



Dave Heineman
Governor

STATE OF NEBRASKA

DEPARTMENT OF LABOR

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Workforce Investment Act Issuance

July 7, 2014

TO: Chief Elected Officials, Local WIB Chairs, and Providers

SUBJECT: Program Year 2014 Negotiation for WIA Performance Goals

NUMBER: 14-01

PURPOSE: To inform local WIA areas of the negotiated PY 2014 State WIA Performance Goals and to provide guidelines for negotiating local area performance for WIA Title 1B Program Performance.

REFERENCE: Workforce Investment Act of 1998, Section 136; WIA Regulations at 20 CFR Part 666.300 and Part 666.310; and TEGL 26-12.

SUBSTANCE: On June 13, 2014, the Commissioner of Labor on behalf of the Governor negotiated with Employment and Training Administration Regional Office for PY 2014 WIA Title 1B and Wagner-Peyser program goals. The following WIA goals were agreed upon:

WIA Common Measures Performance Goals

Adults	Entered Employment Rate	75.0%
	Employment Retention Rate	88.0%
	Average Earnings	\$11,000
Dislocated Workers	Entered Employment Rate	89.0%
	Employment Retention Rate	94.0%
	Average Earnings	\$15,000
Youth	Placement in Employment / Education	71.0%
	Attainment of Degree / Certificate	68.0%
	Literacy Numeracy	60.0%

WIA Title 1B performance negotiations for PY 2014 will take place by the end of July 2014 with each of the local areas.

NEGOTIATING LOCAL PERFORMANCE LEVELS

Local areas should use negotiated levels of performance to drive continuous improvement and enhance customer satisfaction. In proposing performance targets for WIA Title 1B, local areas should negotiate their goals within the context of integrated service delivery, priority of service, local economic conditions, customers served and workforce solutions that contribute to the economic competitiveness of their state and local areas.

- A. Customers to be Served** – Customers served by the local area may have a significant impact on outcomes depending on the type of services provided and other factors unique to the population. In accordance with WIA Section 195(1), which states that services should be targeted to “those who can benefit from, and who are most in need of, such opportunities,” ETA encourages states and local areas to serve those individuals with barriers to employment and individuals more at-risk of not connecting to the labor market, including those who were incarcerated, homeless, veterans, individuals with disabilities, and out-of-school youth. Local areas should bring appropriate and sufficient information to the negotiation process that demonstrates either their past performance in serving these populations and/or their current strategy for serving these populations. Note that the regression model explicitly takes these factors into account when estimating the regression adjusted targets.

The State will consider adjusting performance targets to accommodate local areas currently serving a significant number of at-risk individuals who need higher levels of service to achieve a positive labor market outcome and who are not accounted for in the model. Local areas that have ongoing initiatives for serving at-risk individuals, who are not included in the regression model, should include NEworks report data that supports this information in their proposals. The proposal must provide data to support adjustments of goals based on numbers of individuals with barriers currently being served. This data should show increasing numbers of at-risk individuals in past performance years. Additionally, the local areas must demonstrate that participants with these barriers will exit in the negotiated performance year, as well as how these individuals will quantitatively impact the performance outcomes.

When negotiating youth goals, local areas should consider the importance of serving the neediest youth, especially out-of-school youth, including youth in foster care, youth in the juvenile justice system, children of incarcerated parents, migrant youth, as well as youth with disabilities and Native American youth. Local areas that transition to serving a higher percentage of these more difficult to serve populations should take this into account when proposing performance levels for the youth goals since serving a greater percentage of the neediest youth may impact outcomes. Again, it is important to note that the regression model accounts for many, if not all, of these groups. Local areas that are serving a greater percentage of omitted groups should provide evidence that shows how outcomes may be impacted by serving this population, citing academic or other studies that identify the quantitative impact.

- B. Continuous Improvement** – WIA Section 136 (b)(3)(A)(iv)(III) encourages continuous performance improvement or, “the extent to which performance levels involved, promote continuous improvement in performance on the performance measures by state workforce agencies and ensure optimal return on investment for Federal funds.” Continuous improvement should be considered in all aspects of the negotiations process. Utilizing the tools available for negotiation of local area performance goals, such as the regression model targets, and previous year’s results, provide an informational foundation from which

expected performance can be agreed upon, but should be considered a starting point from which to negotiate towards improvement upon past performance.

C. Tools for Proposing Performance Levels –

1. **Past performance.** Local Areas should use historical, annual performance information (PY 2011-2013) to determine projected levels of performance for PY 2014. Recent quarterly performance results should also be used to inform the performance path the local area is following. The Department of Labor (NDOL) anticipates that local areas will submit proposed levels of performance that reflect continuous improvement in service provision and quality.
2. **Regression targets.** As the economy began to severely contract in 2009, the U.S. Department of Labor (Department) developed a regression model that explicitly took into account changes in labor market conditions when setting the national GPRA targets, holding constant the characteristics of the participants being served. This model was subsequently applied to the common performance measures at the State and local level for use in their negotiations of performance goals with ETA. The model is to be utilized as a tool to assist State and local areas negotiate State and local performance targets for the common measures. State officials as well as the local areas are in no way precisely bound to the regression-adjusted targets; instead, they should employ the regression targets as a floor upon which to build from in order to ensure continuous improvement as outlined in the WIA Section 136 (b)(3)(A)(iv)(III).
3. **The effects of economic and demographic variables and other factors** – WIA Section 136(b)(3)(A)(iv) (see <http://www.doleta.gov/usworkforce/wia/wialaw.txt>) addresses additional factors, such as differences in economic conditions, characteristics of participants, and services to be provided, that should be considered in the negotiation process

D. Process for Reaching Agreement on Local Area Performance – The process for reaching agreement on local area performance goals will include the following steps:

1. A negotiation session with the Chief Elected Official (or his/her designee), the WIB Chair, and other appropriate individuals from each local area will be held on July 29, 2014 at 1:30 p.m. at the Nebraska Department of Labor, 550 South 16th Street in Lincoln, Nebraska.
2. After conducting their own analysis of factors that may affect performance, local areas must submit any revisions to the proposed PY14 local performance goals by July 25, 2014. The proposal should be submitted electronically to NDOL's Office of Employment and Training, Stan Odenthal at stan.odenthal@nebraska.gov, with a copy to Joan Modrell at joan.modrell@nebraska.gov. This proposal should include the following:
 - Proposed levels of performance for each of the applicable performance measures for PY 2014. Proposed performance levels should be stated to a tenth of a percent (XX.X%).
 - The methodology used for developing proposed levels of performance, including a description of data sources, calculations, and additional environmental factors.
 - How the target levels will promote continuous improvement in State performance.

3. The Commissioner of Labor, on behalf of the Governor, will review the analyses used by the local area to develop the proposed performance levels and work with the local area to set mutually agreed upon levels of performance. NDOL will take into account the environmental factors addressed by the local area, including current and future economic conditions. NDOL will consider the proposed levels in light of previously negotiated goals, past performance results, the regression adjusted targets, and the weight each local area contributes to meeting the overall State negotiated goal. The Commissioner of Labor will utilize the regression adjusted targets as a tool in determining a floor from which to begin negotiations. Additionally, Commissioner of Labor will consider the quality of the data presented by the local area, including its relevance, source, the time period from which it is drawn and whether the data are part of a trend or are anomalous. The negotiations process will focus on whether each performance level appears appropriate in light of statutory criteria and this guidance, the adequacy of any information the local area offers to substantiate each level, and is reasonable to achieve the State negotiated levels.
4. Once the performance levels are agreed upon, the Commissioner of Labor will send a letter to the local area confirming the finalized performance levels. This letter constitutes a modification to the Local Area Plan and serves to automatically incorporate the agreed upon performance goals into the Local Area Plan.

