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Nebraska Workforce Development Board
 Meeting Minutes
 March 5, 2021, 9a – 12p
 Administrative Services Building
 Conference Room D, 4th Floor
 1526 K Street, Lincoln, Nebraska 68508

Agenda item 1. Call to Order

Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on March 5, 2021 at approximately 9a at Nebraska Department of Administrative Services, 4th floor, Conference Room D, Lincoln, Nebraska.

Agenda item 2. Roll Call

Nicole Goodwin called roll and advised Chair Moravec that quorum was established.

Members in attendance

- | | |
|-----------------------|-----------------------|
| 1. Senator Greg Adams | 10. Mark Moravec |
| 2. John Albin | 11. Don Nordell |
| 3. Elizabeth Babcock | 12. Terri Ridder |
| 4. Brian Deakin | 13. Bradley Schroeder |
| 5. Gary Dixon | 14. Jennifer Sedlacek |
| 6. Lindy Foley | 15. Senator Jim Smith |
| 7. Allen Hale | 16. Becky Stitt |
| 8. James Hanson, Jr. | 17. Paul Turman |
| 9. Susan Martin | |

Members absent

- | | |
|---------------------------|-------------------|
| 1. Governor Pete Ricketts | 7. Anthony Goins |
| 2. Senator Joni Albrecht | 8. Tate Lauer |
| 3. Kyle Arganbright | 9. Kyle Nixon |
| 4. Phil Bakken | 10. Danette Smith |
| 5. Jason Feldhaus | 11. Carol Swigart |
| 6. Michael Geary | 12. Lisa Wilson |

Nebraska Department of Labor (NDOL) Board Support Staff

1. Deb Andersen, Reemployment Services Administrator, Division of Reemployment Services
2. Dawn Carrillo, Reemployment Services Program Analyst, Division of Reemployment Services
3. Nicole Goodwin, Administrative Assistant, Division of Reemployment Services

4. Shauna Smith, Reemployment Services Administrator, Division of Reemployment Services
5. Erica Sousek, Reemployment Services Program Coordinator, Division of Reemployment Services
6. Katie Thurber, General Counsel, Office of the General Counsel

Agenda item 3. Notice of Publication

Nicole Goodwin announced that 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. Nicole also announced that notice of the meeting was also posted on the State of Nebraska Public Meeting Calendar, and that the notices were published in accordance with the requirements of the Nebraska Open meetings Act.

Agenda item 4. Approval of Minutes

Chair Moravec called the Board's attention to the draft minutes from the last meeting of the Board held on September 10, 2020, which were included in the Board Members' meeting packets as Handout 1. The minutes were emailed to Members of the Board on March 3, 2021. Chair Moravec asked if Members Board had additions or corrections to the minutes. No additions or corrections were provided by Board Members. Deb Andersen recommended corrections to the September minutes. In sections 4 and 8 of the minutes, the links to the Board's webpage are no longer valid due to recent restructuring of the Nebraska Department of Labor website, on which the Board's webpage is housed.

Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made. James Hanson, Jr. motioned to approve the minutes of the September 10, 2020 meeting of the Board, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by voice vote. The vote carried unanimously.

Chair Moravec reminded the Board that agendas, minutes, and packets provided during meetings of the Board are available on Board's webpage, which is accessible at <https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>.

Agenda item 5. Old business

a. Career Pathways Update – Facebook Career Connections – Digital Marketing

Chair Moravec introduced Bobbi Jo Howard, who gave an update on the Facebook Career Connections initiative. Bobbi Jo called the Board's attention to Handout 2 and provided the Board with an overview of its contents. Bobbi Jo advised the Board of the ongoing efforts at NDOL to convert employee work experience into a permanent placement through the Facebook Career Connections initiative.

Chair Moravec asked how many were being recruited. Bobbi Jo replied that they were recruiting 15 job seekers, and that the program begins on April 3rd.

b. JAG Nebraska Update

Chair Moravec explained to new Board members the history of the Board's involvement with the JAG Nebraska program. He then introduced Shauna Smith, who provided the Board with an update on the JAG Nebraska program. Shauna called the Board's attention to Handouts 3 and 4

and provided the Board with an overview of the program, NDOL's most recent participation and performance outcomes with JAG. She then opened the floor for questions.

Paul Turman referenced Handout 3 and asked the meaning of the asterisk by Monroe and Bryan Middle Schools. Shauna replied that it means Monroe and Bryan Middle Schools just started in January 2021, which means they are still in the development phase. They are getting students enrolled as well as lining up JAG specialists and teachers.

