving Towards a Regional Partnership

By Valentina Obafunwa, Economic Development Consultant/Industry Partner Coordinator, DED

Since the February public partner training, much work has been done by local and state partners to identify co-conveners and business champions from Columbus and Norfolk. K.C. Belitz and Kara Asmus from the Columbus Chamber of Commerce, Nicole Sedlacek from NPPD and Denise Wilkinson from the Norfolk Area Chamber of Commerce are the new co-conveners for the region, with support from Brittney Dawson, also from the Norfolk Chamber. Jim Hellbusch, owner of DUO Lift Manufacturing in Columbus, is leading as the business champion for the partnership.

The next steps involve identifying Norfolk business champions; recruiting businesses in both cities and in Wayne, Schuyler, West Point and surrounding areas; and determining a launch date.

Consultant Corner: The Evolving Role of a Business Leader

by Lindsey Woolsey, The Woolsey Group, Next Generation Consultant

Traditional employer engagement, from a public partner perspective, assumes that business leaders may be willing to provide information about their needs but are too busy to do much more. In this arrangement, some businesses might be asked to serve on industry advisory committees, sign letters of support for grant applications, offer internships or appear at or co-sponsor an event.

However, to take a true business-focused approach means that business leaders develop and drive their own agenda for growth and competitiveness. Instead of viewing them as information providers, they should be considered to be agenda setters. The focus should be on determining the mix of public and private action to produce specific measurable outcomes. Making this shift is necessary for industry engagement to continue to evolve.

Examples of roles that businesses can take include: recruiters, experts, advocates, investors, communicators, innovators, catalysts and worker bees. Specific activities from these roles could include:

- Leading a career awareness campaign to change perceptions of their industry among youth.
- Organizing an industry-wide initiative to improve needed infrastructure for growth (e.g., air service, broadband).
- Providing his/her own staff time for conducting trainings for their and others' employees.
- Leveraging more public and philanthropic investment through matching funds.
- Rethinking supplier strategy to include more local partners.

At the core of each of these activities is that they are "owned" by businesses, and reflect their commitment to advance their agendas in collaboration with public partners.



The Good Life Represented in Windy City Convener 2.0 Training

by Erika Volker, CHI Health Sr. Talent Coordinator

Four Nebraska conveners, one state representative and I attended the Advanced Next Generation Partnership Convener Training in Chicago on June 27. The training was for partnerships that have been operating for six months or longer. I was delighted to participate, and appreciated the opportunity to network with representatives from successful partnerships in Colorado, Oregon and Louisiana. The focus was on how to increase business participation, how to establish effective committee structures and how to ensure partnerships are sustainable with opportunities for apprenticeship and work-based learning activities.

This training reinforced CHI Health's position that when public-private partnerships are forged at the local level, anything is possible! Through GO-HIP (Greater Omaha Health Industry Partnership), we have a renewed vigor to meet the needs of our industry while strengthening relationships with government and education providers in our area. GO-HIP is convened by Heartland Workforce Solutions and Metropolitan Community College, and includes Nebraska Medicine, One World Health, Charles Drew Health Center and many other health care providers.



Participants: (left to right) Rick Nelsen, NPPD; Jason Esser, OPPD; Valentina Obafunwa, DED; Susan Nickerson, DED; Erika Volker, CHI Health; and Keith Station, Heartland Workforce Solutions.

Agenda Item 6Ha: One-Stop System Survey - Results

Customer Satisfaction Survey

The intent of the Customer Satisfaction Survey was to gauge service received at the American Job Centers and Career Centers in the five regions of the Greater Nebraska's service area. Separate Customer Satisfaction Surveys for participants and employers were approved by the System Coordination Committee at the May 24, 2018 GNWDB meeting.

Process

The research Department of Dept. of Economic Development and officials at NDOL determined the survey would include all participants and employers who had received a staff assisted service recorded in NEworks from April to June of 2018, a 90-day time period. Programs included were: Wagner-Peyser, WIOA Adult/Dislocated Worker/Youth, and Trade. The surveys were received by the identified audiences via email with a message and link to survey monkey. Emails in the NEworks system were vetted through a process to test their validity. The survey was formatted for both email and mobile devices. The survey was sent once via direct email on June 28 and closed on Aug. 10, a 44 days period.

To supplement the number of results and counter the possibility of the survey email landing in "junk" mail folders, the link and a QR code were made available in postcard format to Region Managers to distribute as an option to increase response rate. The response rate goal to validate the survey results was 10-20 percent. We chose to pursue a higher response rate in order to have more representative results.

Results

The overall response rate for both surveys was 7.35 percent; overall participant response rate was 5.98 percent; overall employer response rate was 16.61 percent.

Survey Population Statistics

Region	Type of Survey	Number of Surveys Sent	Number of Surveys Completed	Response Rate (%)
1				
	Employer	46	15	32.61
	Participant	396	33	8.34
2				
	Employer	56	30	53.57
	Participant	330	27	8.18
3				
	Employer	247	5	2.02
	Participant	575	54	9.39
4				
	Employer	396	52	13.13
	Participant	86	32	37.21
5				
	Employer	524	55	10.50
	Participant	113	9	7.96
Total				
	All Employers	548	91	16.61
	All Participants	3,695	221	5.98
	All Respondents (Employer + Participants)	4,243	312	7.35

Response Rate by Region - Map

Panhandle

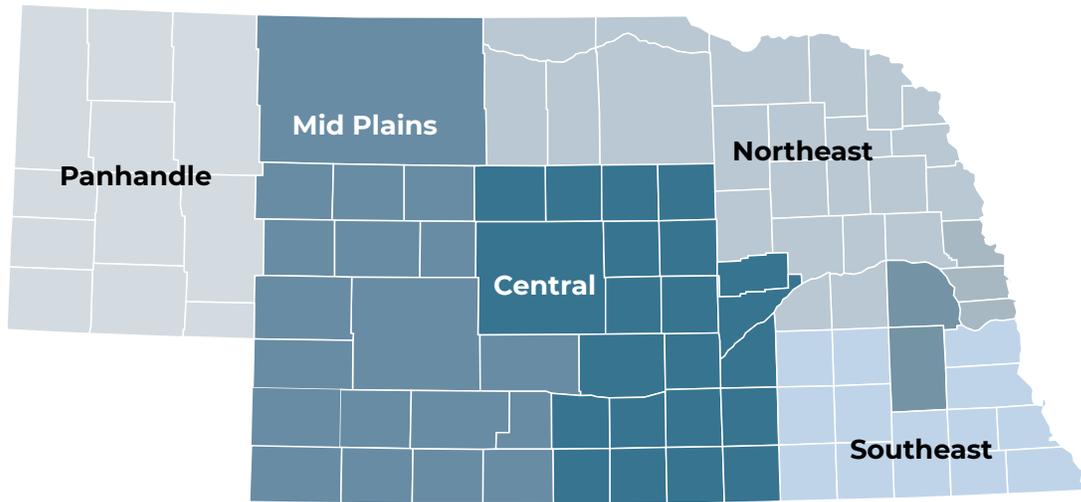
Job Seeker Response Rate: 8.34%
Employer Response Rate: 32.61%

Mid Plains

Job Seeker Response Rate: 8.18%
Employer Response Rate: 53.57%

Northeast

Job Seeker Response Rate: 7.96%
Employer Response Rate: 10.5%

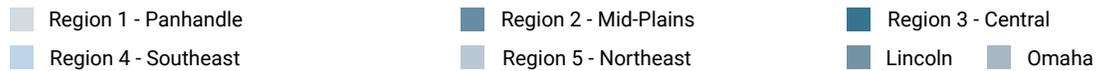


Central

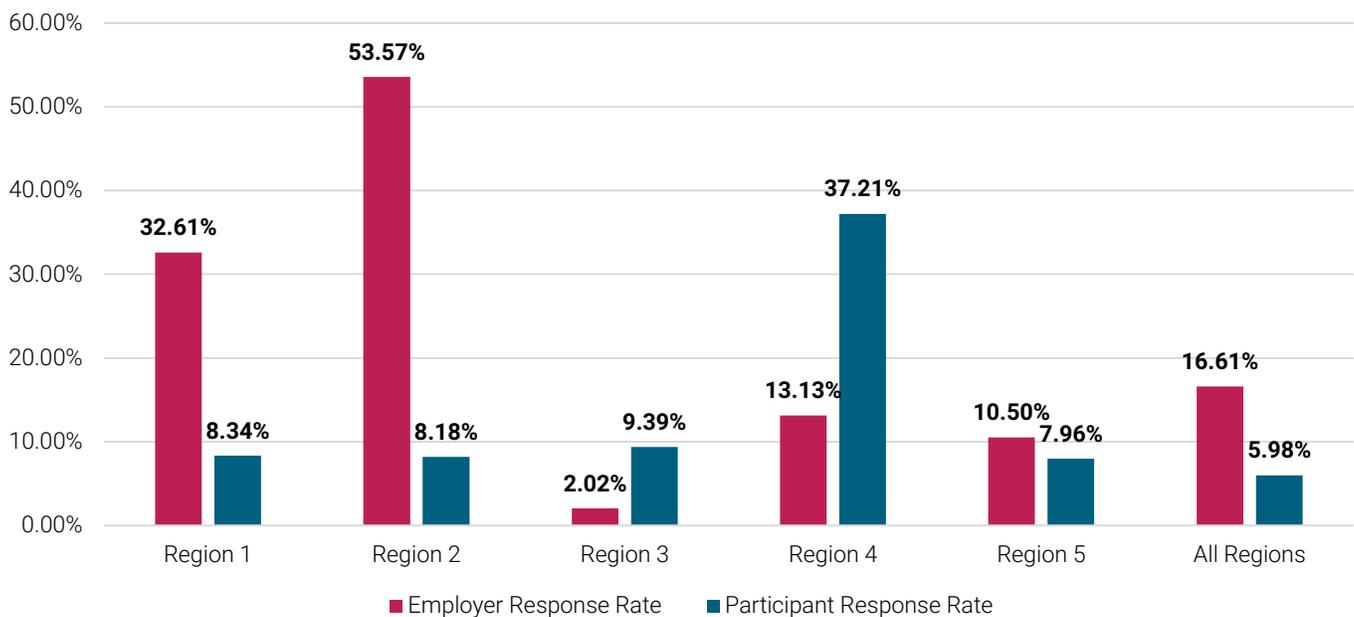
Job Seeker Response Rate: 9.39%
Employer Response Rate: 2.02%

Southeast

Job Seeker Response Rate: 37.21%
Employer Response Rate: 13.13%



Response Rate by Region - Graph

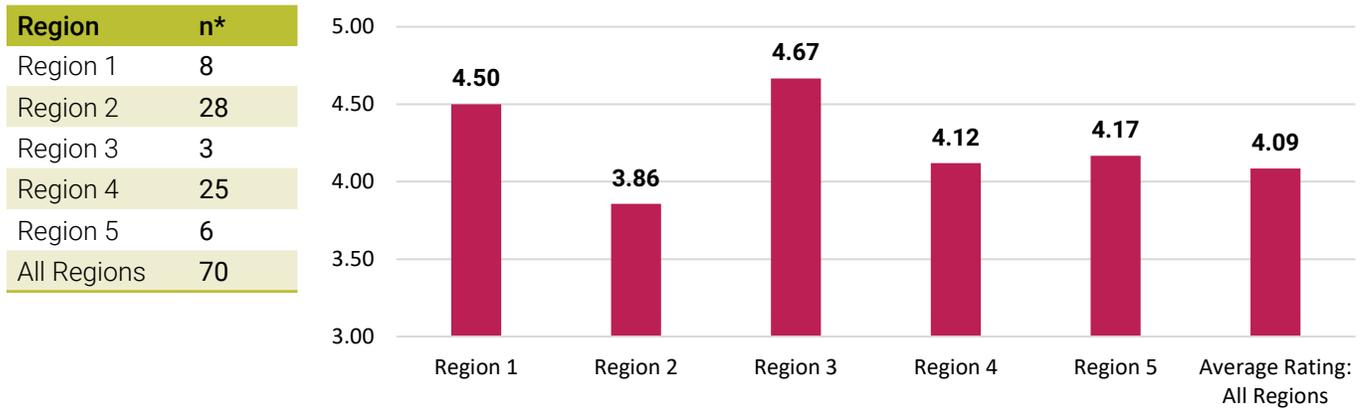


The survey yielded many interesting findings. The following pages contain the results of the two surveys by region. In each graph, each region is compared to the all five regions as a whole. The following graphs show the average rating on a scale from 1 to 5, whereas, 1 corresponds to a low score and 5 corresponds to a high score.

