

Nebraska

Workforce Development Board

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Nebraska Workforce Development Board Meeting Minutes October 21, 2016

Agenda Item 1: Call to Order

Chair Mark Moravec called the Nebraska Workforce Development Board (NWDB) meeting to order on October 21, 2016, at 9:33 am at the University of Nebraska Lincoln, Innovation Campus Conference Center, 2021 Transformation Drive, Lincoln, Nebraska.

Agenda Item 2: Roll Call

Linda Pope, Recorder, called roll and a quorum was established.

Members Present (16):

John Albin	Susan Martin	Bradley Schroeder
Tammie Beck	Senator Heath Mello	Jennifer Sedlacek
Brian Deakin	Mark Moravec	Becky Stitt
Courtney Dentlinger	Don Nordell	Carol Swigart
Michael Geary	Courtney Phillips	
Allan Hale	Terri Ridder	

Members Absent (8)

Bradley Bird	James Hanson, Jr.	Governor Pete Ricketts
Matthew Blomstedt	Michelle Olson	Lisa Wilson
Jason Feldhaus	Vern Powers	

Nebraska Department of Labor Staff in Attendance:

Joan Modrell, Director, Office of Employment and Training
Angela Hansen-Kruse, Administrator of Workforce Services, Office of Employment and Training
Thomas Ukinski, Legal Counsel, Office of the General Counsel
Deb Andersen, Policy Coordinator, Office of Employment and Training
Linda Pope, Administrative Assistant/Recorder, Office of Employment and Training

Guests in Attendance:

Mark Schultz, Department of Education, Nebraska Vocational Rehabilitation Program

Madhavi Bhadbhade, Department of Health and Human Services, Senior Community Services Employment Program
Jan Norlander-Jensen, City of Lincoln, Greater Lincoln Workforce Development Area
Shannon Grotrian, Nebraska Department of Labor, Greater Nebraska Workforce Development Area
Dylan Wren, Nebraska Department of Labor, Greater Nebraska Workforce Development Area
Erin Porterfield, Heartland Workforce Solutions, Greater Omaha Workforce Development Area
Alejandra Sinecio, Heartland Workforce Solutions, Greater Omaha Workforce Development Area
Debra Cremeens-Risinger, United State Department of Labor, Office of Apprenticeship

Agenda Item 3: Notice of Publication

Linda Pope announced the Notice of Public Meeting was duly published in the Beatrice Daily Sun, Grand Island Independent, Lincoln Journal Star, North Platte Telegraph, Omaha World Herald, and Scottsbluff Star-Herald in accordance with the Nebraska Open Meetings Act. Copies of the Act were available from legal counsel or administrative staff.

Agenda Item 4: Approval of Minutes (Handout 1)

Senator Heath Mello motioned to approve the minutes of the June 17, 2016 meeting (Handout 1). Don Nordell seconded the motion. A voice vote was taken. The motion carried unanimously.

Chair Moravec announced that meeting agendas, minutes, and handouts for full board and standing committee meetings can be found on the website at www.dol.nebraska.gov under the heading "Workforce Innovation and Opportunity Act (WIOA)."

Agenda Item 5: Old Business (Handouts 2 – 6)

A. Combined State Plan Update

Chair Moravec reported that the Governor received written notification on June 29, 2016 that Nebraska's Combined State Plan received qualified approval (Handout 2). The letter of approval included a list of requested revisions to address deficiencies. One deficiency involves Nebraska's designated planning regions. The U.S. Department of Labor (the Department) is requiring a reconfiguration of the planning regions so that the local workforce development areas aren't split across two regions. Chair Moravec asked Joan Modrell to speak to the Board about the requested reconfiguration.

Ms. Modrell stated that the Governor designated three planning regions: the Greater Nebraska Region, the Metro Region, and the Southeast Region. Ms. Modrell explained that the Department feels that Nebraska's designated planning regions do

not meet the criteria established under WIOA Sec. 106(a)(2) and 20 CFR § 679.210, namely that Nebraska's local workforce development areas are split across planning regions. The Department interprets the provisions to say that local workforce development areas cannot be split across planning regions. Nebraska interprets the provisions differently, that neither provision states that a local workforce development area cannot be split across two planning regions. Rather, the provisions say that a region must consist of one local workforce development area or two or more contiguous local workforce development areas. Assignment of Nebraska's local workforce development areas to the planning regions meets the criteria established under the provisions, because all three of Nebraska's local workforce development areas are contiguous. Nebraska will request that the Department waive its required reconfiguration of Nebraska's designated regions. Once submitted, the Department has 90 days to respond to the waiver request. Based upon the Department's response, an action plan will be determined.

Chair Moravec continued on the topic of the Combined State Plan, stating that another aspect of finalization of the Combined State Plan was negotiation of Nebraska's performance goals for the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs. Chair Moravec asked Joan Modrell to provide an overview of the negotiation process.