Paul also asked about comparing numbers for performance, and whether those standards the national standards for JAG programs. Also, going on to post-secondary or getting credentials, whether that is because the majority have gone into employment, meaning they are less likely to go on for a credential of some kind. Shauna replied that she would provide that information at a later time.

Don Nordell asked that the schools are doing versus what the students are doing to get involved. Shauna replied that United Way of the Midlands operated JAG Nebraska, and they partner with the schools. JAG helps schools establish the program and they recruit for the JAG specialists. They provide the classroom and integration of the teacher, as well as the school and the program. They also work with school counselors to identify students who could benefit from the program and who are willing to participate.

Lindy Foley asked if there is any demographic information for the students who are participating in JAG. Shauna replied that the information is available, and that she would retrieve that information to share with the Board.

c. Nebraska Department of Labor Update

Chair Moravec introduced Deb Andersen, who provided the Board with an update on recent NDOL activities. Deb called the Board's attention to Handouts 5 through 10 and gave an overview of State and local area performance negotiations for Title I programs, the recent Federal review of the State and the Greater Nebraska Workforce Development Area, and the newly established statewide planning region. Deb opened the floor for questions.

Paul Turman asked who negotiations are happening with and where they are taking place. Deb responded that negotiations occur between NDOL's State WIOA Team and local area Chief Elected Officials, local workforce development board representatives, and local area administrative entity staff.

d. Registered Apprenticeship Update

Chair Moravec introduced Elliott Cain, who provided the Board with an update on the Registered Apprenticeship Program. Elliott called the Board's attention to Handout 11 and 12, and gave an overview of the program's core components, NDOL's role and participation, and its benefits and metrics. Elliott opened the floor for questions.

Terri Ritter asked if the list of occupations were on the website. Elliott replied that yes, they were on the website.

Chair Moravec asked if a schedule is provided as to what workers need to be trained on. Elliott responded that NDOL has a schedule because they have worked in certain industries, but the work process comes from the US Department of Labor.

Allan Hale asked what kind of industry gets the most “bang for its buck.” Elliott responded that manufacturing is the leader in Nebraska.

Paul Turman asked about utilization of a rubric that's tied to knowledge-based elements, and whether that is hours-driven or is the mentor responsible for evaluating the rubric in relation not the apprentice. Elliott responded that it depends on the rubrics, the occupation and which one is selected. Paul had a second question, asking how workers transferring to a different state and whether there are inconsistencies because each state has different licensing standards. Elliott answered that it depends on the occupation.

Chair Moravec brought up the academic aspect of Registered Apprenticeship, and Allan Hale asked whether there were educational components inside of the programs. Elliott responded that it depends on the specific occupation and what is required for it. Local community colleges are usually approached because they tend to have what is needed for that employer.

Agenda item 6. New business

a. Subcommittee Appointments

Chair Moravec introduced the first item of new business, subcommittee appointments. He stated that the bylaws were emailed to the Board members on March 3, 2021 and will be posted on the Board's website. Amendment of the bylaws eliminated the Evaluation Review and Subcommittee and reassigned the responsibilities of that subcommittee to the Policy and Oversight Subcommittee and the Strategy and Innovation Subcommittee. The Board decided in March of 2020 to exclude members of the Board's Executive Committee from subcommittee service to ensure that subcommittee meetings comply with Sections 5.9 and 5.10 of the bylaws. After consulting with Vice Chair Bradley Schroeder and the NDOL State WIOA Team, Chair Moravec said he made the appointments to the Policy and Oversight Subcommittee and Strategy and Innovation Subcommittee. He then directed Board Members' attention to Handout 13, rosters for the Subcommittees, and opened the floor for questions. No questions were asked.

b. Subcommittee Reports

Chair Moravec introduced the next item of new business, subcommittee reports. James Hanson, Jr. provided the Policy and Oversight Subcommittee report. James stated that the Policy and Oversight Subcommittee is in the process of scheduling a meeting with State Plan Partners, during which implementation of goals and strategies outlined in the State Plan will be discussed, in addition to the mandatory two-year modification of the State Plan, which must be submitted to US Departments of Education and Labor by April 1, 2022. Chair Moravec opened the floor for questions; no questions were asked.

Chair Moravec presented the Strategy and Innovation Subcommittee report on behalf of Michael Geary. The Strategy and Innovation Subcommittee will be meeting during the next calendar quarter. The Subcommittee will discuss resumption of the project to compile a list of workforce focused groups and initiatives operating across Nebraska. There will also be a discussion on ways the subcommittee can work with the Policy and Oversight Subcommittee and support the State Plan Partners in their implementation of the goals and strategies outlined in the State Plan and the development of the two-year modification of the State Plan. Chair Moravec opened the floor for questions; no questions were asked.