ACTION:

Local area officials are asked to share this information with the appropriate individuals who will be involved in WIA performance negotiations. A negotiation session with all three areas has been scheduled for July 29, 2014. The Office of Employment and Training will notify the local area administrative entity of the location, date, and time of the negotiation session.

CONTACT:

Office of Employment and Training
550 South 16th Street, P.O. Box 94600
Lincoln, Nebraska 68509-4600
(402) 471-1932

ATTACHMENTS:

- A. Greater Nebraska Regression Target Data
- B. Greater Lincoln Regression Target Data
- C. Greater Omaha Regression Target Data
- D. PY2014 Nebraska Statewide WIA/W-P Common Measures Performance Goals



John H. Albin
Acting Commissioner/State WIA Liaison

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State & WIB Code:

Measure:

NE-31015
Adult Entered Employment Rate

State Fips Code	31015	2012
Actual Outcome	86.30	2012
Total Adjustment	-2.80	2014
Target	83.50	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	67.35	57.02	-10.32	0.07	-0.71
Age 26-35	14.29	27.27	12.99	0.01	0.08
Age 36-45	14.29	19.83	5.55	0.01	0.07
Age 46-55	5.10	12.40	7.29	-0.04	-0.32
Age 56-65	2.04	4.96	2.92	-0.25	-0.72
Age 66+	0.00	0.00	0.00	-0.89	0.00
Hispanic	17.98	21.93	3.95	0.01	0.03
Asian	0.00	0.00	0.00	0.11	0.00
African American	3.37	7.02	3.65	-0.09	-0.32
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.11	0.00
American Indian or Alaska Native	3.37	3.51	0.14	-0.12	-0.02
Multiple Races	1.12	0.88	-0.25	-0.24	0.06
Highschool Dropout	14.29	13.79	-0.49	-0.15	0.07
AA or PS	1.02	5.17	4.15	-0.06	-0.25
BA or MA+	3.06	5.17	2.11	0.11	0.23
Disabled	13.27	8.26	-5.00	-0.08	0.41
Veterans	7.14	4.96	-2.18	0.03	-0.08
Wage Before Participation	51.02	50.75	-0.27	0.04	-0.01
Coenrolled in WP	96.94	99.17	2.23	-0.03	-0.07
Limited English	0.00	2.59	2.59	-0.03	-0.08
Single Parent	29.59	24.14	-5.45	0.00	0.00
Low Income	94.90	95.69	0.79	0.04	0.03
Homeless	0.00	1.72	1.72	-0.11	-0.19
Offender	5.10	14.66	9.55	-0.07	-0.68
UI Claimant	25.51	41.38	15.87	-0.02	-0.32
Unemployment Rate	3.68	3.64	-0.03	-0.99	0.03

State & WIB Code:

Measure:

NE 31015
Adult Retention Rate

State Fips Code	31015	2012
Actual Outcome	86.50	2012
Total Adjustment	-0.70	2014
Target	85.80	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	70.30	59.76	-10.53	0.08	-0.82
Age 26-35	16.34	26.63	10.29	0.03	0.30
Age 36-45	8.91	18.34	9.43	0.01	0.13
Age 46-55	4.46	10.65	6.20	0.02	0.11
Age 56-65	1.49	4.73	3.25	-0.03	-0.10
Age 66+	0.00	0.00	0.00	-0.50	0.00
Hispanic	21.08	19.62	-1.46	0.00	0.00
Asian	1.08	0.00	-1.08	0.03	-0.04
African American	3.78	5.70	1.91	-0.07	-0.14
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.01	0.00
American Indian or Alaska Native	2.70	3.16	0.46	-0.09	-0.04
Multiple Races	0.54	0.63	0.09	-0.06	-0.01
Highschool Dropout	13.43	11.73	-1.70	-0.10	0.17
AA or PS	0.50	4.32	3.82	0.00	0.00
BA or MA+	0.50	4.32	3.82	0.06	0.24
Disabled	12.87	5.92	-6.95	-0.06	0.38
Veterans	2.97	4.14	1.17	-0.05	-0.06
Wage Before Participation	62.38	62.24	-0.13	0.05	-0.01
Coenrolled in WP	87.62	97.63	10.01	-0.02	-0.19
Limited English	1.00	1.85	0.86	0.01	0.01
Single Parent	34.83	29.63	-5.20	0.01	-0.04
Low Income	94.03	96.30	2.27	0.00	0.01
Homeless	1.99	1.23	-0.76	-0.06	0.05
Offender	7.46	12.96	5.50	-0.04	-0.24
UI Claimant	13.43	32.10	18.67	-0.02	-0.43
Unemployment Rate	3.86	3.64	-0.22	0.00	0.00

State & WIB Code:

Measure:

NE-31015
Adult Six-Months Average Earnings

State Fips Code	31015	2012
Actual Outcome	10,366.00	2012
Total Adjustment	1,158.40	2014
Target	11,939.00	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	70.30	59.76	-10.53	-11.43	120.38
Age 26-35	16.34	26.63	10.29	30.88	317.82
Age 36-45	8.91	18.34	9.43	24.00	226.40
Age 46-55	4.46	10.65	6.20	24.41	151.21
Age 56-65	1.49	4.73	3.25	19.66	63.86
Age 66+	0.00	0.00	0.00	-56.63	0.00
Hispanic	21.08	19.62	-1.46	10.36	-15.14
Asian	1.08	0.00	-1.08	85.12	-92.03
African American	3.78	5.70	1.91	-21.90	-41.88
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-28.07	0.00
American Indian or Alaska Native	2.70	3.16	0.46	-10.89	-5.03
Multiple Races	0.54	0.63	0.09	-29.65	-2.74
Highschool Dropout	13.43	11.73	-1.70	-59.24	100.97
AA or PS	0.50	4.32	3.82	22.32	85.34
BA or MA+	0.50	4.32	3.82	97.57	373.06
Disabled	12.87	5.92	-6.95	-33.72	234.51
Veterans	2.97	4.14	1.17	-7.98	-9.35
Wage Before Participation	62.38	62.24	-0.13	35.27	-4.63
Coenrolled in WP	87.62	97.63	10.01	5.00	50.06
Limited English	1.00	1.85	0.86	-55.26	-47.35
Single Parent	34.83	29.63	-5.20	1.50	-7.81
Low Income	94.03	96.30	2.27	-20.01	-45.36
Homeless	1.99	1.23	-0.76	-24.97	18.87
Offender	7.46	12.96	5.50	-7.98	-43.91
UI Claimant	13.43	32.10	18.67	-15.19	-283.50
Unemployment Rate	3.86	3.64	-0.22	-66.73	14.64

State & WIB Code:

Measure:

NE 31015
Dislocated Worker Entered Employment Rate

State Fips Code	31015	2012
Actual Outcome	90.10	2012
Total Adjustment	0.50	2014
Target	90.60	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	62.56	64.34	1.77	0.03	0.06
Age 26-35	29.56	19.58	-9.98	0.09	-0.86
Age 36-45	22.17	32.17	10.00	0.14	1.42
Age 46-55	24.14	18.18	-5.96	0.10	-0.58
Age 56-65	9.85	18.18	8.33	-0.13	-1.12
Age 66+	1.97	0.70	-1.27	-1.41	1.80
Hispanic	17.20	14.49	-2.71	0.02	-0.06
Asian	0.54	0.00	-0.54	0.00	0.00
African American	1.61	0.00	-1.61	-0.09	0.14
Native Hawaiian or Pacific Islander	0.54	0.72	0.19	-0.11	-0.02
American Indian or Alaska Native	0.00	0.00	0.00	-0.35	0.00
Multiple Races	0.00	0.00	0.00	-0.26	0.00
Highschool Dropout	8.91	9.49	0.58	-0.09	-0.05
AA or PS	4.95	4.38	-0.57	-0.11	0.06
BA or MA+	5.94	7.30	1.36	-0.02	-0.03
Disabled	1.48	2.10	0.62	-0.11	-0.07
Veterans	9.36	9.09	-0.27	0.02	-0.01
Wage Before Participation	74.88	67.50	-7.38	0.05	-0.39
Coenrolled in WP	98.03	98.60	0.57	-0.04	-0.02
Limited English	1.98	2.19	0.21	-0.01	0.00
Single Parent	11.88	9.49	-2.39	0.02	-0.04
UI Claimant	73.27	77.37	4.10	0.07	0.29
Unemployment Rate	3.68	3.64	-0.03	-0.95	0.03

State & WIB Code:

Measure:

NE-31015
Dislocated Worker Retention Rate

State Fips Code	31015	2012
Actual Outcome	94.10	2012
Total Adjustment	-0.10	2014
Target	94.00	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	59.39	64.74	5.36	0.04	0.21
Age 26-35	25.67	23.08	-2.59	0.04	-0.12
Age 36-45	24.90	29.49	4.58	0.09	0.43
Age 46-55	27.20	19.23	-7.97	0.07	-0.57
Age 56-65	6.13	17.31	11.18	-0.04	-0.39
Age 66+	1.53	0.64	-0.89	-0.49	0.44
Hispanic	13.27	13.33	0.06	-0.02	0.00
Asian	0.88	0.00	-0.88	0.00	0.00
African American	2.21	0.00	-2.21	-0.05	0.10
Native Hawaiian or Pacific Islander	0.00	0.67	0.67	-0.01	-0.01
American Indian or Alaska Native	0.44	0.00	-0.44	-0.19	0.08
Multiple Races	0.00	0.00	0.00	-0.05	0.00
Highschool Dropout	6.18	9.33	3.16	-0.04	-0.14
AA or PS	4.25	4.00	-0.25	-0.05	0.01
BA or MA+	4.25	8.67	4.42	-0.04	-0.16
Disabled	1.53	2.56	1.03	-0.05	-0.05
Veterans	6.51	8.97	2.46	0.00	-0.01
Wage Before Participation	80.84	70.45	-10.39	0.01	-0.09
Coenrolled in WP	95.79	98.08	2.29	-0.02	-0.04
Limited English	1.54	2.00	0.46	0.01	0.01
Single Parent	10.81	10.00	-0.81	0.00	0.00
UI Claimant	67.18	72.67	5.49	0.03	0.18
Unemployment Rate	3.86	3.64	-0.22	-0.13	0.03

State & WIB Code:

Measure:

NE-31015
Dislocated Worker Six-Months Average Earnings

State Fips Code	31015	2012
Actual Outcome	13,410.00	2012
Total Adjustment	-14.00	2014
Target	13,932.40	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	59.39	64.74	5.36	-58.83	-315.11
Age 26-35	25.67	23.08	-2.59	32.64	-84.64
Age 36-45	24.90	29.49	4.58	47.32	216.84
Age 46-55	27.20	19.23	-7.97	47.41	-377.97
Age 56-65	6.13	17.31	11.18	25.85	288.92
Age 66+	1.53	0.64	-0.89	19.72	-17.58
Hispanic	13.27	13.33	0.06	-2.94	-0.17
Asian	0.88	0.00	-0.88	104.80	-92.74
African American	2.21	0.00	-2.21	-6.81	15.07
Native Hawaiian or Pacific Islander	0.00	0.67	0.67	-55.66	-37.11
American Indian or Alaska Native	0.44	0.00	-0.44	-20.12	8.90
Multiple Races	0.00	0.00	0.00	-9.19	0.00
Highschool Dropout	6.18	9.33	3.16	-31.23	-98.57
AA or PS	4.25	4.00	-0.25	15.14	-3.74
BA or MA+	4.25	8.67	4.42	128.87	569.57
Disabled	1.53	2.56	1.03	-22.75	-23.47
Veterans	6.51	8.97	2.46	-6.33	-15.57
Wage Before Participation	80.84	70.45	-10.39	12.64	-131.32
Coenrolled in WP	95.79	98.08	2.29	14.08	32.27
Limited English	1.54	2.00	0.46	-52.98	-24.14
Single Parent	10.81	10.00	-0.81	1.67	-1.35
UI Claimant	67.18	72.67	5.49	12.30	67.49
Unemployment Rate	3.86	3.64	-0.22	-47.56	10.43

State & WIB Code:

Measure:

NE 31015
Youth Placement in Education or Employment

State Fips Code	31015	2012
Actual Outcome	89.00	2012
Total Adjustment	0.50	2014
Target	89.50	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	66.67	61.90	-4.76	0.10	-0.49
Age 14-15	0.00	0.00	0.00	-0.26	0.00
Age 16-17	16.67	12.70	-3.97	-0.06	0.24
Age 18-20	68.75	74.60	5.85	0.03	0.17
Hispanic	23.08	18.33	-4.74	-0.04	0.19
Asian	0.00	0.00	0.00	-0.01	0.00
African American	2.20	0.00	-2.20	-0.09	0.20
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.25	0.00
American Indian or Alaska Native	1.10	1.67	0.57	-0.14	-0.08
Multiple Races	0.00	0.00	0.00	0.00	0.00
Highschool Graduate	72.92	77.78	4.86	0.08	0.38
Disabled	19.79	30.16	10.37	-0.02	-0.23
Limited English	0.00	1.59	1.59	-0.21	-0.33
Low Income	97.92	100.00	2.08	0.03	0.07
Homeless	0.00	0.00	0.00	0.04	0.00
Offender	5.21	1.59	-3.62	-0.01	0.05
Parentig Youth	31.58	25.81	-5.77	-0.01	0.06
Needs Additional Assistance	28.13	58.73	30.61	0.01	0.18
School Status	52.08	41.27	-10.81	0.05	-0.54
Basic Skills Deficient	35.42	25.40	-10.02	-0.04	0.36
Foster Care	3.16	1.61	-1.54	-0.14	0.21
PreTest Scores	222.85	224.13	1.28	0.00	0.01
Unemployment Rate	3.68	3.64	-0.03	-0.97	0.03

State & WIB Code:

Measure:

NE - 31015
Youth Attainment of Degree or Certificate

State Fips Code	31015	2012
Actual Outcome	73.00	2012
Total Adjustment	1.10	2014
Target	74.10	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	66.67	61.90	-4.76	0.12	-0.57
Age 14-15	0.00	0.00	0.00	-0.14	0.00
Age 16-17	16.67	12.70	-3.97	0.18	-0.70
Age 18-20	68.75	74.60	5.85	0.10	0.60
Hispanic	23.08	18.33	-4.74	-0.15	0.70
Asian	0.00	0.00	0.00	-0.04	0.00
African American	2.20	0.00	-2.20	-0.09	0.21
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.33	0.00
American Indian or Alaska Native	1.10	1.67	0.57	-0.11	-0.06
Multiple Races	0.00	0.00	0.00	-0.05	0.00
Highschool Graduate	72.92	77.78	4.86	-0.03	-0.15
Disabled	19.79	30.16	10.37	0.09	0.91
Limited English	0.00	1.59	1.59	-0.14	-0.22
Low Income	97.92	100.00	2.08	-0.04	-0.08
Homeless	0.00	0.00	0.00	-0.10	0.00
Offender	5.21	1.59	-3.62	0.08	-0.29
Parentig Youth	31.58	25.81	-5.77	-0.07	0.39
Needs Additional Assistance	28.13	58.73	30.61	0.00	-0.07
School Status	52.08	41.27	-10.81	0.02	-0.25
Basic Skills Deficient	35.42	25.40	-10.02	-0.03	0.34
Foster Care	3.16	1.61	-1.54	-0.20	0.32
PreTest Scores	222.85	224.13	1.28	0.02	0.02
Unemployment Rate	3.68	3.64	-0.03	0.01	0.00

State & WIB Code:

Measure:

NE 31015
Youth Literacy/Numeracy Gains

State Fips Code	31015	2012
Actual Outcome	100.00	2012
Total Adjustment	-1.20	2014
Target	98.80	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	62.14	61.90	-0.24	0.00	0.00
Age 14-15	0.00	0.00	0.00	-0.17	0.00
Age 16-17	25.00	12.70	-12.30	0.07	-0.82
Age 18-20	62.86	74.60	11.75	0.00	0.04
Hispanic	25.00	18.33	-6.67	0.05	-0.33
Asian	0.00	0.00	0.00	-0.05	0.00
African American	1.52	0.00	-1.52	-0.04	0.05
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.22	0.00
American Indian or Alaska Native	1.52	1.67	0.15	-0.10	-0.02
Multiple Races	0.00	0.00	0.00	0.03	0.00
Highschool Graduate	60.71	77.78	17.06	-0.12	-2.08
Disabled	22.86	30.16	7.30	-0.08	-0.58
Limited English	0.71	1.59	0.87	-0.09	-0.08
Low Income	97.14	100.00	2.86	-0.04	-0.11
Homeless	2.14	0.00	-2.14	-0.10	0.21
Offender	7.86	1.59	-6.27	0.03	-0.19
Parentig Youth	30.94	25.81	-5.13	-0.05	0.23
Needs Additional Assistance	30.00	58.73	28.73	0.03	0.97
School Status	58.57	41.27	-17.30	-0.07	1.12
Foster Care	5.04	1.61	-3.42	-0.05	0.19
PreTest Scores	221.30	224.13	2.83	0.09	0.25
Unemployment Rate	3.76	3.64	-0.12	0.80	-0.10

Lincoln

State & WIB Code:

Measure:

NE-31005
Adult-Entered Employment Rate

State Fips Code	31005	2012
Actual Outcome	100.00	2012
Total Adjustment	0.40	2014
Target	100.40	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	58.33	42.86	-15.48	0.07	-1.06
Age 26-35	45.83	57.14	11.31	0.01	0.07
Age 36-45	16.67	7.14	-9.52	0.01	-0.12
Age 46-55	25.00	14.29	-10.71	-0.04	0.48
Age 56-65	4.17	0.00	-4.17	-0.25	1.03
Age 66+	0.00	0.00	0.00	-0.89	0.00
Hispanic	0.00	7.14	7.14	0.01	0.05
Asian	0.00	0.00	0.00	0.11	0.00
African American	4.35	0.00	-4.35	-0.09	0.38
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.11	0.00
American Indian or Alaska Native	0.00	7.14	7.14	-0.12	-0.89
Multiple Races	0.00	0.00	0.00	-0.24	0.00
Highschool Dropout	0.00	0.00	0.00	-0.15	0.00
AA or PS	4.17	0.00	-4.17	-0.06	0.25
BA or MA+	8.33	0.00	-8.33	0.11	-0.92
Disabled	4.17	0.00	-4.17	-0.08	0.34
Veterans	4.17	7.14	2.98	0.03	0.10
Wage Before Participation	29.17	33.33	4.17	0.04	0.17
Coenrolled in WP	66.67	78.57	11.90	-0.03	-0.37
Limited English	0.00	0.00	0.00	-0.03	0.00
Single Parent	29.17	14.29	-14.88	0.00	-0.01
Low Income	100.00	100.00	0.00	0.04	0.00
Homeless	0.00	0.00	0.00	-0.11	0.00
Offender	16.67	7.14	-9.52	-0.07	0.68
UI Claimant	70.83	64.29	-6.55	-0.02	0.13
Unemployment Rate	3.91	3.82	-0.09	-0.99	0.09

State & WIB Code:

Measure:

NE 31005
Adult Retention Rate

State Fips Code	31005	2012
Actual Outcome	93.80	2012
Total Adjustment	-3.70	2014
Target	90.10	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	63.16	42.11	-21.05	0.08	-1.64
Age 26-35	42.11	52.63	10.53	0.03	0.31
Age 36-45	21.05	10.53	-10.53	0.01	-0.14
Age 46-55	13.16	10.53	-2.63	0.02	-0.05
Age 56-65	5.26	0.00	-5.26	-0.03	0.17
Age 66+	0.00	0.00	0.00	-0.50	0.00
Hispanic	5.41	5.26	-0.14	0.00	0.00
Asian	0.00	0.00	0.00	0.03	0.00
African American	5.41	0.00	-5.41	-0.07	0.38
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.01	0.00
American Indian or Alaska Native	2.70	5.26	2.56	-0.09	-0.24
Multiple Races	0.00	0.00	0.00	-0.06	0.00
Highschool Dropout	0.00	0.00	0.00	-0.10	0.00
AA or PS	2.63	0.00	-2.63	0.00	0.00
BA or MA+	10.53	0.00	-10.53	0.06	-0.67
Disabled	2.63	0.00	-2.63	-0.06	0.14
Veterans	0.00	5.26	5.26	-0.05	-0.26
Wage Before Participation	63.16	35.71	-27.44	0.05	-1.40
Coenrolled in WP	68.42	78.95	10.53	-0.02	-0.20
Limited English	0.00	0.00	0.00	0.01	0.00
Single Parent	34.21	15.79	-18.42	0.01	-0.13
Low Income	94.74	94.74	0.00	0.00	0.00
Homeless	0.00	0.00	0.00	-0.06	0.00
Offender	15.79	15.79	0.00	-0.04	0.00
UI Claimant	50.00	47.37	-2.63	-0.02	0.06
Unemployment Rate	4.18	3.82	-0.36	0.00	0.00

State & WIB Code:

Measure:

NE-31005
Adult Six-Months Average Earnings

State Fips Code	31005	2012
Actual Outcome	15,287.00	2012
Total Adjustment	-1,683.80	2014
Target	14,214.70	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	63.16	42.11	-21.05	-11.43	240.60
Age 26-35	42.11	52.63	10.53	30.88	325.10
Age 36-45	21.05	10.53	-10.53	24.00	-252.66
Age 46-55	13.16	10.53	-2.63	24.41	-64.23
Age 56-65	5.26	0.00	-5.26	19.66	-103.47
Age 66+	0.00	0.00	0.00	-56.63	0.00
Hispanic	5.41	5.26	-0.14	10.36	-1.47
Asian	0.00	0.00	0.00	85.12	0.00
African American	5.41	0.00	-5.41	-21.90	118.36
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-28.07	0.00
American Indian or Alaska Native	2.70	5.26	2.56	-10.89	-27.88
Multiple Races	0.00	0.00	0.00	-29.65	0.00
Highschool Dropout	0.00	0.00	0.00	-59.24	0.00
AA or PS	2.63	0.00	-2.63	22.32	-58.74
BA or MA+	10.53	0.00	-10.53	97.57	-1,027.05
Disabled	2.63	0.00	-2.63	-33.72	88.74
Veterans	0.00	5.26	5.26	-7.98	-42.01
Wage Before Participation	63.16	35.71	-27.44	35.27	-967.93
Coenrolled in WP	68.42	78.95	10.53	5.00	52.64
Limited English	0.00	0.00	0.00	-55.26	0.00
Single Parent	34.21	15.79	-18.42	1.50	-27.67
Low Income	94.74	94.74	0.00	-20.01	0.00
Homeless	0.00	0.00	0.00	-24.97	0.00
Offender	15.79	15.79	0.00	-7.98	0.00
UI Claimant	50.00	47.37	-2.63	-15.19	39.97
Unemployment Rate	4.18	3.82	-0.36	-66.73	23.91

State & WIB Code:

Measure:

NE-31005
Dislocated Worker Entered Employment Rate

State Fips Code	31005	2012
Actual Outcome	98.10	2012
Total Adjustment	-2.10	2014
Target	96.00	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	49.09	53.33	4.24	0.03	0.13
Age 26-35	32.73	30.00	-2.73	0.09	-0.23
Age 36-45	29.09	23.33	-5.76	0.14	-0.82
Age 46-55	18.18	26.67	8.48	0.10	0.82
Age 56-65	5.45	3.33	-2.12	-0.13	0.29
Age 66+	0.00	0.00	0.00	-1.41	0.00
Hispanic	1.92	0.00	-1.92	0.02	-0.05
Asian	3.85	3.70	-0.14	0.00	0.00
African American	1.92	3.70	1.78	-0.09	-0.15
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.11	0.00
American Indian or Alaska Native	0.00	0.00	0.00	-0.35	0.00
Multiple Races	0.00	3.70	3.70	-0.26	-0.95
Highschool Dropout	1.82	0.00	-1.82	-0.09	0.17
AA or PS	1.82	6.67	4.85	-0.11	-0.52
BA or MA+	16.36	10.00	-6.36	-0.02	0.14
Disabled	0.00	3.33	3.33	-0.11	-0.36
Veterans	9.09	10.00	0.91	0.02	0.02
Wage Before Participation	85.45	80.95	-4.50	0.05	-0.24
Coenrolled in WP	89.09	86.67	-2.42	-0.04	0.10
Limited English	0.00	0.00	0.00	-0.01	0.00
Single Parent	12.73	13.33	0.61	0.02	0.01
UI Claimant	70.91	63.33	-7.58	0.07	-0.54
Unemployment Rate	3.91	3.82	-0.09	-0.95	0.09

State & WIB Code:

Measure:

NE-31005
Dislocated Worker Retention Rate

State Flips Code	31005	2012
Actual Outcome	98.60	2012
Total Adjustment	-1.20	2014
Target	97.40	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	48.65	56.25	7.60	0.04	0.29
Age 26-35	32.43	31.25	-1.18	0.04	-0.05
Age 36-45	37.84	21.88	-15.96	0.09	-1.51
Age 46-55	14.86	25.00	10.14	0.07	0.72
Age 56-65	8.11	6.25	-1.86	-0.04	0.07
Age 66+	0.00	0.00	0.00	-0.49	0.00
Hispanic	5.63	0.00	-5.63	-0.02	0.10
Asian	4.23	3.45	-0.78	0.00	0.00
African American	1.41	3.45	2.04	-0.05	-0.10
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.01	0.00
American Indian or Alaska Native	1.41	0.00	-1.41	-0.19	0.26
Multiple Races	0.00	3.45	3.45	-0.05	-0.17
Highschool Dropout	1.35	0.00	-1.35	-0.04	0.06
AA or PS	2.70	6.25	3.55	-0.05	-0.19
BA or MA+	13.51	15.63	2.11	-0.04	-0.08
Disabled	1.35	3.13	1.77	-0.05	-0.08
Veterans	8.11	9.38	1.27	0.00	0.00
Wage Before Participation	79.73	82.61	2.88	0.01	0.02
Coenrolled in WP	83.78	87.50	3.72	-0.02	-0.06
Limited English	2.70	0.00	-2.70	0.01	-0.03
Single Parent	12.16	15.63	3.46	0.00	0.01
UI Claimant	75.68	59.38	-16.30	0.03	-0.52
Unemployment Rate	4.18	3.82	-0.36	-0.13	0.05

State & WIB Code:

Measure:

NE 31005
Dislocated Worker Six Months Average Earnings

State Fips Code	31005	2012
Actual Outcome	17,079.00	2012
Total Adjustment	-516.80	2014
Target	17,245.40	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	48.65	56.25	7.60	-58.83	-447.16
Age 26-35	32.43	31.25	-1.18	32.64	-38.59
Age 36-45	37.84	21.88	-15.96	47.32	-755.28
Age 46-55	14.86	25.00	10.14	47.41	480.51
Age 56-65	8.11	6.25	-1.86	25.85	-48.03
Age 66+	0.00	0.00	0.00	19.72	0.00
Hispanic	5.63	0.00	-5.63	-2.94	16.57
Asian	4.23	3.45	-0.78	104.80	-81.44
African American	1.41	3.45	2.04	-6.81	-13.90
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-55.66	0.00
American Indian or Alaska Native	1.41	0.00	-1.41	-20.12	28.34
Multiple Races	0.00	3.45	3.45	-9.19	-31.67
Highschool Dropout	1.35	0.00	-1.35	-31.23	42.21
AA or PS	2.70	6.25	3.55	15.14	53.72
BA or MA+	13.51	15.63	2.11	128.87	272.12
Disabled	1.35	3.13	1.77	-22.75	-40.35
Veterans	8.11	9.38	1.27	-6.33	-8.01
Wage Before Participation	79.73	82.61	2.88	12.64	36.39
Coenrolled in WP	83.78	87.50	3.72	14.08	52.33
Limited English	2.70	0.00	-2.70	-52.98	143.20
Single Parent	12.16	15.63	3.46	1.67	5.78
UI Claimant	75.68	59.38	-16.30	12.30	-200.58
Unemployment Rate	4.18	3.82	-0.36	-47.56	17.04

State & WIB Code:

Measure:

NE 31005
Youth Placement in Education or Employment

State Flips Code	31005	2012
Actual Outcome	47.00	2012
Total Adjustment	-1.80	2014
Target	45.20	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	46.15	36.73	-9.42	0.10	-0.96
Age 14-15	0.00	0.00	0.00	-0.26	0.00
Age 16-17	15.38	16.33	0.94	-0.06	-0.06
Age 18-20	63.08	67.35	4.27	0.03	0.13
Hispanic	16.13	10.64	-5.49	-0.04	0.22
Asian	0.00	0.00	0.00	-0.01	0.00
African American	19.35	21.28	1.92	-0.09	-0.17
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.25	0.00
American Indian or Alaska Native	9.68	10.64	0.96	-0.14	-0.14
Multiple Races	4.84	4.26	-0.58	0.00	0.00
Highschool Graduate	38.46	28.57	-9.89	0.08	-0.78
Disabled	13.85	20.41	6.56	-0.02	-0.14
Limited English	0.00	0.00	0.00	-0.21	0.00
Low Income	96.92	95.92	-1.00	0.03	-0.03
Homeless	3.08	2.04	-1.04	0.04	-0.04
Offender	53.85	38.78	-15.07	-0.01	0.21
Parentig Youth	20.31	18.75	-1.56	-0.01	0.02
Needs Additional Assistance	26.15	24.49	-1.66	0.01	-0.01
School Status	18.46	12.24	-6.22	0.05	-0.31
Basic Skills Deficient	58.46	63.27	4.80	-0.04	-0.17
Foster Care	7.81	6.25	-1.56	-0.14	0.21
PreTest Scores	497.82	527.14	29.32	0.00	0.13
Unemployment Rate	3.91	3.82	-0.09	-0.97	0.09