Ms. Modrell advised the Board that the negotiated performance goals (Handout 4):

- are based on a combined use of regression and predictive models;
- focus on providing services to target populations;
- will not be used to formally evaluate the performance of local workforce development areas during Program Years 2016 and 2017 and sanctions against local workforce development areas will not be assessed during this 2-year period;
- were adopted by each of Nebraska's local workforce development board as the performance goals for their respective local workforce development areas for Program Years 2016 and 2017; and
- will be revisited early in Program Year 2017 in relation to performance goals for Program Year 2018.

Ms. Modrell also mentioned that it's likely that actual negotiations between the Department and Nebraska will be eliminated following Program Year 2017, because the Department will determine performance goals based on the data collected and analyzed (using the regression and predictive models) during Program Years 2016 and 2017.

Don Nordell asked if the performance goals relating to wages are quarterly measures. Ms. Modrell responded that the performance goals relating to wages are measured at the second and fourth quarters, rather than at the 6-month time point used in the past.

Chair Moravec closed discussion of the Combined State Plan by saying:

- a revised version addressing the requested revisions was resubmitted on September 1, 2016; and
- it will be available for download following this meeting.

B. Program Year 2015 Annual Report

Chair Moravec stated that the Program Year 2015 Annual Report was submitted to the Department on October 3, 2015. Chair Moravec and asked the Board members to review the report as well as Handouts 5 and 6 and asked Joan Modrell to provide an overview of the report and handouts.

1) PY 2015 Annual Report

Ms. Modrell asked John Albin to comment on the Cargill worker training project (Columbus Works) represented on the front cover of the annual report. Mr. Albin explained that Cargill's Columbus facility closed for to upgrade the facility with more sophisticated equipment requiring the workers to have higher English language and computer literacy skills. The facility shutdown impacted 121 workers. Of that number, 84 were laid off with the intent of retraining them to be rehired upon completion of the plant upgrade.

Mr. Albin went on to say that collaborative efforts between Cargill, the Department of Education, the Department of Labor, Platte Valley Literacy and the Central Community College provided the training, resulting in upskilling for 118 of the 121 workers. Cargill projects that it will reemploy 84 of the 121 effected workers at an hourly rate increase of \$2 on average.

Courtney Dentlinger added that the Department of Education is following up with a job training grant, providing customized job training, to expand training at the Cargill facility beyond the 84 trained under the Columbus Works Program.

Ms. Modrell also added that the Columbus Works Program is essentially a "sector strategy" in that the program was based on the collaborative efforts of multiple workforce system stakeholders focusing on the training needs of a specific industry.

2) Summary of Statewide Performance, Program Year 2015 WIA Common Measures (Handout 5, side 1)

Ms. Modrell stated that the performance measures presented in Handout 5, side 1, are WIA (Workforce Investment Act of 1998) measures, which were still in effect during Program Year 2015 as Nebraska transitions to WIOA (Workforce Innovation and Opportunity Act of 2014) measures.

3) *Statewide and Local Workforce Development Area Program Participant Demographics (Handout 5, side 2)*

Ms. Modrell explained the facts and figures provided in Handout 5, side 2.

Michael Geary pointed out that the Greater Omaha new enrollments of offenders was almost double that of the statewide average. Mr. Geary asked if there is a special program driving this rate of participation in the Greater Omaha area. Ms. Modrell asked Erin Porterfield or Alejandra Sinecio to discuss Greater Omaha's Reentry Program. Ms. Porterfield responded that Heartland Workforce Solution (HWS) providers have access to one-stop which provides services to the correction facility. This provides offenders with easy access to workforce transitioning services. Additionally, there are at least two providers at HWS's one-stop that have corrections backgrounds, and strategies are in place to provide WIOA outreach staff to work at correction facilities on a monthly basis. HWS's Reentry Program activities concentrate on identification of those offenders most in need and the applicable services.

Ms. Modrell added that a planning session is scheduled with the Nebraska Department of Corrections. Representatives from each of Nebraska's local workforce development areas have been invited. The focus of the planning session is to determine the best approach to providing employment and training services to individuals who will be exiting the correctional facilities.

4) *Summary of State and Local WIOA Revenues for Program Year 2015 (Handout 6, side 1)*

Ms. Modrell provided an overview of Program Year 2015 WIOA funding (Handout 6, side 1), including:

- Adult, Dislocated Worker, and Youth program funding;
- State-level funding; and
- Local workforce development area funding.

4) *Summary of Statewide and Local Workforce Development Areas Average Costs per Participant, excluding Administrative Costs (Handout 6, side 2)*

Ms. Modrell provided an overview of Program Year 2015 average costs per participant for Adult, Dislocated Worker, and Youth programs (Handout 6, side 1). Statewide the average costs per participant, excluding administrative costs, are:

- \$3,025 per Adult;
- \$3,238 per Dislocated Worker; and
- \$4,287 per Youth.