Agenda item 7. Member Updates

Chair Moravec asked Members of the Board for updates on their respective industries or organizations and updates on local area activities from Board Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

Agenda item 8. Public Comment

Chair Moravec opened the floor for public comment. No public comments were made.

Agenda item 9. Next Meeting – Date and Time

Chair Moravec reminded the Members of the Board that the next meeting of the Board is scheduled for June 11, 2021 from 9a to 12p with location pending. If the date or time of the meeting changes, Members of the Board would be notified by email.

Members of the public may confirm the dates and times of the meetings of the Board by checking the Upcoming Meetings section of the Board's webpage. The Board's webpage is accessible at <https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>.

Agenda item 10. Adjournment

Chair Moravec asked for a motion to adjourn the meeting. Brian Deakin motioned that the meeting be adjourned, and Becky Stitt seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously. The meeting adjourned at approximately 10:40a.

How this file is organized

- The *Performance assessment overview* tab (page 2) provides general information about the assessment, as well as information on performance thresholds for determining failure to meet adjusted levels of performance.
- The *Adjustment calculation factors* tab (page 3) describes how adjusted levels of performance are calculated.
- The *GL, GN, and GO PY19 performance outcomes* tabs (pages 4 - 6) provide individual local-area single indicator scores, overall local-area single program scores, and overall local-area single indicator scores. Determinations on performance failures are also identified.
- The remaining tabs (pages 7 - 72) provide information on adjustment calculations by local area, program, and individual single indicators.
Pages 7 - 72 are not included in this Handout but are accessible on the Boards' webpage.

Handout 2

Performance assessment overview for PY 2019

Nebraska Department of Labor (NDOL)

June 3, 2021

This report is NDOL's assessment of PY 2019 performance results for GL, GN, and GO Title I programs. Performance has been assessed based on each local area's PY 2019:

- negotiated levels of performance;
- actual levels of performance;
- actual participant characteristics;
- actual economic conditions; and
- coefficients provided by the Employment and Training Administration (ETA) in its PY 2019 State Performance Assessment of Nebraska's Title I programs.

The data provided in this report will be used to determine each local area's success or failure to meet adjusted levels of performance and the need for technical assistance or corrective actions following consecutive failures to meet local area adjusted levels of performance, as required under WIOA Sec. 116(g) and described in the State's current performance accountability policy. Similarly, the PY 2019 State Performance Assessment of Nebraska's Title I programs will be used by ETA to determine the need for corrective action and sanctions against Nebraska, as described in 20 CFR § 677.190(b), TEGL 11-19, and the State's current performance accountability policy.

Things to note

- This report is an adaptation of ETA's PY 2019 State Performance Assessment of Nebraska's Title I programs.
- In its development of the PY 2019 State Performance Assessment of Nebraska's Title I programs:
 - * the model estimates used by ETA are only proxy estimates, as they were generated using only WIA data as a proxy;
 - * indicator scores for the measurable skill gains indicator could not be evaluated by ETA, because there is no WIA data that can be used as a proxy; and
 - * the median earnings indicator for the youth program could not be assessed by ETA, because an adequate proxy WIA model could not be developed due to the lack of WIA data.
- Performance for the measurable skill gains indicator will first occur for PY 2020 and PY 2021.
- Performance for the youth median earnings indicator will first occur for PY 2020 and PY 2021.

Thresholds for determining failure to meet adjusted levels of performance

NDOL has established the following thresholds for determining a local area's failure to meet adjusted levels of performance:

- Individual local-area single indicator score. For any single indicator for an adult, dislocated worker, or youth program, failure to meet an adjusted level of performance for a single indicator occurs when the single indicator score falls **below 50 percent** of the area's adjusted level of performance for the single indicator, *calculated by dividing the actual level of performance achieved by the adjusted level of performance*.
- Overall local-area single program score. For any single adult, dislocated worker, or youth program, failure to meet overall adjusted levels of performance for the program occurs when the overall local-area single program score falls **below 90 percent**. *The overall program score is the average of all individual single indicator scores for the program*.
- Overall local-area single indicator score. For any single indicator across all local area adult, dislocated worker, and youth programs, failure to meet adjusted levels of performance by a local area for a single indicator occurs when the individual local-area single indicator score falls **below 90 percent** of the adjusted levels of performance for that indicator when compared to the overall local-area single indicator score. The overall local-area single indicator score is the average of scores for an individual local-area single indicator across all local area adult, dislocated worker, or youth programs.