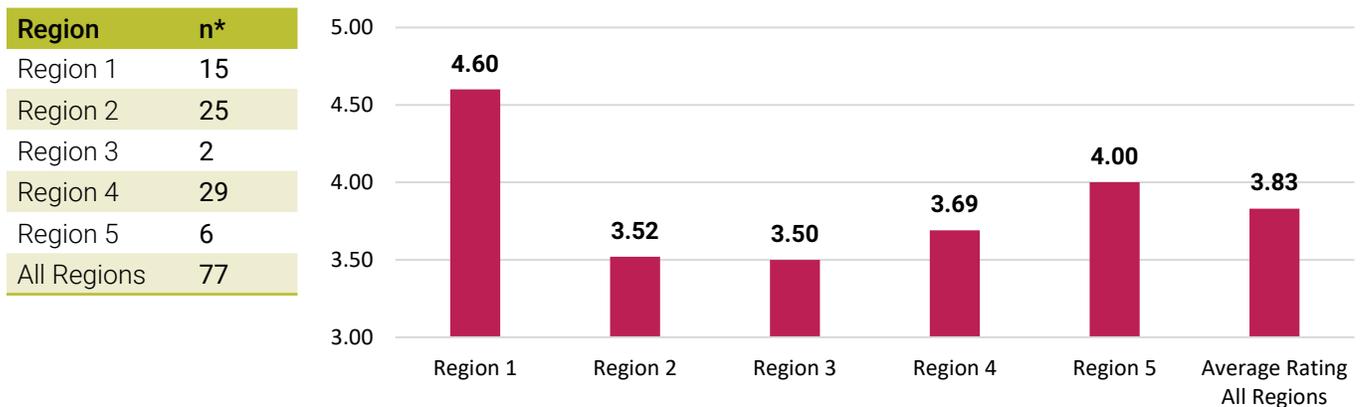
*Those who did not answer the questions and those who replied with Not Applicable and Don't Know/No Opinion were not included in the graphs.

Employer

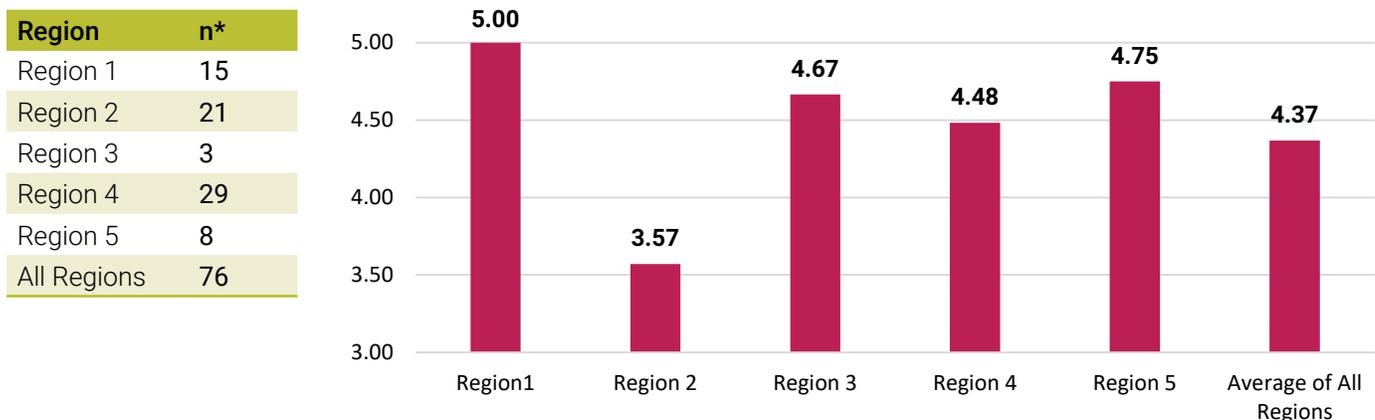
Question 1a - Average Rating by Region: Help Navigating NWorks Website



Question 1b - Average Rating by Region: Help with Job Candidate Referrals

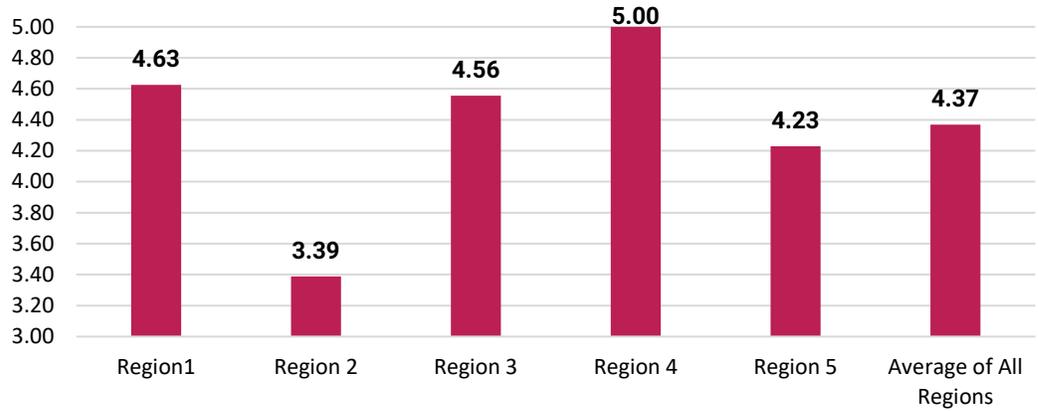


Question 1c - Average Rating by Region - Help Posting Jobs (Scale: 1 - Very Low to 5 - Very High)



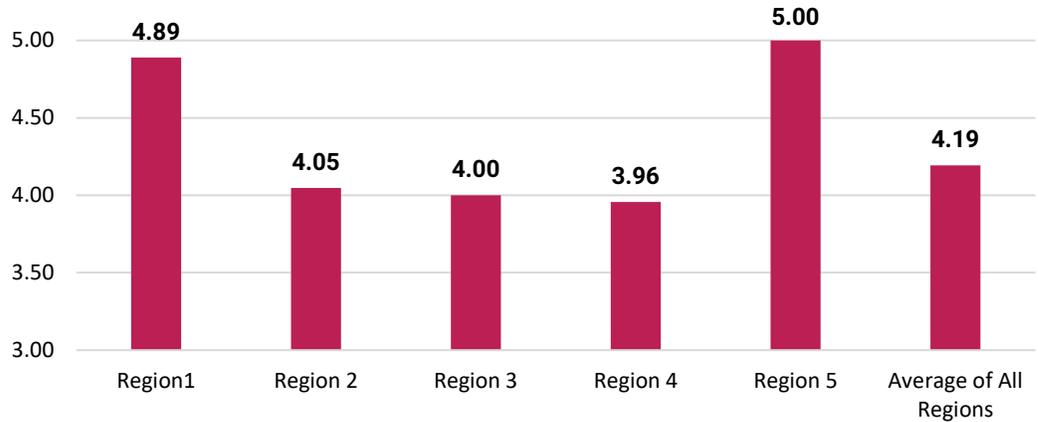
Question 1d - Average Rating by Region - Help with a Job Fair

Region	n*
Region 1	8
Region 2	18
Region 3	27
Region 4	4
Region 5	57
All Regions	76



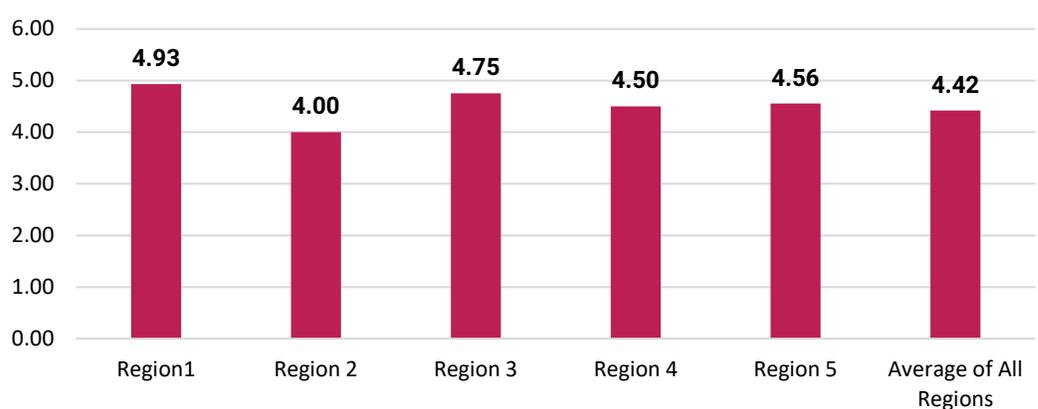
Question 1e - Average Rating by Region - Help with Finding Labor Market Information

Region	n*
Region 1	9
Region 2	21
Region 3	1
Region 4	23
Region 5	3
All Regions	57



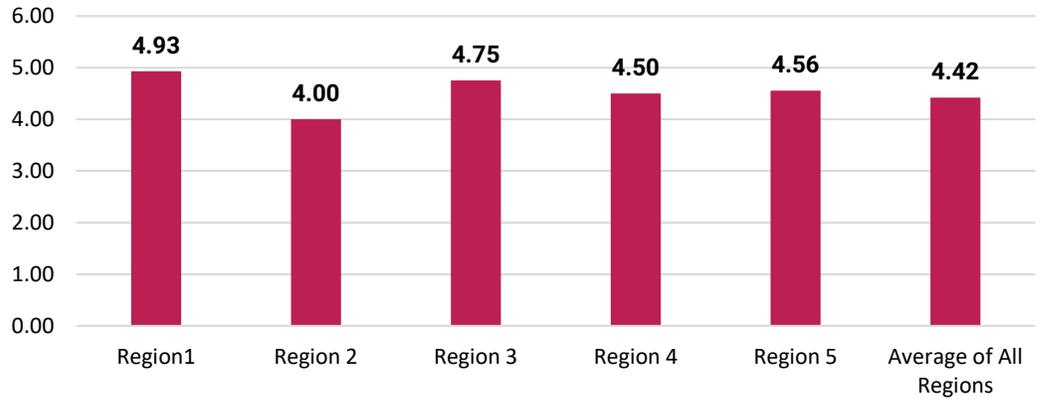
Question 2 - Average Rating by Region - "Overall, how satisfied or dissatisfied were you with the employment services provided to you?"

Region	n*
Region 1	15
Region 2	30
Region 3	4
Region 4	32
Region 5	9
All Regions	90



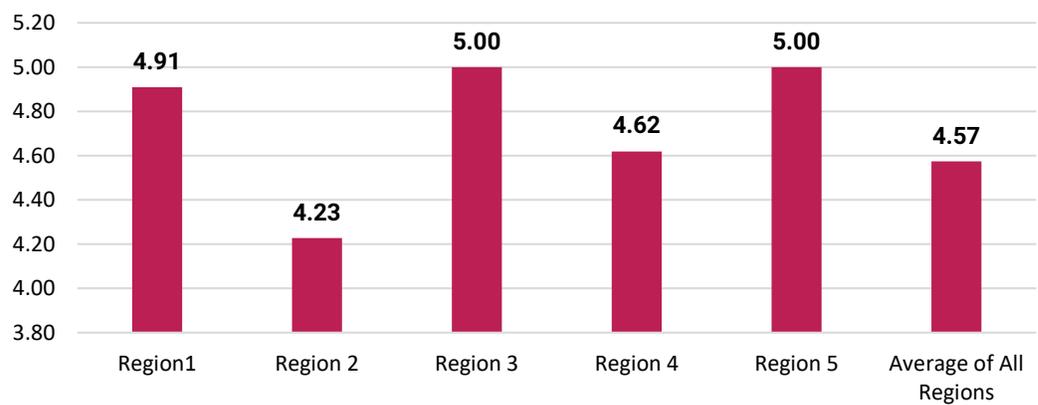
Question 3 - Average Rating by Region - "How professional or unprofessional were the staff of the American Job Center/Career Center?"

Region	n*
Region 1	15
Region 2	30
Region 3	4
Region 4	32
Region 5	9
All Regions	90



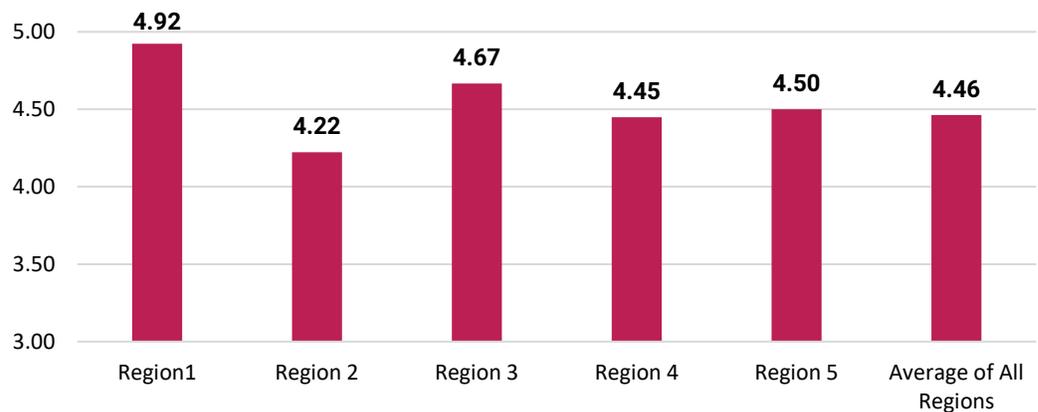
Question 4 - Average Rating by Region - "How accessible or inaccessible were the staff of the American Job Center/Career Center?"