Ms. Modrell indicated that the System Alignment Committee will be evaluating the best approach to determining the average cost per participant, including consideration of:

- whether to include administrative costs in the calculations;
- the cost variance among local workforce development areas; and
- other factors.

Ms. Modrell invited questions.

Jennifer Sedlacek asked if Greater Lincoln enrollments (see Handout 5, side 2) area typically as low as those for Program 2015. Ms. Modrell asked Carol Swigart or Jan Norlander-Jensen to address the question. Ms. Swigart stated that the Greater Lincoln Workforce Development Board is currently evaluating and investigating methods for increasing enrollment and lowering the average cost per participant. Ms. Norlander-Jensen added that the Greater Lincoln Workforce Development Board developed a program-performance scorecard in May 2016, which is currently in use as a tool for program-performance monitoring. Ms. Norlander-Jensen also stated that the Greater Lincoln provider is very aware of the Greater Lincoln Workforce Development Board's concerns and the board's executive committee is meeting in early November to again discuss performance of the Greater Lincoln Adult, Dislocated Worker, and Youth programs. Finally, Ms. Norlander-Jensen advised the Board that her role as Workforce Administrator for Greater Lincoln is a function that now reports to the Mayor's Office rather than Urban Development, which serves as Greater Lincoln's provider. This restructuring provides Ms. Norlander-Jensen greater latitude to analyze, comment on, and challenge performance numbers.

Agenda Item 6: New Business

A. System Alignment Committee Report (Handout 7)

Chair Moravec asked Terri Ridder to provide the infrastructure funding update.

Ms. Ridder stated that WIOA requires the Board to consider four factors when developing the allocation formula to be used under the state infrastructure funding mechanism. The local workforce development boards were asked for input regarding the factors. Ms. Ridder provided the Board with an overview of the factors as well as local workforce development board responses and invited comments and suggestions from the Board on each factor and local workforce development board recommendations.

Joan Modrell reminded the Board that the state infrastructure funding mechanism is triggered only when local workforce development boards aren't able to reach consensus with required one-stop partners when negotiating memorandums of understanding (MOUs) covering infrastructure and shared costs. Ms. Modrell added that local workforce development board must have MOUs in place by July 1, 2017.

Terri Ridder asked by what date must the allocation formula be developed. Ms. Modrell stated that the allocation formula must be in place by March 2017 in order to ensure that the state infrastructure funding mechanism may be utilized in the event

of an impasse among a local workforce development board and its required one-stop partners.

Courtney Dentlinger asked about the number of one-stops in Nebraska. Ms. Modrell responded saying that there are currently three comprehensive sites and eleven Nebraska Department of Labor service delivery locations. Ms. Modrell added that this current one-stop structure may change based on the requirements under WIOA and the one-stop certification processes of each local workforce development board.

Carol Swigart provided an update on the Eligible Training Provider List:

- Eligible Training Provider List includes:
 - 24 approved providers
 - 533 approved programs
 - 424 of the approved programs are H3
 - 14 Registered Apprenticeship programs
- For the July 2016 review period
 - New applications
 - 58 applications reviewed
 - 54 programs determined eligible
 - 4 programs determined ineligible
 - Redetermination following release of WIOA final rules
 - Based on clarifying language on acceptable program outcomes:
 - 2 programs previously determined eligible had a total score increase of one (1)
 - 4 programs previously determined ineligible are now eligible
 - 2 certified nurse aide programs
 - 2 medication aide programs
- For the October 2016 review period
 - 7 providers submitted 21 applications
 - Determinations will be made by December 1, 2016
- The Eligible Training Provider List now available on NEworks

Chair Moravec asked about the requirements for inclusion of Registered Apprenticeship Programs on the Eligible Training Provider List. Joan Modrell stated that to be included on the list they need to be United States Department of Labor Apprenticeship Registered Apprenticeship Program. Deb Andersen added that Registered Apprenticeship Programs are not subject to the eligibility and determination process and that they need only to express an interest to be on the list.

Chair Moravec asked if internship programs have been considered for inclusion on the Eligible Training Provider List. Ms. Modrell stated internships are covered under other provisions of WIOA that focus on work-based learning. Courtney Dentlinger added that the state offers internship incentives through the Nebraska Department of Economic Development.

Don Nordell asked which types of training providers are the predominant type of Eligible Training Providers. Ms. Modrell stated that she estimates that 95% of Eligible Training Providers are community colleges and indicated that statistics on the characteristics of Eligible Training Providers and programs will be provided to the Board during its next meeting.

B. Strategic Direction Committee Report (Handout 8)

Chair Moravec asked Brian Deakin to provide an update on the workforce system and regional planning process.