State & WIB Code:

Measure:

NE 31005
Youth Attainment of Degree or Certificate

State Fips Code	31005	2012
Actual Outcome	76.00	2012
Total Adjustment	0.50	2014
Target	76.50	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	46.15	36.73	-9.42	0.12	-1.13
Age 14-15	0.00	0.00	0.00	-0.14	0.00
Age 16-17	15.38	16.33	0.94	0.18	0.17
Age 18-20	63.08	67.35	4.27	0.10	0.44
Hispanic	16.13	10.64	-5.49	-0.15	0.81
Asian	0.00	0.00	0.00	-0.04	0.00
African American	19.35	21.28	1.92	-0.09	-0.18
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.33	0.00
American Indian or Alaska Native	9.68	10.64	0.96	-0.11	-0.10
Multiple Races	4.84	4.26	-0.58	-0.05	0.03
Highschool Graduate	38.46	28.57	-9.89	-0.03	0.30
Disabled	13.85	20.41	6.56	0.09	0.57
Limited English	0.00	0.00	0.00	-0.14	0.00
Low Income	96.92	95.92	-1.00	-0.04	0.04
Homeless	3.08	2.04	-1.04	-0.10	0.10
Offender	53.85	38.78	-15.07	0.08	-1.20
Parentig Youth	20.31	18.75	-1.56	-0.07	0.11
Needs Additional Assistance	26.15	24.49	-1.66	0.00	0.00
School Status	18.46	12.24	-6.22	0.02	-0.14
Basic Skills Deficient	58.46	63.27	4.80	-0.03	-0.16
Foster Care	7.81	6.25	-1.56	-0.20	0.32
PreTest Scores	497.82	527.14	29.32	0.02	0.54
Unemployment Rate	3.91	3.82	-0.09	0.01	0.00

State & WIB Code:

Measure:

NE 31005
Youth Literacy/Numeracy Gains

State Fips Code	31005	2012
Actual Outcome	53.00	2012
Total Adjustment	6.70	2014
Target	59.70	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	51.02	36.73	-14.29	0.00	0.04
Age 14-15	0.00	0.00	0.00	-0.17	0.00
Age 16-17	10.20	16.33	6.12	0.07	0.41
Age 18-20	71.43	67.35	-4.08	0.00	-0.01
Hispanic	14.58	10.64	-3.95	0.05	-0.19
Asian	0.00	0.00	0.00	-0.05	0.00
African American	16.67	21.28	4.61	-0.04	-0.17
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.22	0.00
American Indian or Alaska Native	8.33	10.64	2.30	-0.10	-0.23
Multiple Races	2.08	4.26	2.17	0.03	0.06
Highschool Graduate	44.90	28.57	-16.33	-0.12	1.99
Disabled	12.24	20.41	8.16	-0.08	-0.65
Limited English	0.00	0.00	0.00	-0.09	0.00
Low Income	97.96	95.92	-2.04	-0.04	0.08
Homeless	6.12	2.04	-4.08	-0.10	0.39
Offender	51.02	38.78	-12.24	0.03	-0.37
Parentig Youth	18.75	18.75	0.00	-0.05	0.00
Needs Additional Assistance	24.49	24.49	0.00	0.03	0.00
School Status	24.49	12.24	-12.24	-0.07	0.80
Foster Care	6.25	6.25	0.00	-0.05	0.00
PreTest Scores	473.37	527.14	53.77	0.09	4.73
Unemployment Rate	4.03	3.82	-0.21	0.80	-0.17

Greater Omaha

Attachment C

Omaha

State & WIB Code:

Measure:

NE-31010
Adult Entered Employment Rate

State Fips Code	31010	2012
Actual Outcome	68.20	2012
Total Adjustment	-1.20	2014
Target	67.00	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	54.68	52.87	-1.81	0.07	-0.12
Age 26-35	16.75	24.14	7.39	0.01	0.05
Age 36-45	16.75	23.56	6.81	0.01	0.08
Age 46-55	21.18	20.69	-0.49	-0.04	0.02
Age 56-65	5.91	6.90	0.99	-0.25	-0.24
Age 66+	0.49	0.57	0.08	-0.89	-0.07
Hispanic	7.18	7.27	0.09	0.01	0.00
Asian	0.51	0.00	-0.51	0.11	-0.05
African American	58.97	57.58	-1.40	-0.09	0.12
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.11	0.00
American Indian or Alaska Native	0.51	1.21	0.70	-0.12	-0.09
Multiple Races	1.03	2.42	1.40	-0.24	-0.34
Highschool Dropout	14.29	9.77	-4.52	-0.15	0.66
AA or PS	5.91	12.64	6.73	-0.06	-0.40
BA or MA+	9.36	6.32	-3.04	0.11	-0.33
Disabled	4.93	6.32	1.40	-0.08	-0.11
Veterans	8.37	5.75	-2.63	0.03	-0.09
Wage Before Participation	35.47	35.86	0.39	0.04	0.02
Coenrolled in WP	67.98	70.11	2.13	-0.03	-0.07
Limited English	1.97	1.15	-0.82	-0.03	0.03
Single Parent	31.03	29.89	-1.15	0.00	0.00
Low Income	93.60	94.25	0.66	0.04	0.03
Homeless	1.97	2.30	0.33	-0.11	-0.04
Offender	41.38	45.40	4.02	-0.07	-0.29
UI Claimant	33.99	35.63	1.64	-0.02	-0.03
Unemployment Rate	4.19	4.14	-0.06	-0.99	0.06

State & WIB Code:

Measure:

NE 31010
Adult Retention Rate

State Fips Code	31010	2012
Actual Outcome	79.70	2012
Total Adjustment	1.00	2014
Target	80.70	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	53.77	53.02	-0.75	0.08	-0.06
Age 26-35	21.11	26.98	5.87	0.03	0.17
Age 36-45	17.59	22.33	4.74	0.01	0.06
Age 46-55	20.10	20.00	-0.10	0.02	0.00
Age 56-65	3.52	6.98	3.46	-0.03	-0.11
Age 66+	0.00	0.47	0.47	-0.50	-0.23
Hispanic	4.69	7.32	2.63	0.00	0.00
Asian	0.52	0.49	-0.03	0.03	0.00
African American	64.06	56.59	-7.48	-0.07	0.53
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.01	0.00
American Indian or Alaska Native	1.56	0.98	-0.59	-0.09	0.06
Multiple Races	2.08	1.95	-0.13	-0.06	0.01
Highschool Dropout	14.57	8.84	-5.74	-0.10	0.57
AA or PS	3.52	13.49	9.97	0.00	0.00
BA or MA+	5.53	6.51	0.98	0.06	0.06
Disabled	5.03	6.05	1.02	-0.06	-0.06
Veterans	9.05	6.05	-3.00	-0.05	0.15
Wage Before Participation	45.23	43.10	-2.12	0.05	-0.11
Coenrolled in WP	61.81	65.58	3.77	-0.02	-0.07
Limited English	1.51	1.86	0.35	0.01	0.00
Single Parent	27.64	29.77	2.13	0.01	0.01
Low Income	89.45	93.49	4.04	0.00	0.01
Homeless	4.52	1.86	-2.66	-0.06	0.17
Offender	42.21	45.58	3.37	-0.04	-0.15
UI Claimant	27.64	29.77	2.13	-0.02	-0.05
Unemployment Rate	4.54	4.14	-0.40	0.00	0.00