Region	n*
Region 1	11
Region 2	22
Region 3	1
Region 4	21
Region 5	6
All Regions	61

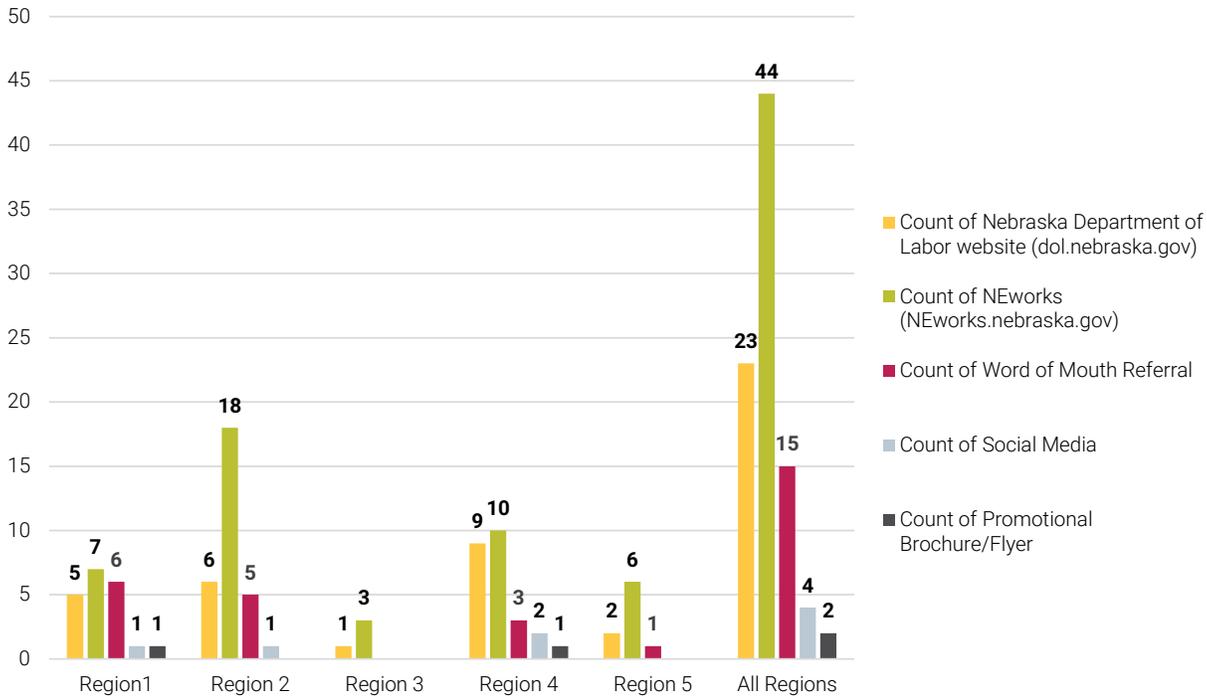


Question 5 - Average Rating by Region - "How likely or unlikely are you to recommend this business service assistance to other employers?"

Region	n*
Region 1	13
Region 2	27
Region 3	3
Region 4	29
Region 5	8
All Regions	80



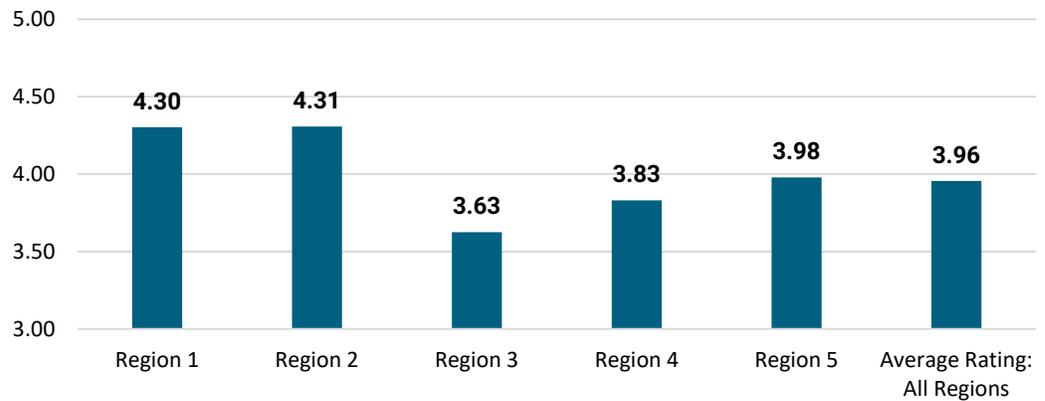
Question 6 - "How did you hear about the employment services?" - Method by Region



Participant

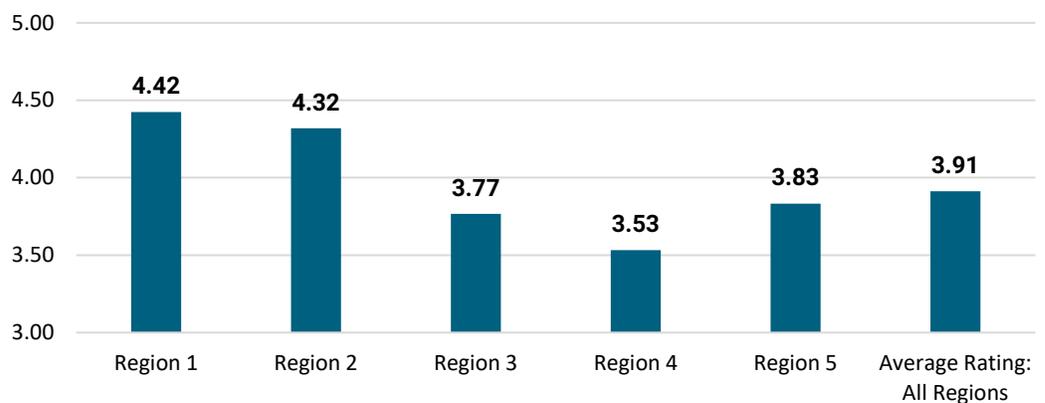
Question 1a - Average Rating by Region: Help with Job Search Using NEworks Website

Region	n*
Region 1	33
Region 2	26
Region 3	48
Region 4	47
Region 5	48
All Regions	202

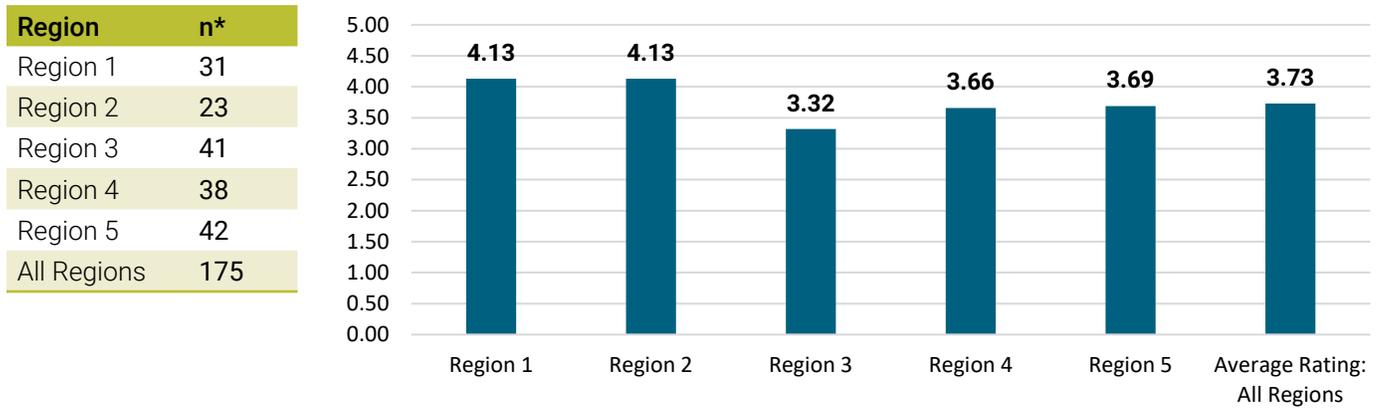


Question 1b - Average Rating by Region: Help with Resume and/or Cover Letter

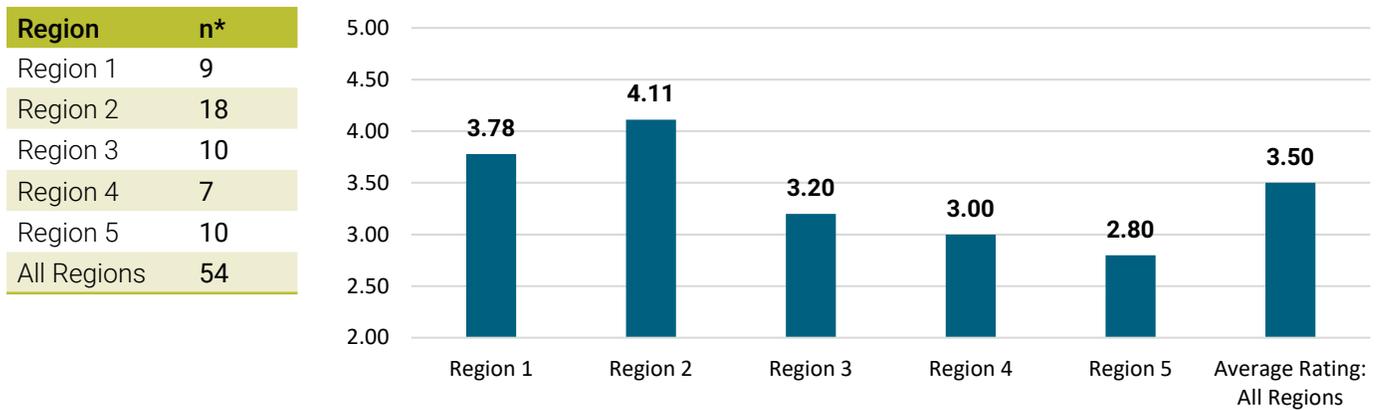
Region	n*
Region 1	33
Region 2	25
Region 3	43
Region 4	45
Region 5	48
All Regions	194



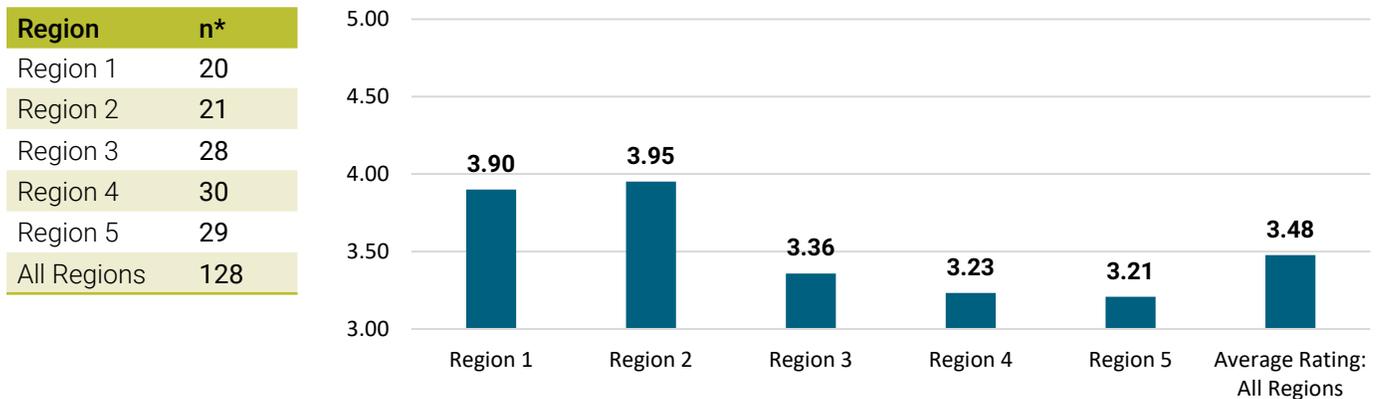
Question 1c - Average Rating by Region - Help with Job Application