Mr. Deakin stated that NDOL contracted with Vivayic to help local workforce development areas with regional planning processes. Seth Derner from Vivayic has been and will continue working with the local workforce development areas throughout the final months of 2016.

Mr. Deakin provided the Board with an overview of activities occurring in Nebraska to date that center on sector partnerships and strategies, including:

- the sector partnership and strategies event held in September 2015, at which Lindsey Woolsey was guest speaker and facilitator;
- the passage of LB1110, which includes the Sector Partnership Program Act, introduced by Senator Heath Mello; and
- the Sector Partnership and Strategies session held on October 20, 2016, at which Lindsey Woolsey was again guest speaker and facilitator.

Mr. Deakin introduced Lindsey Woolsey, President of The Woolsey Group, to the Board. Ms. Woolsey presented to the Board a summary of the October 20 sector partnerships and strategies session, including an overview of the five elements of Nebraska's Sector Strategy identified by session attendees, which includes:

1. an clear vision;
2. a designated state-level leadership team;
3. regional labor market information;
4. a technical assistance capacity plan that centers around definition, messaging, and how to get sector partnerships established; and
5. identification of metrics by which Nebraska's return on investment can be measured.

Mr. Deakin asked Ms. Woolsey to address funding in relation to sector strategies. Ms. Woolsey stated that there are examples available of how states have developed plans with minimal funding. Ms. Woolsey also stated that designated funding can accelerate the development of sector partnerships and strategies. Ms. Woolsey indicated that states have made use of existing funding, WIOA and professional development funding streams, as well as philanthropic investor partnerships.

Ms. Woolsey concluded by addressing the state's role in creating the conditions under which industry sector partnerships will succeed. Even though industry sector

partnerships are definitively local, there are many activities that can occur on a statewide basis, including state-level task forces or councils that focus on:

- policy changes that support the development and continuation of industry sector partnerships;
- identification of industry-wide skills needs; and
- identification and development of a shared statewide, industry-specific curricula among training providers.

Ms. Woolsey also addressed the Board's role in creating conditions which support industry sector partnerships. One of the most important activities for the Board to consider is how labor market information is organized and provided in a consistent manner to support wise, joint decision making by local workforce development boards and areas, education partners, and economic development partners on which industry sectors warrant their collective action. Ms. Woolsey added that three additional important activities for the Board to consider are consistency around definition, messaging, and the "how to" of getting sector partnerships up and running. Ms. Woolsey identified a fifth activity of importance to the Board, establishment of a state-level leadership team.

Courtney Dentlinger asked Ms. Woolsey to address how duplication of effort is eliminated under sector partnerships. Ms. Woolsey emphasized the importance of coordination among support partners from education, workforce development, and economic development in relation to industry engagement. Coordination will produce a full understanding, for instance, of the saturation point of and how many workers are needed in a community. As an example, Ms. Woolsey stated that if a community college and representatives from an industry cluster are working on the issue independently, the result may be an over saturation of workers resulting in wage depression.

Courtney Dentlinger stated that an important point to remember is that the sector-partnership model is a proven model having positive results. Ms. Woolsey added that WIOA supports the sector-partnership model.

Don Nordell asked how states are capitalizing on this model. Ms. Woolsey indicated that one way is taking advantage of the existing body of sector-partnership work. If a new partnership is needed, the correct talking points and outreach strategies would need to be developed to ensure that industry representatives understand what is being built and out how it will leverage and support on their agenda.

Chair Moravec asked Ms. Woolsey to report on the number of sector partnerships in which she's been involved. Ms. Woolsey indicated that she's been doing sector-partnership work for almost twelve years and worked in fourteen different industries in sixteen states. I've helped directly launch or sustain and develop 50 sector partnerships. Chair Moravec thanked her for her guidance and support.

C. Next Board Meeting

Chair Moravec indicated that Handout 9 provides a list of proposed dates for calendar year 2017 meetings of the Board and its committees and subcommittees. Chair Moravec noted that the March 20, 2017 Executive Committee meeting falls a Monday and may need to be changed.

Agenda Item 7: Public Comment

Chair Moravec asked if there were any questions or comments from the public. Carol Swigart mentioned that Seth Derner did a fantastic job with Lincoln's facilitation process. Ms. Swigart also inquired about the state's regional planning process timeline, once the facilitation meetings are complete. Joan Modrell commented that work accomplished during the regional planning sessions builds the foundation for the regional plans that must be submitted by March 15, 2017. Ms. Swigart asked to whom the plan should be submitted. Ms. Modrell indicated that the submission and approval process will be provided to the local workforce development boards in the near future.

Agenda Item 8: Adjournment

Michael Geary motioned to adjourn the meeting. Bradley Schroeder seconded the motion. A voice vote was taken. The motion carried unanimously. Chair Moravec declared the meeting adjourned at 11:45 am.