PY 2019 adjusted levels of performance: Adjustment calculation factors

For each indicator, the tables show the estimates for each of the variables in the statistical adjustment model and the related actual data. This data is used to determine the adjusted level of performance. The definitions of the table columns are as follows:

- *Coefficient - state* : The effect (or weight) of the variable calculated at the state level.
- *PY Prior - local area* : The actual data for each variable for this local area in the last PY prior to negotiations.
- *PY Actual - local area* : The actual data for each variable for the local area in PY 2019.
- *Variable estimate0* : The amount the variable contributed to the pre-PY 2019 predicted target for this indicator as used as a factor in negotiations. It is calculated by multiplying the Coefficient by the PY Prior - local area.
- *Variable estimate1* : The amount the variable contributed to the post-PY 2019 predicted target for this indicator using actual PY 2019 data. It is calculated by multiplying the Coefficient by the PY Actual - local area.
- *Adjustment* : The amount the variable contributed to the adjustment factor for the indicator. It is calculated by subtracting *Variable estimate0* from *Variable estimate1* .

For each indicator, the *adjustment factor* is the amount the performance level is adjusted (up or down) for the indicator. It is calculated by totaling the adjustment percentages for all variables. This results in the *adjusted level of performance* for the indicator.

Greater Lincoln Workforce Development Area -- Performance outcomes for PY 2019 based on adjusted levels of performance

Nebraska Department of Labor (NDOL)

June 9, 2021

Red indicates performance failure based on the thresholds described below.

| Adult program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Adult Q2 employment rate | 83.24% | 99.35% | 83.78% |
| Adult Q4 employment rate | 93.45% | 97.95% | 95.41% |
| Adult median earnings | 118.84% | 91.83% | 129.41% |
| Adult credential attainment | 162.02% | 102.97% | 157.35% |
| Overall local-area single program score | 114.39% | | |

| Dislocated worker program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Dislocated worker Q2 employment rate | 98.95% | 99.35% | 99.60% |
| Dislocated worker Q4 employment rate | 95.74% | 97.95% | 97.75% |
| Dislocated worker median earnings | 105.79% | 91.83% | 115.20% |
| Dislocated worker credential attainment | 123.17% | 102.97% | 119.62% |
| Overall local-area single program score | 105.91% | | |

| Youth program | Individual local-area single indicator score | Overall local-area single indicator score* | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|--|--|
| Youth Q2 employment rate | 92.15% | 99.35% | 92.75% |
| Youth Q4 employment rate | 98.91% | 97.95% | 100.99% |
| Youth credential attainment | 31.27% | 102.97% | 30.37% |
| Overall local-area single program score | 74.11% | | |

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| <p>Thresholds for determining failure to meet adjusted levels of performance</p> <p>NDOL has established the following thresholds for determining a local area's failure to meet adjusted levels of performance:</p> <p>-- <u>Individual local-area single indicator score</u>. For any single indicator for an adult, dislocated worker, or youth program, failure to meet an adjusted level of performance for a single indicator occurs when the single indicator score falls below 50 percent of the area's adjusted level of performance for the single indicator, calculated by dividing the actual level of performance achieved by the adjusted level of performance.</p> <p>-- <u>Overall local-area single program score</u>. For any single adult, dislocated worker, or youth program, failure to meet overall adjusted levels of performance for the program occurs when the overall local-area single program score falls below 90 percent. The overall program score is the average of all individual single indicator scores for the program.</p> <p>-- <u>Overall local-area single indicator score</u>. For any single indicator across all local area adult, dislocated worker, and youth programs, failure to meet adjusted levels of performance by a local area for a single indicator occurs when the individual local-area single indicator score falls below 90 percent of the adjusted levels of performance for that indicator when compared to the overall local-area single indicator score. The overall local-area single indicator score is the average of scores for an individual local-area single indicator across all local area adult, dislocated worker, or youth programs.</p> |
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Greater Nebraska Workforce Development Area -- Performance outcomes for PY 2019 based on adjusted levels of performance

Nebraska Department of Labor (NDOL)

June 9, 2021

Red indicates performance failure based on the thresholds described below.