Question 1d - Average Rating by Region - Help Finding Veterans' Services

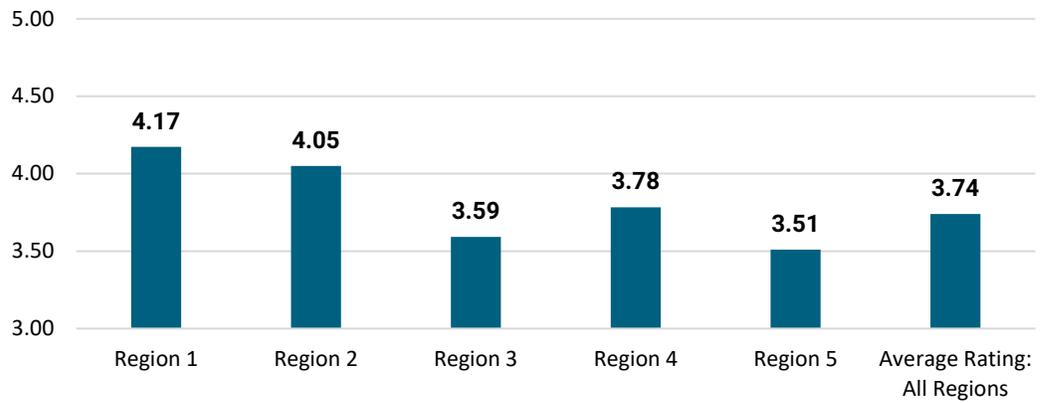


Question 1e - Average Rating by Region - Help with Job Interview



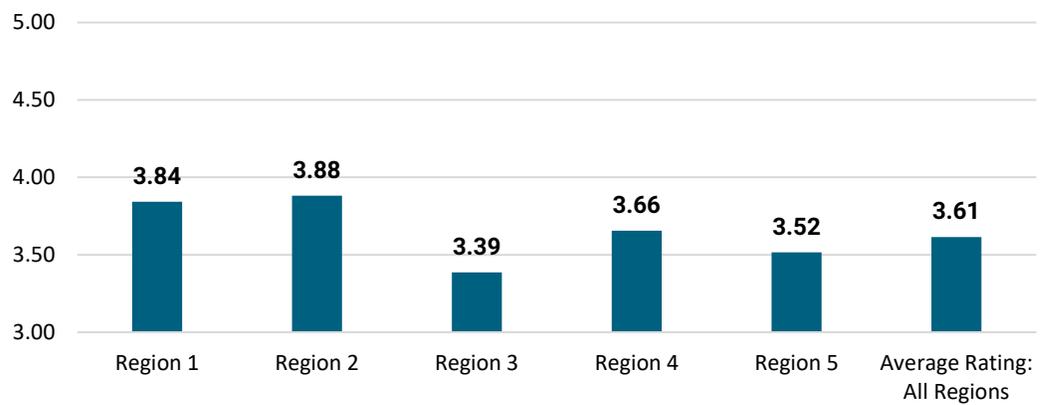
Question 1f - Average Rating by Region - Help Filing Unemployment Insurance Benefits

Region	n*
Region 1	23
Region 2	20
Region 3	49
Region 4	46
Region 5	47
All Regions	185



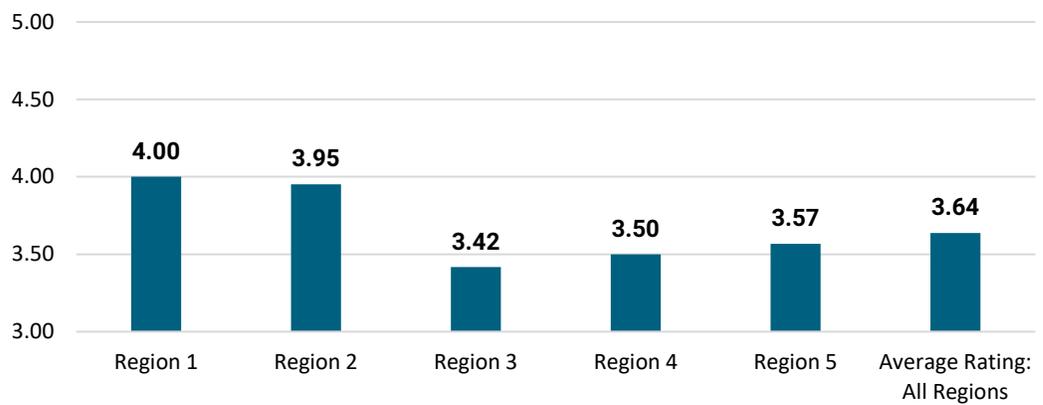
Question 1g - Average Rating by Region - Help with Testing and/or Assessments

Region	n*
Region 1	19
Region 2	17
Region 3	31
Region 4	32
Region 5	33
All Regions	132



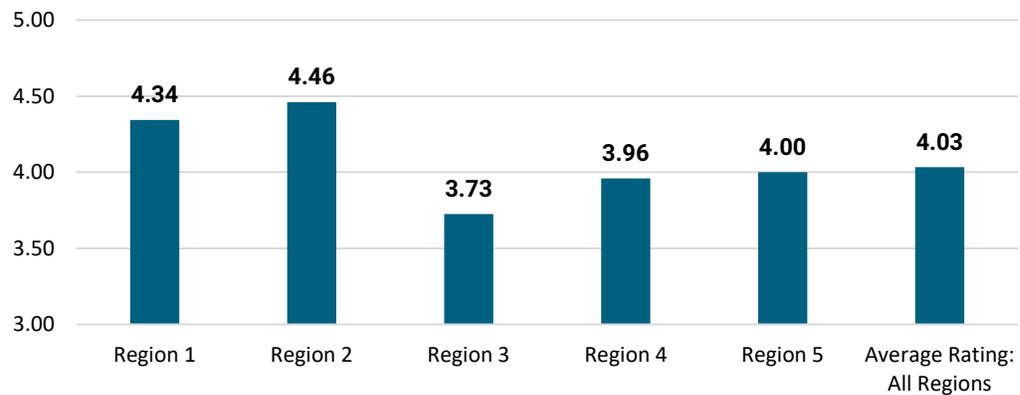
Question 1h - Average Rating by Region - Help Finding Information on Training Opportunities

Region	n*
Region 1	24
Region 2	21
Region 3	36
Region 4	36
Region 5	37
All Regions	154



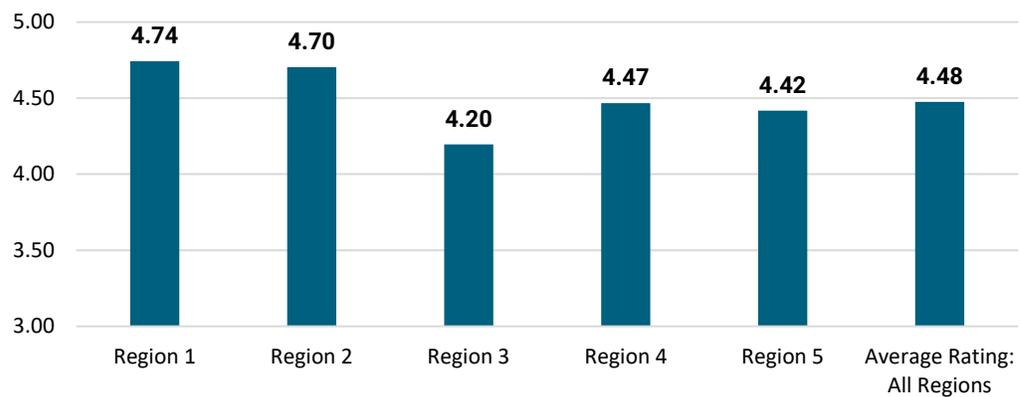
Question 2 - Average Rating by Region - "Overall, how satisfied or dissatisfied were you with the employment services provided to you?"

Region	n*
Region 1	32
Region 2	26
Region 3	51
Region 4	50
Region 5	54
All Regions	213



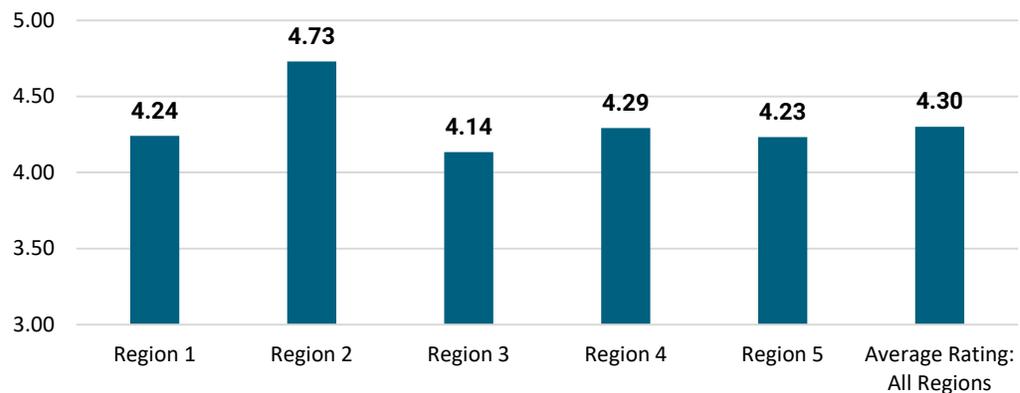
Question 3 - Average Rating by Region - "How professional or unprofessional were the staff of the American Job Center/Career Center?"

Region	n*
Region 1	31
Region 2	27
Region 3	41
Region 4	45
Region 5	43
All Regions	187



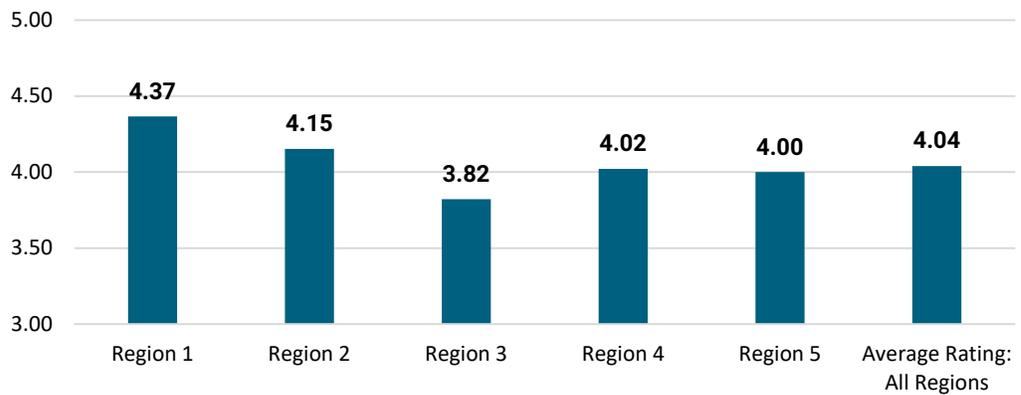
Question 4 - Average Rating by Region - "How accessible or inaccessible were the staff of the American Job Center/Career Center?"

Region	n*
Region 1	29
Region 2	26
Region 3	37
Region 4	41
Region 5	43
All Regions	176

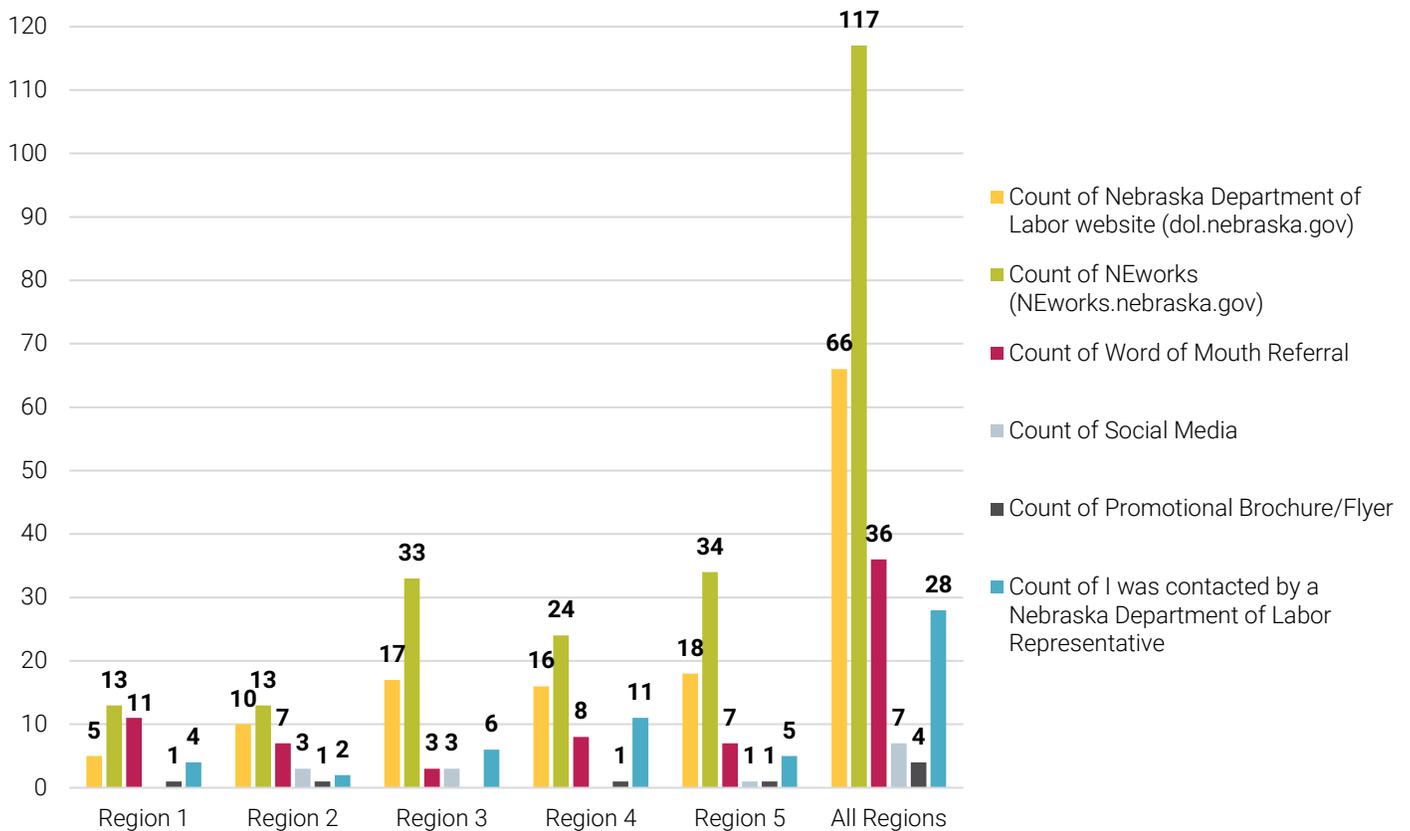


Question 5 - Average Rating by Region - "How likely or unlikely are you to recommend this business service assistance to other employers?"