State & WIB Code:

Measure:

NE 31010
Adult Six-Months Average Earnings

State Fips Code	31010	2012
Actual Outcome	8,284.00	2012
Total Adjustment	1,070.00	2014
Target	9,685.40	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	53.77	53.02	-0.75	-11.43	8.52
Age 26-35	21.11	26.98	5.87	30.88	181.33
Age 36-45	17.59	22.33	4.74	24.00	113.71
Age 46-55	20.10	20.00	-0.10	24.41	-2.45
Age 56-65	3.52	6.98	3.46	19.66	68.00
Age 66+	0.00	0.47	0.47	-56.63	-26.34
Hispanic	4.69	7.32	2.63	10.36	27.25
Asian	0.52	0.49	-0.03	85.12	-2.81
African American	64.06	56.59	-7.48	-21.90	163.72
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-28.07	0.00
American Indian or Alaska Native	1.56	0.98	-0.59	-10.89	6.39
Multiple Races	2.08	1.95	-0.13	-29.65	3.92
Highschool Dropout	14.57	8.84	-5.74	-59.24	339.76
AA or PS	3.52	13.49	9.97	22.32	222.56
BA or MA+	5.53	6.51	0.98	97.57	96.01
Disabled	5.03	6.05	1.02	-33.72	-34.44
Veterans	9.05	6.05	-3.00	-7.98	23.94
Wage Before Participation	45.23	43.10	-2.12	35.27	-74.87
Coenrolled in WP	61.81	65.58	3.77	5.00	18.87
Limited English	1.51	1.86	0.35	-55.26	-19.50
Single Parent	27.64	29.77	2.13	1.50	3.20
Low Income	89.45	93.49	4.04	-20.01	-80.87
Homeless	4.52	1.86	-2.66	-24.97	66.48
Offender	42.21	45.58	3.37	-7.98	-26.90
UI Claimant	27.64	29.77	2.13	-15.19	-32.34
Unemployment Rate	4.54	4.14	-0.40	-66.73	26.88

State & WIB Code:

Measure:

NE-31010
Dislocated Worker Entered Employment Rate

State Fips Code	31010	2012
Actual Outcome	88.30	2012
Total Adjustment	1.30	2014
Target	89.60	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	59.82	50.67	-9.15	0.03	-0.29
Age 26-35	14.29	13.33	-0.95	0.09	-0.08
Age 36-45	29.46	28.00	-1.46	0.14	-0.21
Age 46-55	34.82	40.00	5.18	0.10	0.50
Age 56-65	18.75	16.00	-2.75	-0.13	0.37
Age 66+	0.89	0.00	-0.89	-1.41	1.26
Hispanic	4.76	2.90	-1.86	0.02	-0.04
Asian	0.95	0.00	-0.95	0.00	0.00
African American	14.29	14.49	0.21	-0.09	-0.02
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.11	0.00
American Indian or Alaska Native	0.00	0.00	0.00	-0.35	0.00
Multiple Races	0.95	0.00	-0.95	-0.26	0.24
Highschool Dropout	3.60	2.67	-0.94	-0.09	0.09
AA or PS	3.60	6.67	3.06	-0.11	-0.33
BA or MA+	24.32	24.00	-0.32	-0.02	0.01
Disabled	4.46	8.00	3.54	-0.11	-0.38
Veterans	10.71	12.00	1.29	0.02	0.03
Wage Before Participation	66.96	64.79	-2.18	0.05	-0.12
Coenrolled in WP	81.25	86.67	5.42	-0.04	-0.22
Limited English	0.90	1.33	0.43	-0.01	0.00
Single Parent	7.21	6.67	-0.54	0.02	-0.01
UI Claimant	84.68	90.67	5.98	0.07	0.43
Unemployment Rate	4.19	4.14	-0.06	-0.95	0.06

State & WIB Code:

Measure:

NE 31010
Dislocated Worker Retention Rate

State Fips Code	31010	2012
Actual Outcome	95.40	2012
Total Adjustment	0.90	2014
Target	96.30	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	57.28	50.00	-7.28	0.04	-0.28
Age 26-35	18.45	12.82	-5.63	0.04	-0.25
Age 36-45	25.24	29.49	4.24	0.09	0.40
Age 46-55	32.04	39.74	7.70	0.07	0.55
Age 56-65	20.39	15.38	-5.00	-0.04	0.18
Age 66+	0.97	0.00	-0.97	-0.49	0.47
Hispanic	6.00	2.78	-3.22	-0.02	0.06
Asian	1.00	0.00	-1.00	0.00	0.00
African American	14.00	13.89	-0.11	-0.05	0.01
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.01	0.00
American Indian or Alaska Native	0.00	0.00	0.00	-0.19	0.00
Multiple Races	1.00	0.00	-1.00	-0.05	0.05
Highschool Dropout	0.97	2.56	1.59	-0.04	-0.07
AA or PS	0.97	6.41	5.44	-0.05	-0.29
BA or MA+	29.13	24.36	-4.77	-0.04	0.17
Disabled	3.88	7.69	3.81	-0.05	-0.17
Veterans	12.62	11.54	-1.08	0.00	0.00
Wage Before Participation	75.73	66.22	-9.51	0.01	-0.08
Coenrolled in WP	80.58	85.90	5.31	-0.02	-0.09
Limited English	0.00	1.28	1.28	0.01	0.02
Single Parent	12.62	6.41	-6.21	0.00	-0.01
UI Claimant	81.55	88.46	6.91	0.03	0.22
Unemployment Rate	4.54	4.14	-0.40	-0.13	0.05

State & WIB Code:

Measure:

NE 31010
Dislocated Worker Six Months Average Earnings

State Fips Code	31010	2012
Actual Outcome	15,607.00	2012
Total Adjustment	-104.10	2014
Target	16,127.10	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	57.28	50.00	-7.28	-58.83	428.35
Age 26-35	18.45	12.82	-5.63	32.64	-183.61
Age 36-45	25.24	29.49	4.24	47.32	200.83
Age 46-55	32.04	39.74	7.70	47.41	365.28
Age 56-65	20.39	15.38	-5.00	25.85	-129.34
Age 66+	0.97	0.00	-0.97	19.72	-19.15
Hispanic	6.00	2.78	-3.22	-2.94	9.48
Asian	1.00	0.00	-1.00	104.80	-104.80
African American	14.00	13.89	-0.11	-6.81	0.76
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-55.66	0.00
American Indian or Alaska Native	0.00	0.00	0.00	-20.12	0.00
Multiple Races	1.00	0.00	-1.00	-9.19	9.19
Highschool Dropout	0.97	2.56	1.59	-31.23	-49.76
AA or PS	0.97	6.41	5.44	15.14	82.37
BA or MA+	29.13	24.36	-4.77	128.87	-614.37
Disabled	3.88	7.69	3.81	-22.75	-86.65
Veterans	12.62	11.54	-1.08	-6.33	6.85
Wage Before Participation	75.73	66.22	-9.51	12.64	-120.24
Coenrolled in WP	80.58	85.90	5.31	14.08	74.84
Limited English	0.00	1.28	1.28	-52.98	-67.93
Single Parent	12.62	6.41	-6.21	1.67	-10.37
UI Claimant	81.55	88.46	6.91	12.30	85.00
Unemployment Rate	4.54	4.14	-0.40	-47.56	19.16