| Adult program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Adult Q2 employment rate | 100.36% | 99.35% | 101.01% |
| Adult Q4 employment rate | 98.89% | 97.95% | 100.96% |
| Adult median earnings | 120.43% | 91.83% | 131.14% |
| Adult credential attainment | 121.99% | 102.97% | 118.47% |
| Overall local-area single program score | 110.42% | | |

| Dislocated worker program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Dislocated worker Q2 employment rate | 110.46% | 99.35% | 111.18% |
| Dislocated worker Q4 employment rate | 102.01% | 97.95% | 104.15% |
| Dislocated worker median earnings | 113.46% | 91.83% | 123.55% |
| Dislocated worker credential attainment | 95.81% | 102.97% | 93.05% |
| Overall local-area single program score | 105.44% | | |

| Youth program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Youth Q2 employment rate | 116.86% | 99.35% | 117.62% |
| Youth Q4 employment rate | 110.10% | 97.95% | 112.41% |
| Youth credential attainment | 83.00% | 102.97% | 80.61% |
| Overall local-area single program score | 103.32% | | |

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| <p>Thresholds for determining failure to meet adjusted levels of performance</p> <p>NDOL has established the following thresholds for determining a local area's failure to meet adjusted levels of performance:</p> <p>-- <u>Individual local-area single indicator score</u>. For any single indicator for an adult, dislocated worker, or youth program, failure to meet an adjusted level of performance for a single indicator occurs when the single indicator score falls below 50 percent of the area's adjusted level of performance for the single indicator, calculated by dividing the actual level of performance achieved by the adjusted level of performance.</p> <p>-- <u>Overall local-area single program score</u>. For any single adult, dislocated worker, or youth program, failure to meet overall adjusted levels of performance for the program occurs when the overall local-area single program score falls below 90 percent. The overall program score is the average of all individual single indicator scores for the program.</p> <p>-- <u>Overall local-area single indicator score</u>. For any single indicator across all local area adult, dislocated worker, and youth programs, failure to meet adjusted levels of performance by a local area for a single indicator occurs when the individual local-area single indicator score falls below 90 percent of the adjusted levels of performance for that indicator when compared to the overall local-area single indicator score. The overall local-area single indicator score is the average of scores for an individual local-area single indicator across all local area adult, dislocated worker, or youth programs.</p> |
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Greater Omaha Workforce Development Area -- Performance outcomes for PY 2019 based on adjusted levels of performance

Nebraska Department of Labor (NDOL)

June 9, 2021

Red indicates performance failure based on the thresholds described below.

| Adult program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Adult Q2 employment rate | 92.61% | 99.35% | 93.21% |
| Adult Q4 employment rate | 93.47% | 97.95% | 95.43% |
| Adult median earnings | 104.12% | 91.83% | 113.39% |
| Adult credential attainment | 91.50% | 102.97% | 88.86% |
| Overall local-area single program score | 95.42% | | |

| Dislocated worker program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Dislocated worker Q2 employment rate | 94.64% | 99.35% | 95.25% |
| Dislocated worker Q4 employment rate | 95.12% | 97.95% | 97.11% |
| Dislocated worker median earnings | 91.31% | 91.83% | 99.43% |
| Dislocated worker credential attainment | 69.13% | 102.97% | 67.14% |
| Overall local-area single program score | 87.55% | | |

| Youth program | Individual local-area single indicator score | Overall local-area single indicator score | Individual local-area single indicator score performance against overall local-area single indicator score |
|---|--|---|--|
| Youth Q2 employment rate | 104.90% | 99.35% | 105.59% |
| Youth Q4 employment rate | 93.84% | 97.95% | 95.80% |
| Youth credential attainment | 58.26% | 102.97% | 56.58% |
| Overall local-area single program score | 85.67% | | |

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| <p>Thresholds for determining failure to meet adjusted levels of performance</p> <p>NDOL has established the following thresholds for determining a local area's failure to meet adjusted levels of performance:</p> <p>-- <u>Individual local-area single indicator score</u>. For any single indicator for an adult, dislocated worker, or youth program, failure to meet an adjusted level of performance for a single indicator occurs when the single indicator score falls below 50 percent of the area's adjusted level of performance for the single indicator, calculated by dividing the actual level of performance achieved by the adjusted level of performance.</p> <p>-- <u>Overall local-area single program score</u>. For any single adult, dislocated worker, or youth program, failure to meet overall adjusted levels of performance for the program occurs when the overall local-area single program score falls below 90 percent. The overall program score is the average of all individual single indicator scores for the program.</p> <p>-- <u>Overall local-area single indicator score</u>. For any single indicator across all local area adult, dislocated worker, and youth programs, failure to meet adjusted levels of performance by a local area for a single indicator occurs when the individual local-area single indicator score falls below 90 percent of the adjusted levels of performance for that indicator when compared to the overall local-area single indicator score. The overall local-area single indicator score is the average of scores for an individual local-area single indicator across all local area adult, dislocated worker, or youth programs.</p> |
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