Region	n*
Region 1	30
Region 2	26
Region 3	45
Region 4	46
Region 5	49
All Regions	196



Question 6 - "How did you hear about the jobseeker services?" - Method by Region



For Question 7, in both the Employer and Participant Surveys, which asked the respondent if they wanted to be contacted by a Career Center staff member to discuss the respondents experience, three out of 90 respondents indicated yes on the Employer Survey and 18 out of 223 indicated yes on the Participant survey.

RESPONDENT COMMENTS:

Employer Survey Total Comments: 17

- • Staff positive: 14
- • Service positive: 1
- • Miscellaneous: 3

Participant Survey Total Comments: 50

- Staff positive: 18 Staff negative: 3
- Service positive: 9 Service negative: 1
- NEworks positive: 1 NEworks negative: 2
- Unemployment positive: 0 Unemployment negative: 8
- Miscellaneous 12

RECOMMENDATIONS:

Process:

- Send twice in shorter timeframe (3-4 weeks)
- Monitor Qu 8 responses: request for follow up and send to Managers in a more timely manner
- Survey Employers annually; Participants semi-annually OR
- Consider if there would be added benefit in making the participant survey “ongoing” and report results every 4 mo. to coincide with board meetings

Survey Tool Revisions:

Both Surveys:

- Review questions and wording with System Coordination Committee
- Qualify “professional” Question 3 with “(courteous, polite, approachable)”
- Review Question 6 “social media” response and research policy related to use of this communication tool for outreach to job candidates and employers
- On all questions, if negative response, add “please explain” comment box so we can determine the nature of the negative rating

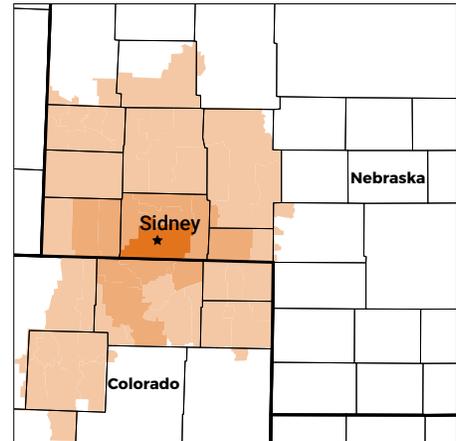
Participant Survey

- Review Question 1 responses and revise to reflect current staff duties (ex: discuss deleting “Help with job application” and “Help filing Unemployment Insurance benefits”)
- On Question 5, change “training program and/or job seeker program” to “our services”
- A common misconception is that the offices are “unemployment offices” based on the comments at the end of the survey. Recommendation: Revise question wording to clarify what service we are asking about.

Sidney Area Labor Report Preview

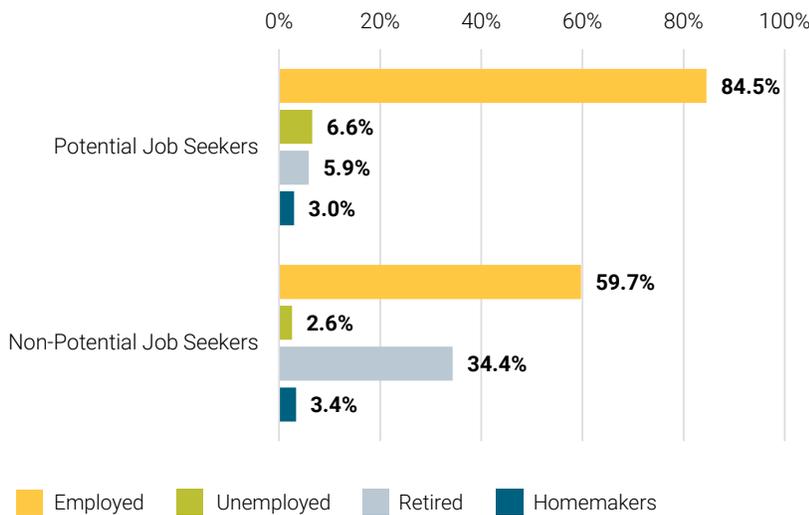
Survey Area Statistics

40,722	Potential job seekers age 18 and older
15,765	Potential job seekers actively searching for work
45.1%	Potential job seekers with a bachelor's degree
6.7%	Potential job seekers with veteran status



Employment Status of Potential Job Seekers

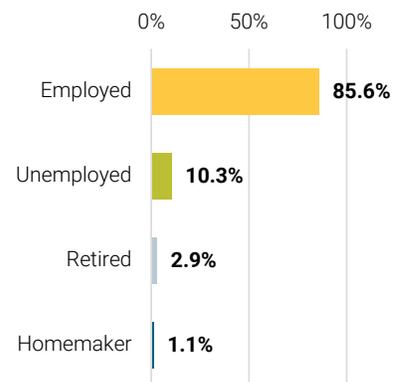
84.5% of potential job seekers were employed, **6.6%** were unemployed, **5.9%** were retired, and **3%** were homemakers.



Check out the full Sidney area report and reports for other areas on our Labor Market Information Publications page on:

NEworks.nebraska.gov

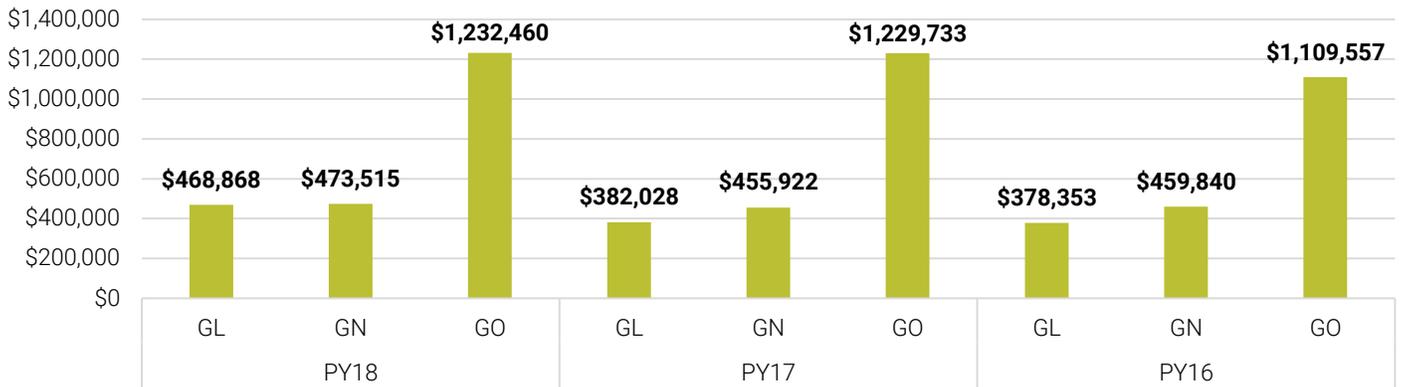
Employment Status of Active Job Seekers



According to survey results, most people actively searching for work already had employment, but **14.4%** of active job seekers were non-employed.

Agenda Item 6J: Finance - Spending Trends

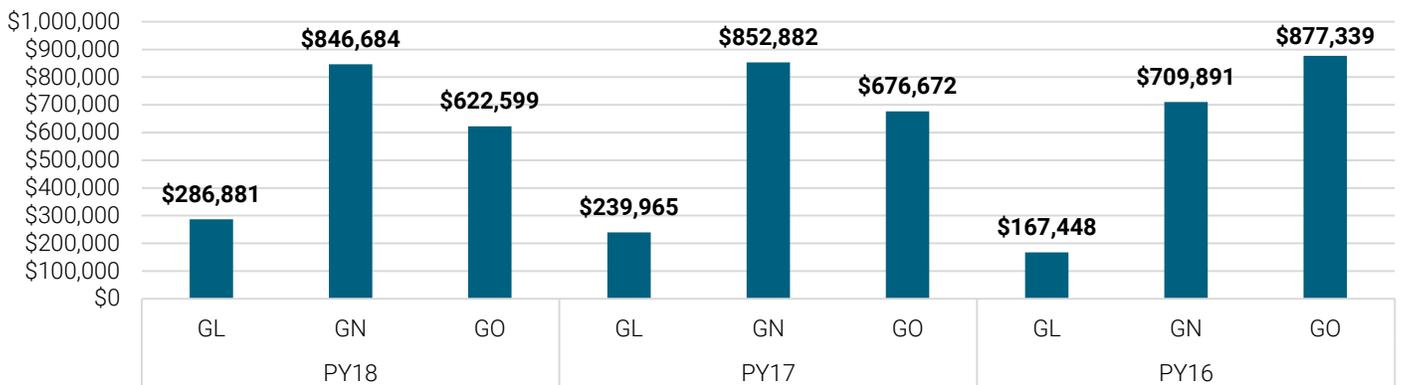
Funding Allocations - Youth



Funding Allocations - Adult



Funding Allocations - Dislocated Worker



Agenda Item 6K: Motion to Approve DLW Transfer of Funds to Adult, 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.

It is proposed that the Greater Nebraska Workforce Development Local Area transfer the following amount of funds:

- Transfer \$200,000 of Dislocated Worker funds to the Adult program, effective 10/18/2018.

Agenda Item 6L: Trade and Economic Transition National Dislocated Worker Grant

U.S. Department of Labor



Employment and Training Administration REGION V

John C. Kluczynski Building
230 South Dearborn Street, 6th Floor
Chicago, IL 60604-1505

<http://www.doleta.gov/regions/reg05>

July 31, 2018

John Albin
Commissioner
Nebraska Department of Labor
P. O. Box 94600
550 S. 16th Street
Lincoln, Nebraska 68509-4600

RE: Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Review

Dear Mr. Albin:

This letter confirms arrangements made with your staff to review the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker (DW) program in the State of Nebraska. During the week of August 21, 2018, I will review WIOA Title I Dislocated Worker Activities in an effort to achieve the three goals outlined below:

1. Determine compliance with WIOA provisions;
2. Assess services to DWs during PY 17; and
3. Identify the need for and provide technical assistance.

I plan to conduct the entrance conference at the Lincoln American Job Center (AJC) located at 1111 O Street, Suite 205 at 1:00pm on Tuesday, August 21st. On Wednesday, August 22nd, I plan to visit the Beatrice office located at 5109 West Scott Road, Suite 413, from 8:00am to 4:30pm. On Thursday, August 23rd, I will be back at the Lincoln AJC from 8:30am to 4:30pm. I anticipate holding the exit conference on Friday, August 24th, at the NDOL office, at 9:30am.

I will review the local operations of Lincoln and Beatrice offices. I invite your State staff to attend the local area reviews. Additionally, I encourage the State to identify areas of technical assistance Nebraska would like me to address during the review.

Both the State and local area reviews will consist of staff interviews and document inspection for the purpose of meeting the goals of the monitoring visited outlined above. To achieve the three goals, the following documents need to be available at the entrance conference for the sites visited:

- Organization chart/structure of the local area delivery system;
- State and local policy issuances/instructions applicable to DW including, where available, documents, policies and procedures;
- State and/or Project Operator-issued templates for training plans and employer contracts; and

- Copies of the State’s Program Monitoring Reports for Lincoln and Beatrice;

The following documents are also required a week prior to the start of the review.

- Local area DW polices;
- Local area memorandum of understandings if applicable/available;
- Local area issued policies including OJT policies; and
- Criteria used for selection/approval of OJT employers.

Additionally, the local level assessments will include an examination of participant files. Within the next week, I will contact your State staff to discuss the participant's file selection process in detail. Please ensure that the following information will be accessible as part of our file review.

- | | |
|--------------------------------|-------------------------------|
| • Application | • Eligibility documentation |
| • ISP/IEP | • Assessment information |
| • Case management notes | • Enrollment activities |
| • ITA and OJT information | • Support service information |
| • Termination/exit information | • MIS information |

I appreciate your assistance with the preparation for this review. If there are any questions or concerns, please contact me at (312) 596-5513 or by email at mendoza.christopher@dol.gov.

Sincerely,

Christopher Mendoza

Christopher Mendoza
Federal Project Officer
Region 5, Chicago

cc:

Stan Odenthal, NE Department of Labor
Deb Anderson, NE Department of Labor
Brian Potters, NE Department of Labor

Agenda Item 6M: Motion to Approve Revised Individual Training Accounts Policy

Background: The Workforce Innovation and Opportunity Act mandates that all training services (except for limited exception identified in the Contracting with Training Providers Policy) be provided through the use of ITAs and that eligible individuals shall receive ITAs through the one-stop delivery system. Policy 14, sets criteria for providing Individual Training Accounts (ITAs) and identifying the requirements One Stop Operators and Service Providers must adhere to in providing such services to participants in Adult, Dislocated Worker, and Youth programs.

It is proposed that the Greater Nebraska Workforce Development Board approve the revised Individual Training Accounts Policy.