State & WIB Code:

Measure:

NE 31010
Youth Placement in Education or Employment

State Fips Code	31010	2012
Actual Outcome	68.00	2012
Total Adjustment	0.90	2014
Target	68.90	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	54.23	56.49	2.26	0.10	0.23
Age 14-15	0.70	0.00	-0.70	-0.26	0.18
Age 16-17	14.79	11.45	-3.34	-0.06	0.20
Age 18-20	69.72	73.28	3.56	0.03	0.11
Hispanic	6.77	9.02	2.25	-0.04	-0.09
Asian	3.01	1.64	-1.37	-0.01	0.01
African American	55.64	52.46	-3.18	-0.09	0.28
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.25	0.00
American Indian or Alaska Native	0.75	0.00	-0.75	-0.14	0.11
Multiple Races	3.01	4.10	1.09	0.00	0.00
Highschool Graduate	50.70	52.67	1.97	0.08	0.16
Disabled	20.42	25.95	5.53	-0.02	-0.12
Limited English	2.11	3.82	1.70	-0.21	-0.36
Low Income	100.00	100.00	0.00	0.03	0.00
Homeless	2.11	3.05	0.94	0.04	0.04
Offender	32.39	29.01	-3.39	-0.01	0.05
Parentig Youth	17.73	17.69	-0.04	-0.01	0.00
Needs Additional Assistance	7.04	10.69	3.64	0.01	0.02
School Status	26.76	43.51	16.75	0.05	0.83
Basic Skills Deficient	81.69	76.34	-5.35	-0.04	0.19
Foster Care	1.42	8.46	7.04	-0.14	-0.96
PreTest Scores	520.36	522.55	2.19	0.00	0.01
Unemployment Rate	4.19	4.14	-0.06	-0.97	0.06

State & WIB Code:

Measure:

NE 31010
Youth Attainment of Degree or Certificate

State Fips Code	31010	2012
Actual Outcome	61.00	2012
Total Adjustment	-0.80	2014
Target	60.20	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	54.23	56.49	2.26	0.12	0.27
Age 14-15	0.70	0.00	-0.70	-0.14	0.10
Age 16-17	14.79	11.45	-3.34	0.18	-0.59
Age 18-20	69.72	73.28	3.56	0.10	0.37
Hispanic	6.77	9.02	2.25	-0.15	-0.33
Asian	3.01	1.64	-1.37	-0.04	0.05
African American	55.64	52.46	-3.18	-0.09	0.30
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.33	0.00
American Indian or Alaska Native	0.75	0.00	-0.75	-0.11	0.08
Multiple Races	3.01	4.10	1.09	-0.05	-0.05
Highschool Graduate	50.70	52.67	1.97	-0.03	-0.06
Disabled	20.42	25.95	5.53	0.09	0.48
Limited English	2.11	3.82	1.70	-0.14	-0.23
Low Income	100.00	100.00	0.00	-0.04	0.00
Homeless	2.11	3.05	0.94	-0.10	-0.09
Offender	32.39	29.01	-3.39	0.08	-0.27
Parentig Youth	17.73	17.69	-0.04	-0.07	0.00
Needs Additional Assistance	7.04	10.69	3.64	0.00	-0.01
School Status	26.76	43.51	16.75	0.02	0.39
Basic Skills Deficient	81.69	76.34	-5.35	-0.03	0.18
Foster Care	1.42	8.46	7.04	-0.20	-1.44
PreTest Scores	520.36	522.55	2.19	0.02	0.04
Unemployment Rate	4.19	4.14	-0.06	0.01	0.00

State & WIB Code:

Measure:

NE 31010
Youth Literacy/Numeracy Gains

State Fips Code	31010	2012
Actual Outcome	60.00	2012
Total Adjustment	-2.90	2014
Target	57.10	2014

VARIABLES	Base Year	Current Values	Difference	Weights	Effect Per Factor
Female	53.52	56.49	2.97	0.00	-0.01
Age 14-15	0.70	0.00	-0.70	-0.17	0.12
Age 16-17	14.08	11.45	-2.63	0.07	-0.17
Age 18-20	71.13	73.28	2.16	0.00	0.01
Hispanic	4.41	9.02	4.60	0.05	0.23
Asian	2.94	1.64	-1.30	-0.05	0.07
African American	55.15	52.46	-2.69	-0.04	0.10
Native Hawaiian or Pacific Islander	0.00	0.00	0.00	-0.22	0.00
American Indian or Alaska Native	0.74	0.00	-0.74	-0.10	0.07
Multiple Races	2.94	4.10	1.16	0.03	0.03
Highschool Graduate	47.18	52.67	5.49	-0.12	-0.67
Disabled	18.31	25.95	7.64	-0.08	-0.61
Limited English	1.41	3.82	2.41	-0.09	-0.21
Low Income	99.30	100.00	0.70	-0.04	-0.03
Homeless	2.11	3.05	0.94	-0.10	-0.09
Offender	30.28	29.01	-1.27	0.03	-0.04
Parentig Youth	19.86	17.69	-2.17	-0.05	0.10
Needs Additional Assistance	8.45	10.69	2.24	0.03	0.08
School Status	24.65	43.51	18.86	-0.07	-1.23
Foster Care	0.71	8.46	7.75	-0.05	-0.42
PreTest Scores	522.81	522.55	-0.27	0.09	-0.02
Unemployment Rate	4.36	4.14	-0.23	0.80	-0.18

Attachment D

NEBRASKA PY2014 COMMON MEASURES

WIA COMMON MEASURE PERFORMANCE GOALS

Performance Measures	PY2012 Actual	PY2013 Standard	2014 Regression Targets	PY2013 Actuals*	PY14 Standard
Adults					
Entered Employment Rate	75.6%	75.0%	74.5%	73.6%	75%
Employment Retention Rate	84.6%	88.0%	84.0%	85.9%	88%
Average Earnings	\$10,109	\$10,700	\$11,270.90	\$11,281	\$11,000
Dislocated Workers					
Entered Employment Rate	90.7%	89.0%	91.4%	91.7%	89%
Employment Retention Rate	95.2%	94.0%	95.3%	94.9%	94%
Average Earnings	\$14,528	\$14,800	\$15,119.40	\$15,032	\$15,000
Youth Common Measures					
Placement in Employment / Education	67.8%	70.0%	67.7%	79.0%	71%
Attainment of Degree / Certificate	67.5%	65.0%	67.5%	75.9%	68%
Literacy Numeracy	58.4%	57.5%	60.4%	63.7%	60%

*PY2013 Actuals through 3rd Quarter, ETA Form 9091

WAGNER PEYSER PERFORMANCE GOALS

Performance Measures	PY2012 Actuals	PY2013 Negotiated Goal	PY2013 Actuals*	PY2014 Proposed Goals
Enter Employment Rate	67%	69%	67%	69%
Employment Retention Rate	84%	84%	84%	84%
Average Earnings	\$12,274	\$ 12,300	\$ 12,274	\$12,300

*PY2013 Actuals through 3rd Quarter, ETA Form 9091

Attachment D