Agenda Item 6N: Acceptance of State's PY18-19 Performance Levels

Background: The Nebraska Department of Labor (NDOL) has completed negotiations with the US Department of Labor for state performance levels for Program Years 2018 and 2019. NDOL's negotiation process with USDOL was based on:

- USDOL Model: Target Outcome
- USDOL Model: Predicted Outcome

NDOL is recommending that the three local Boards accept the state performance goals as their local performance goals for Program Years 2018 and 2019.

Performance levels were approved by the Executive Committee on September 20, 2018.

Workforce Development Activities (Title 1 of WIOA) – Nebraska

Program	PY 2018	PY 2019
Adult		
Employment Q2 after exit	78.0%	78.0%
Employment Q4 after exit	79.0%	79.0%
Median earnings Q2 after exit	\$6,000.00	\$6,000.00
Credential Attainment Rate	56.0%	56.0%
Dislocated Worker		
Employment Q2 after exit	87.0%	87.0%
Employment Q4 after exit	88.0%	88.0%
Median earnings Q2 after exit	\$7,500.00	\$7,500.00
Credential Attainment Rate	60.0%	60.0%
Youth		
Employment Q2 after exit	78.0%	78.0%
Employment Q4 after exit	77.0%	77.0%
Median earnings Q2 after exit	NA	NA
Credential Attainment Rate	68.0%	68.0%

The Administrative Entity supports NDOL's recommendation.

It is proposed that the Greater Nebraska Workforce Development Board and Chief Elected Officials Board accept the state negotiated levels of performance for Program Years 2018 and 2019 for WIOA Adult, Dislocated Worker, and Youth.



GREATER NEBRASKA
WORKFORCE DEVELOPMENT BOARD

Pete Ricketts, Governor



September 20, 2018

Commission John Albin
Nebraska Department of Labor
P.O. Box 94600
550 S. 16th Street
Lincoln, NE 68509-4600

RE: Negotiated Performance for PY 2018 and 2019

Commissioner Albin,

Greater Nebraska Workforce Development Board accepts the Program Year 2018-19 State Negotiated levels of performance for local area.

Enclosed is the copy of the June 13, 2018 letter from Christine Quinn, Regional Administrator that provided the official notification advising Nebraska of the agreed-upon PY 2018 and 2019 negotiated levels of performance.

Greater Nebraska Workforce Development Board will include these measures into both the local and regional plans and in contracts. In addition, Greater Nebraska Workforce Development Board will work with the Title IB Service Provider, One Stop Operators and One Stop Partners to align programs and services to achieve the performance goals.

Thank you,

Pam Lancaster
Chair, GN Chief Elected Officials Board

Lisa Wilson
Chair, GN Workforce Development Board

Enclosed: PY 2018-19 Negotiated Performance & Letter from Christine Quinn, Regional DOL

Cc: Stan Odenthal, NDOL
Ashley Mathers, NDOL
Kelsey Miller, NDOL

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

ndol.greaternebraska@nebraska.gov
(402) 471-9878
550 S. 16th Street, PO Box 94600
Lincoln, Nebraska 68509-4600

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Agenda Item 60: Motion to Approve Supportive Services Amount, Local Revision

Background: The current policy training limits are:

Training Limits Table

Type of Training	Funding Limit	Description
Short-Term Training	\$2,500	The maximum allowed for training of six months or less is \$2,500.
Short-Term Training – Commercial Driver’s License	\$4,500	The exception for short-term training is a maximum of \$4,500 if it is for truck driver training to obtain a CDL license.
Occupational Skills Training	\$7,000	The maximum cost allowed for training of more than six months is \$7,000 with a time limitation requiring the client to complete the training program as a whole in 30 months or less. These limitations may be extended with the approval of the Administrative Entity.
On-the-Job Training (all programs)	\$5,000 (\$12-\$15.99) /\$7,000 (\$16 and up)	Provides reimbursement to the employer for up to seventy-five percent (75%) of the wage rate of the participant (not to exceed \$7,000), for the extraordinary costs of providing the training and additional supervision related to the training.
On-the-Job Training (Youth Only)	\$5,000 (\$9- \$11.99)	This exception is for youth only.
Combination of OJT & OST	\$9,000	When a combination of OJT and OST are used the maximum cost allowed for training is \$9,000, not to exceed other set limits.
Supportive Service	\$2,000	Supportive service costs are excluded as a part of the training costs.
Life-Time / Reentry Into the Program	Administrative Approval Required	The Administrative Entity will authorize and determine whether the full cap will be offered to a returning participant. The Administrative Entity will take into consideration the participant’s current situation, evaluate why the participant is likely to succeed, and determine how much has already been expended on the participant.
Work Experience	\$5,000 (\$10)	Up to 500 hours cumulative at minimum wage.

The System Coordination Committee has proposed that the GNWDB raise the supportive services limit to \$4,000 maintaining a \$9,000 lifetime participant cost.

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 61)

Lisa Wilson

3. Old Business

4. New Business

Finance

- a. Financial Update
- b. Spending Trends (**handout**)
- c. Transferring funds from DLW to Adult (**page 54**)
- d. Dislocated Worker Grant (**page 55**)

Ashley Mathers

One-Stop Operator

- e. Business Outreach
- f. Sector Strategies (**page 35**)
- g. Apprenticeships (**page 63**)

**Laura Hart
Linda Black
Scott Asmus
Lisa Wilson**

5. Adjournment*

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

Strategic Planning Committee Meeting Minutes

May 24, 2018; 10 – 11:30 A.M.

Ramada Columbus and River's Edge Convention Center
265 33rd Ave
Columbus, NE 68601

Call to Order

Roy Lamb called the meeting of the Strategic Planning Committee is called to order at approximately 10:00 a.m. on Thursday, May 24th, 2018.

Roll Call

Members Present (8):

Erin Brandyberry	Kim Schumacher
Lisa Wilson	Alicia Fries
Roy Lamb II	Matt Gotschall
Dan Mauk	Denise Pfeifer

Members Absent (1):

Stan Zimbleman

Staff and Guests Present:

Nebraska Department of Labor – Danna Bacon, Wendy Sieler, Bernie Hansen, Pat Comfort, Karen Stohs, Becky Maggart

Nebraska Department of Economic Development – Laura Hart, Linda Black, Valentina Obfunwa

Review of Minutes

All members received and reviewed the Strategic Planning Committee Meeting Minutes from the January 18, 2018 meeting. The minutes were reviewed and approved.

Old Business

There was no old business to be discussed.

New Business

Lisa Wilson announced that Chris Callihan had resigned from the Greater Nebraska Workforce Development Board. Roy Lamb agreed to take over as Chair for the Strategic Planning Committee.

Finance Report

Danna Bacon gave an overview of spending trends in the Greater Nebraska Area. She also reviewed the programs' major expenditures for program year 2017.

Accepting PY18 Funds

Danna Bacon reviewed the local plan modification, including budget plan worksheets for youth, adult and dislocated worker programs using estimated funding levels. A draft local plan modification has been submitted to NDOL to comply with the State's policy on regional and local plans which is pending board approval.

The motion to be approved by the Board states 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.

Accepting PY18 Funds for Greater Lincoln

Danna Bacon reviewed the motion to 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.

Accepting PY18 Funds for Greater Omaha

Danna Bacon reviewed the motion to 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.

Monitor Review – Financial System

Danna Bacon reviewed the recent findings during the financial system monitor review.

Special Project – Incumbent Worker

Danna Bacon talked about the possibility of an employer taking the lead on the incumbent worker training special project. Danna gave examples of other states who have had success with this project.

One-Stop Operator

Laura Hart from Department of Economic Development explained her position and what she does as part of the One-Stop Operation. Laura reported that that in the Greater Nebraska region 108 BRE's have been conducted. Laura discussed the informational material that will be created to hand out to employers.

Valentina Obafunwa, Department of Economic Development's Industry Partnership Coordinator, gave an overview of industry partnerships in Greater Nebraska.

Apprenticeships

Danna Bacon reviewed the recent updates for the Registered Apprenticeship program. Scott Asmus, the Registered Apprenticeship Program Coordinator, was not able to be at the meeting. Danna reported that Registered Apprenticeship has grown three times the national average.

Public Comment

There was no public comment at this meeting

Meeting Dates

October 18, 2018 – GNWDB and CEOB – Holiday Inn Convention Center, North Platte

January 24th, 2019 – GNWDB and CEOB - Case New Holland, Grand Island

May 23, 2019 – GNWDB and CEOB – Location TBD

October 24, 2019 – GNWDB and CEOB - Location TBD

Adjournment

The meeting of the Greater Nebraska Strategic Planning Committee was adjourned at 11:30 a.m. Thursday, May 24, 2018.

Agenda Item **Strategic 4K:** Apprenticeships

A Few Highlights for 2018-Greater Nebraska

Henderson Healthcare (Henderson)

Henderson Healthcare is the third rural hospital in Nebraska to partner with AHIMA for Hospital Coders. An USDOL Signing Ceremony was held in April 2018.

Behlen Manufacturing (Columbus)

Behlen Manufacturing established a Welding Technician program in April 2018. This four-year program consists of related instruction provided by Central Community College and internal training at Behlen Manufacturing. Behlen Manufacturing added a Youth Registered Apprenticeship program in June 2018 for Industrial Manufacturing Technicians in partnership with Columbus High School STEM Academy. An USDOL Signing Ceremony occurred in August of 2018.

Aulick Industries (Scottsbluff)

Aulick Industries, in partnership with Scottsbluff High School, launched the first Youth Registered Apprenticeship program in Western Nebraska. Industrial Manufacturing Technician youth apprentices will receive dual credit from Western Nebraska Community College during the program. An USDOL Signing Ceremony was held in June 2018.

Employers Actively Building/Exploring Programs in Greater Nebraska

- FL Smidth (South Sioux City)
- Pepsi (North Platte)
- Tyson Foods (Lexington)

2018 Youth Registered Apprenticeship Activities-Greater Nebraska

South Sioux City High School Career Academies

This is an established intermediary program, but SSCHS is currently seeking employers in the South Sioux City area to provide on-the-job training for participating students as Industrial Manufacturing Technicians. South Sioux City High School is planning an USDOL Signing Ceremony for National Apprenticeship Week in November.

Scottsbluff High School Career Academies

Scottsbluff High School partnered with Aulick Industries for Industrial Manufacturing Technicians. This program is designed as a dual credit program with Western Nebraska Community College.



(From left to right) Terrytown Mayor Kent Greenwalt; Scottsbluff Mayor Randy Meininger; Lt. Governor Mike Foley; NE Dept. of Labor Commissioner John Albin; NE Dept. of Labor Job Training Program Coordinator Scott Asmus; U.S. Dept. of Labor State Director of Apprenticeships Debra Cremeens Risinger; Scottsbluff High School Assistant Principal of Career Academies Justin Shaddick; and Aulick Industries HR and safety director Jacob Aulick. (Courtesy, Office of Governor Pete Ricketts)

North Platte High School

North Platte High School will provide some dual credit options for apprentices via Mid-Plains Community College. North Platte High School is currently exploring a partnership with Masonite and other area employers in order to develop Industrial Manufacturing Technicians. Recently, North Platte High School added a Welder occupation to their program and is in the process of planning an USDOL Signing Ceremony in October.

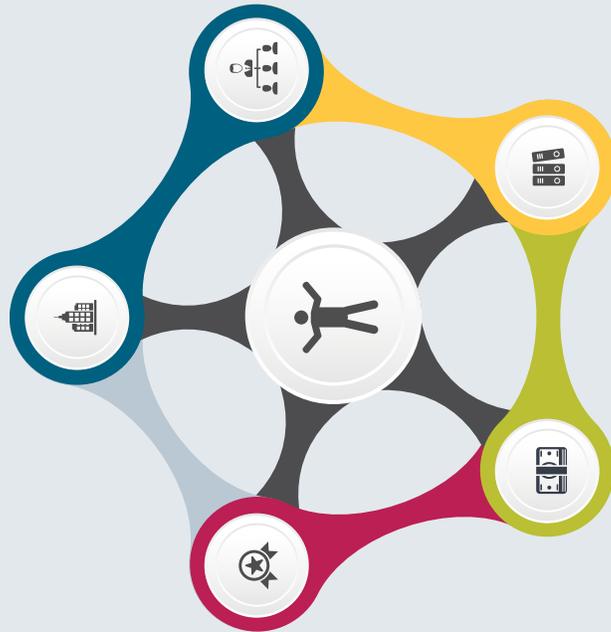
Columbus High School STEM Academy

Columbus High School STEM Academy partnered with Behlen Manufacturing to develop Industrial Manufacturing Technicians. This program will provide youth apprentices with some dual credit options through Central Community College. Once youth apprentices complete the program, some may have the opportunity to participate in Behlen Manufacturing's Welding Technician program. Behlen Manufacturing's related instruction consists of for-credit classes with Central Community College and internal Behlen training.

York High School

York High School is currently exploring options for Youth Registered Apprenticeship.

Components of a Registered Apprenticeship



1. Business Involvement

Employers are the foundation of every Registered Apprenticeship (RA) program.

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

2. Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

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

3. Related Instruction

Apprentices combine on-the-job learning with technical education from community colleges, technical schools, apprenticeship training schools, online courses, or classes held at the job site.

- Classroom learning component
- Can be delivered via the Internet, in a classroom, by vendors, or on-site using in-house (employer) experts

4. Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.

- 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 in the RA program

5. National Occupational Credential

Registered Apprenticeship programs result in a nationally-recognized credential—a 100% guarantee to employers that apprentices are fully qualified for the job.

- Apprentices receive a certificate from the United States Department of Labor at the conclusion of the program
- The USDOL certification is a national credential and is transferrable between states

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Korth First at City to Complete Federal Apprenticeship Program

Alliance Times Herald
By JOHN E. WEARE
Editor 9-15-18

Learning on the job is required for some positions. Other employees take initiative to learn. City of Alliance lineman Ethan Korth dedicated thousands of hours to complete a national program. He was awarded a certificate Thursday for the federally recognized apprenticeship program for the electric journey line worker position.

Electric employees are registered in the national program and upon meeting the standards of apprenticeship, becoming nationally certified through the Secretary of Labor for the trade. The program adds a level of responsibility for the Electric Department benefiting apprentices, the Department and community by ensuring workers meet national standards.

In this program, the city of Alliance created a well-developed, on-the-job learning program combined with related school instruction to ensure employees are skilled in all phases of the electric industry. The City recognized Korth, the first graduate from this program after having been with the City since 2014. At this time, the City has four additional apprentices at different stages of the program.

Korth was after his father, Kent, a lineman at PREMA. "I just kind of wanted to follow in his footsteps and that's what I did," he said. "(This job) is a pretty good fit. There's been turnover and loss of people, I'm still around."

Looking at future benefits,"

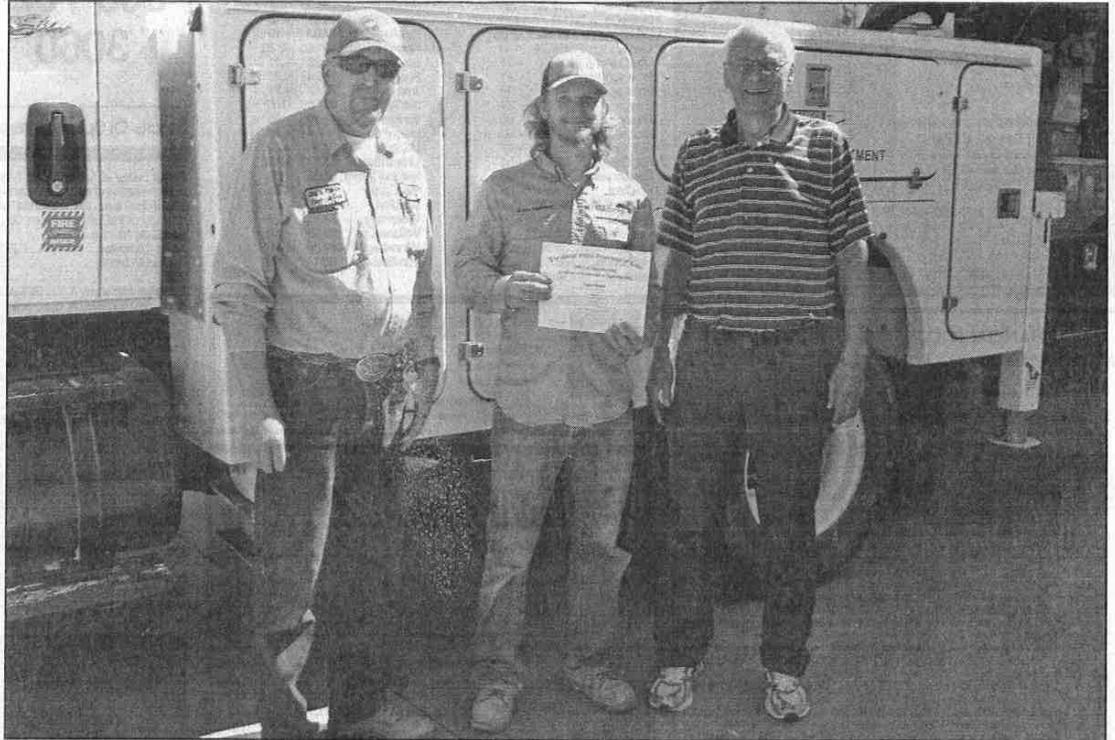


Photo by JOHN WEARE/Alliance Times-Herald

City of Alliance lineman Ethan Korth receives his certificate from City Manager Rick Kuckkahn Thursday for completing a federally recognized apprenticeship program for the electric journey line worker position. Electric Superintendent Kirby Bridge, left, was also on hand for the occasion.

Korth said, "More opportunities to move up, more life opportunities," he noted along with better pay.

"Oh everything," Korth said regarding what he learned. It is an 11-month program and the college is four years after that. All his hours were com-

pleted here with credited hours. "It touches on some things and gets your foot in the door," he said. "In this industry you're always learning something, you should never think you know everything."

Variety has been appealing

to Korth. "We're always doing something different, working in the country, sometimes we're in town, doing streetlights, building lines ... fixing car accident poles, things like that so there's always something going on," he said.

Considering the extensive

process, he said, "Yeah you got to put in your time. Doesn't matter where you go you got to put in your 8,000 hours, so you got to put your head down, learn everything you can learn. Listen to the guys that are already in the industry."

System Coordination Committee

Committee Chair: Stacey Weaver

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

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 68)

Stacey Weaver

3. Old Business

4. New Business

One-Stop System

- a. Survey Results (page 33)
- b. Survey Revision* (page 51)
- c. Referrals/Direct Linkage
- d. Partner Meetings
- e. Future Plans

Susan Nickerson

Administrative Entity

- f. Memorandums of Understanding – Update
- g. Acceptance of State’s PY 2018 & 2019 Performance Levels (page 57)
- h. Supportive Services Limits (page 59)
- i. Individual Training Accounts Policy Revision (page 57)
- j. Enrollments (page 29)
- k. Active participants by County (page 29)
- l. Monitor Review (page 70)

Kelsey Miller

5. Adjournment*

Stacey Weaver

Agenda Item System 2: Motion to Approve Minutes

System Coordination Committee Meeting Minutes

May 24, 2018; 10 – 11:45 A.M.

Ramada Columbus and River's Edge Convention Center
265 33rd Ave
Columbus, NE 68601

Call to Order

Stacey Weaver called the meeting of the System Coordination Committee is called to order at approximately 10:00 a.m. on Thursday, May 24, 2018.

Roll Call

Members Present (6):

Elaine Anderson	Greta Kickland
Stacey Weaver	Ann Chambers
Gary Kelly	
Jill Smith	

Members Absent (2):

Wayne Brozek	Charlene Lant
--------------	---------------

Staff 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 January 18, 2018 meeting. The minutes were reviewed and approved.

Old Business

There was no old business to be discussed.

New Business

EO Policy

The committee discussed aligning with the State's Equal Opportunity Policy. The committee decided to table this discussion for a later date.

One-Stop System

Susan Nickerson reviewed the recent results from the customer and employer surveys.

Survey Revision

Susan Nickerson updated the committee with an idea for revising the surveys. This would be brought up during the GNWDB and CEOB Meeting and voted on by the boards. The committee agreed to recommend that the Boards approve the survey revision.

Work Experience Wages

Dylan Wren updated the committee on the topic of increasing the work experience wages. It has previously been set to Nebraska's minimum wage. Dylan gave examples from other areas who have increase their work experience wages. The committee decided to increase the wage from \$9.00 per hour to \$10.00 per hour with a max of 500 hours.

Public Comment

There was no public comment at this meeting.

Meeting Dates

October 18, 2018 – GNWDB and CEOB – Holiday Inn Convention Center, North Platte

January 24th, 2019 – GNWDB and CEOB - Case New Holland, Grand Island

May 23, 2019 – GNWDB and CEOB – Location TBD

October 24, 2019 – GNWDB and CEOB - Location TBD

Adjournment

The meeting of the Greater Nebraska System Coordination Committee was adjourned at 11:00 a.m. Thursday, May 24th, 2017.

Agenda Item **System 4L**: Monitor Review - Youth



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

July 30, 2018

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

RE: Youth Program Monitor Review

Dear Mr. Kroner;

The Nebraska Department of Labor, Office of General Counsel, State Monitor completed a review of the Greater Nebraska Workforce Development Area (GNWDA) PY17 Workforce Innovation and Opportunity Act (WIOA) federally funded Youth Program. Program design, eligibility, management information systems, goals, activities, individual service strategies and follow-up were included within the scope of this review. 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 August 30, 2018. Corrective action plans must include internal controls used to ensure that implementation of plan occurs.

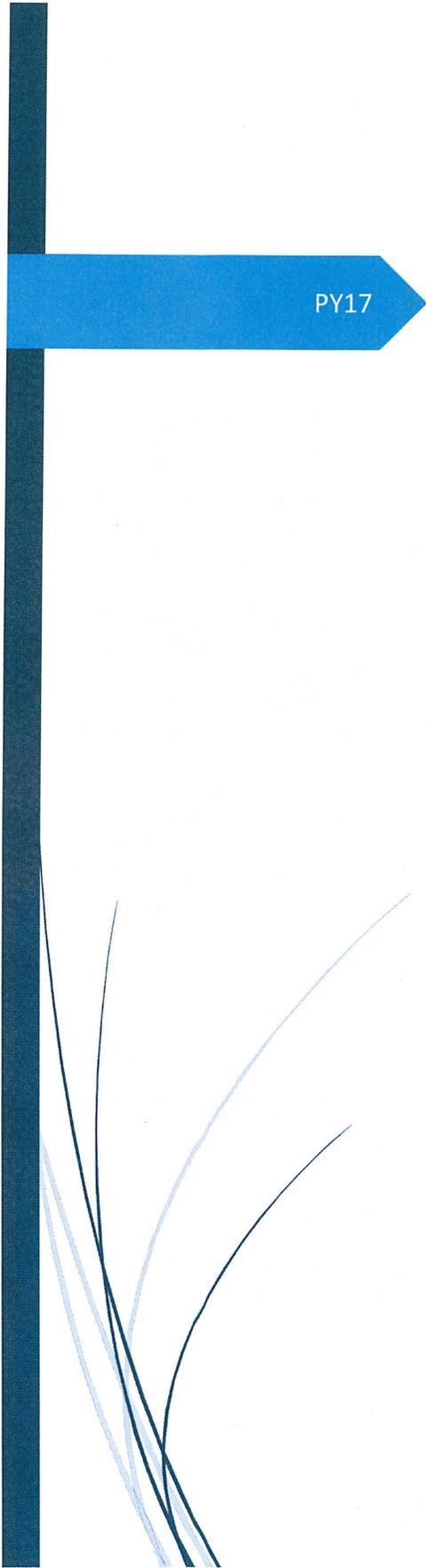
Thank you for your assistance in this review. Please feel free to contact me at cell (402) 890-9915, or by email at david.branch@nebraska.gov if there are any questions.

Sincerely,

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

David Branch
State Monitor

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



PY17

Youth Program

Greater Nebraska Workforce
Development Area

David Branch, State Monitor
OFFICE OF THE GENERAL COUNCIL
NEBRASKA DEPARTMENT OF LABOR

Greater Nebraska Workforce Development Area

Youth Program Review

July 30, 2018

SCOPE:

The Nebraska Department of Labor, Office of General Counsel, State Monitor completed a review of the Greater Nebraska Workforce Development Area (GNWDA) PY17 Workforce Innovation and Opportunity Act (WIOA) federally funded Youth Program. Program design, eligibility, management information systems, goals, activities, individual service strategies and follow-up were included within the scope of this review. Comparisons were made to WIOA, USDOL TEGLs and Issuances, Code of Federal Regulations, state WIOA policies and issuances, and the local plan.

A randomly selected sample pool of participant records was pulled from NEworks. The goal is for the sample pool to equal 10 percent or more of those reported by NEworks as enrolled and/or receiving service during the period of review. A sample pool of closures and exits was developed from NEworks. GNWDA had a total of 92 youth participants in Grand Island and Beatrice between July 1, 2017 and December 31, 2017. A random selection of 20 participant files from Grand Island and Beatrice were examined for this review.

Review activities included examination of the local plan, youth committee roster, minutes of the last two youth committee meetings, bylaws of the youth committee, written policies, budgets, fiscal reports, calendar of events, youth and worksite orientation materials, work experience (WE) forms, payroll records, youth participant injury report(s) files, NEworks reports, agreements, waiver request(s), and referrals.

FINDINGS:

1. Policies and Procedures

The policies and procedures used by GNWDA for Youth Programs were in compliance with WIOA rules, regulations, and state requirements.

2. Work Experience

Paid (subsidized) or unpaid work experience is a planned, structured learning experience in a workplace for a limited period of time that provides participants with opportunities for career exploration and skill development.¹ Services, if determined to be appropriate in order for an individual to obtain or retain employment, consist of internships and work experiences that are linked to careers.²

¹ 681.600 (a)

² WIOA Sec. 134 (c)(2)(xii)

It was observed that many participants were not in work experiences linked to their preferred careers. It was noted that this impacted overall success of the participants. It is recommended that staff focus on connecting work experience to the individual's service strategy to develop a higher rate of success.

3. Worksite Monitoring

The worksite supervisor is expected to provide supervision and training for participants, as well as monitor progress and application of job readiness skills. The ratio of trainee to supervisor shall not exceed 5 to 1.³ GNWDA policy number 22 calls for worksite monitoring once a month.

If worksites were being monitored on a monthly basis, there was not any documentation to support this in NEworks or the ECM database. A phone call to the participant or workplace does not constitute a monitoring visit. The documentation needs to show what is happening at the workplace for the participant and how the participant is progressing in the work experience.

4. Academic and Occupational Education Components

Paid and unpaid work experiences must have academic and occupational education components, which include:

- Summer employment opportunities and other employment opportunities available throughout the school year;
- Internships and job shadowing; and
- On-the-job training opportunities.⁴

The area of academic and occupational education was not sufficiently addressed by GNWDA during this review period. This area was addressed informally in case notes without any formal documentation supporting academic and occupational education components.

GNWDA has already addressed this issue during a previous review by adding occupational education and academic areas to the worksite agreements. The time period for this review was previous to the implementation of the occupational education and academic areas on the agreements.

5. Funds

The monitor review found that funds were being used according to WIOA regulations, with a minimum of 75 percent being used for out of school youth.⁵ The review consisted of 20 WIOA participant's files, of which three were WE cases under GNWDA case workers during the first two

³ GNWDA policy no. 22

⁴ WIOA Sec. 129 (c)(2)(C)

⁵ WIOA Sec. 129 (a)(4)(A)

quarters of PY 17. The 20 WIOA participant files examined came from 4 in-school youth and 16 out-of-school youth.

In compliance with WIOA, GNWDA has not completely expended PY 16 committed funds. PY15 funds were spent in compliance with WIOA laws. The funds were spent as follows: 75 percent on out-of-school youth, 20 percent on Work Experience, and 10 percent on administration. GNWDA uses a system of dividing eligible funds into separate accounts, with the correct percentages when funds are distributed. By separating the funds when disbursed, the percentages are spent correctly in compliance with WIOA.

All work experience and OJT funding was found to be in line with the correct percentages established by WIOA and Nebraska regulations. There was one incident found where the funding for the participant's activities was coming from out-of-school youth and should have been from in-school youth funds. This incident has been corrected, with the funds now coming from in-school youth funds.

The review found that non-eligible providers were being used for training and school. Providers were being used that were not on the Eligible Training Provider List (ETPL). The changes in Nebraska policy concerning eligible providers will address this concern for the future.

6. Eligibility

SEC. 129. USE OF FUNDS FOR YOUTH WORKFORCE INVESTMENT ACTIVITIES.

(a) YOUTH PARTICIPANT ELIGIBILITY.— (1) ELIGIBILITY.—

(A) IN GENERAL.—To be eligible to participate in activities carried out under this chapter during any program year an individual shall, at the time the eligibility determination is made, be an out-of-school youth or an in-school youth.

(B) OUT-OF-SCHOOL YOUTH.—In this title, the term “out-of-school youth” means an individual who is—

(i) not attending any school (as defined under State law);

(ii) not younger than age 16 or older than age 24; and

(iii) one or more of the following:

(I) A school dropout.

(II) A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter.

(III) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is-

- (aa) Basic skills deficient; or
- (bb) An English language learner⁶

GNWDA case workers were thorough and detailed about qualifying youth as either “in-school” or “out of-school.” The monitor review did not find any incidences of enrolled youth not qualifying according to WIOA standards. The case workers’ notes were detailed and specific with the forms completed in their entirety.

CORRECTIVE ACTION:

Academic and Educational Components- Each case needs to have formal documentation in the area of academic and occupational education for each separate WE or OJT case. GNWDA has already started to address this issue and no more corrective action for academic and educational components needs to happen at this time.

Tracking and Monitoring - The training schedule should be updated and changed as the trainee learns and becomes proficient in different areas during monitoring visits. Exit interviews with work experience participants to better understand the needs of the individuals within the program has previously been discussed. Exit interviews would help track the successes of the program.

Worksite Monitoring – GNWDA must ensure that worksite monitoring is occurring on a monthly basis. Proper documentation must be maintained to demonstrate worksite monitoring has occurred. It is recommended that the final monitoring visit be treated as an exit interview. This would give the participant, employer and case manager a chance to discuss future needs of the participant and employer. Exit interviews could be used to assess the successes of each program and where the programs need improvement.

⁶ WIOA Sec. 129 (a)(1)



GREATER NEBRASKA
WORKFORCE DEVELOPMENT BOARD

Pete Ricketts, Governor



August 30, 2018

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

RE: Youth Program Monitor Review

Dear Mr. Branch,

The local area has prepared an action plan in response to the State's findings.

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

Sincerely,

Danna Bacon, Job Training Program Coordinator
Nebraska Department of Labor – Interim Greater Nebraska Workforce Development Board

Attachment: Action Plan

cc: Lisa Wilson, GNWDB Chair
Pamela Lancaster, CEOB Chair
John Albin, Commissioner, Department of Labor
Stan Odenthal, Employment and Training Director, Department of Labor
Katie Thurber, General Counsel, Department of Labor
Al Kroner, Administrator of Workforce Services, Department of Labor
Kelsey Miller, Administrator of Workforce Services, Department of Labor

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

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Youth Program Monitor Review

Action Plan:

Response: Academic and Educational Components – This was addressed on the previous corrective action response in November 2017 and it was stated no more corrective action needs to happen at this time. The worksite agreement was revised and staff have been using the new version.

Response: Tracking and monitoring – The training schedule should be updated and changed as the trainee learns and becomes proficient in different areas during monitoring visits. Exit interviews with work experience participants to better understand the needs of the individuals within the program. Exit interviews would help track the successes of the program. The goals on the work-site agreement are primarily to educate the sponsor and are not updated. The Board negotiates performance measures and that is how program success is measured. In addition, customer satisfaction surveys are given to all WIOA Title IB participants and job site sponsors to better understand the needs of our customers. The local area will take steps to ensure an exit interview is completed to gather qualitative data by asking the worksite to complete an exit interview survey. This is being developed and the completed version will be forwarded for your review.

Response Worksite Monitoring Response – GNWDA must ensure that worksite monitoring is occurring on a monthly basis. Proper documentation must be maintained to demonstrate worksite monitoring has occurred. The local area will develop a monitoring tool that will be utilized to ensure consistency in monitoring on a monthly basis. This will be uploaded into ECM. Documentation in case notes with a specific subject title will also be implemented. Policy number 22, along with a recommendation to define the approved monitoring contact methods, will be presented to the Board on October 18, 2018. The final monitoring visit will be considered an exit interview. During this time, it would allow the participant, employer, and case manager an opportunity to gather qualitative data and an opportunity to discuss future needs of the participant and employer. The administrative staff will provide technical assistance to staff to ensure compliance.

Announcements

New Staff Members



Ashley Matters

Ashley Mathers is the new Greater Nebraska Workforce Local Area Program Coordinator. She began her career with the Nebraska Department of Labor in November 2015. She served as both a Wagner-Peyser and WIOA Workforce Coordinator before commencing her role as the Greater Nebraska Program Coordinator. She received her Bachelors of Science degree in Psychology with a minor in Business from Chadron State College in Chadron, NE. She and her husband Tad, reside in the Hershey area with their two boys, Chase and Ryker, where they own and operate their family ranch. She looks forward to building relationships and expanding her knowledge throughout the Greater Nebraska area.



Kelsey Miller

Kelsey Miller became an Administrator of Workforce Services in August 2018. She began her career with the Nebraska Department of Labor in August 2009. She served as the WIA Workforce Coordinator before commencing her role as Regional Manager in 2012. Kelsey is originally from Colby, KS and attended Kansas State University where she received her Bachelor's in Sociology. Kelsey has served on the Greater Nebraska Workforce Development Board since 2015, representing Wagner-Peyser. She also served on the System Coordination and Executive Committees. She currently resides in the Hershey area with her husband, Russ and two young children, Olivia and Parker.

Former Staff Members



Dylan Wren

Dylan Wren, Greater Nebraska Local Area Workforce Program Coordinator has accepted a new position with KANSASWORKS as an Operations Manager. He will be truly missed, as he was instrumental to many wonderful developments for Greater NE.

Nebraska Department of Labor will miss his networking abilities, his oversight for Greater NE, and his drive to make Greater NE awesome. Dylan and his family have moved to Kansas and are settling in nicely to the area. He says he will always be a Husker fan, but since his wife Brittney works at Emporia State University in admissions, he is supporting the Wildcats.



Wendy Sieler

Wendy Sieler, Administrative Assistant for Nebraska Department of Labor has accepted an Interim position as an Employment Services Program Specialist serving as the WIOA State Monitor. She is very excited about this opportunity as we are for her. She will still be working for NDOL, but now she will be working in the Legal Department.

Her charm and charisma will be missed, as she was dependable and punctual with all duties she acquired while working as an Administrative Assistant. We wish her the best in her new role.

New Board Member



Cliff Barley – Director of Operations, Exmark Manufacturing Beatrice

Joined Exmark in July 2018, previously Director of Operations for Ariens Co in Auburn, NE for 5 years.

Cliff started his career as an apprentice with Rolls Royce Aerospace in England, and not only achieved two degree qualifications over a 4 year period with Rolls Royce, but also worked a full time position in the manufacturing facility of Rolls Royce, specializing in sheet metal fabrications in the helicopter engines division.

It is this learning experience which is the foundation of Cliff's passion for the introduction of apprenticeship schemes in Nebraska, to encourage young people to learn hands on skills, work ethics, and achieve a recognized qualification in their chosen field of study.

Cliff's career in manufacturing, both in England, and in the USA, has given him several opportunities to introduce apprenticeship schemes and programs into the companies he has worked for. As Director of Operations for Exmark, employing 300 people, he is keen to not only develop the opportunity for apprenticeships within Exmark, but also to expand the program with other employers in Nebraska.

While at Ariens, Cliff worked with Nebraska State Directors and local community colleges to create a model for a state recognized Manufacturing Engineering Technician Program.

Cliff is a member of the Blueprint Nebraska Initiative, as a member of the Manufacturing Council. Cliff graduated Leadership Nebraska Class IX in 2016.

Former Board Members - Comments by Pamela Lancaster, CEOB Chair



Jack Anderson, County Commissioner, Sheridan County



Kent Greenwalt, Mayor of the City of Terrytown

Kent Greenwalt and Jack Anderson are indeed “two of a kind” and nearly impossible to duplicate. In the years that I have served on the Workforce Development Board, (19 to 20 years) the Board has rarely if ever experienced the level of commitment of these two gentlemen. Often, they are the Board Members who drive the most miles to attend a meeting, and yet they are there, on time, prepared and seemingly pleased to do so. I have relied on both of them for guidance in areas that I had less experience, and they have always lent their support in good faith. Personally, I will miss them and the Board will miss their expertise. I wish them both an abundance of happiness in their retirement.



Hilary Maricle, County Commissioner, Boone County

Hilary joined the CEOB running. From her first meeting it was obvious that Hilary would be a contributing member. She is informed, thinks for herself, and asks questions that assist all of the board members to make better, more informed decision. We will miss her tenacious spirit and great contribution.

Picture of GNWDB and CEOB in front of Cargill in Columbus, NE on 5-24-18



“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

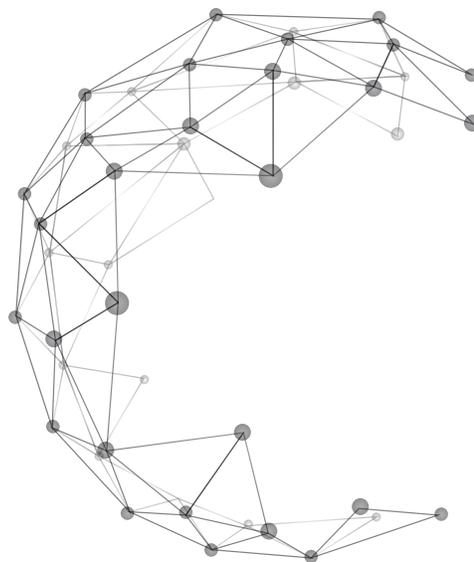
Greater Nebraska Workforce System: Opportunity + Innovation

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



Native American

- United Tribes Technical College
- Indian Center
- Little Priest Tribal College



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.



Ex-Offender Program

- Siouxland Human Investment Group



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Meeting Schedule

Date	Time	Location	Board(s)
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	Employment and Training Nebraska Department of Labor NDOL.GreaterNebraska@nebraska.gov
Board Planning/Support, and Program Coordination and Compliance	Ashley Mathers <i>Program Coordinator Employment and Training</i> Nebraska Department of Labor PHONE 308-221-6959 ashley.mathers@nebraska.gov
One-Stop Operator	Linda Black <i>Targeted Industry/Talent Manager</i> Nebraska Department of Economic Development PHONE 308-991-2986 linda.black@nebraska.gov
Program Oversight	Kelsey Miller <i>Workforce Administrator</i> Nebraska Department of Labor PHONE 308-535-8340 kelsey.miller@nebraska.gov