

MINUTES

PERFORMANCE COMMITTEE NEBRASKA WORKFORCE INVESTMENT BOARD

February 13, 2013

Chair Bruce Cutright called the meeting to order on February 13, 2013 at approximately 9:30 a.m. Members attending by conference call were: Roger Breed, Vanessa Brown, Bruce Cutright, Connie Eichhorn, Randy Kissinger, Becky Stitt, and Carol Swigart. These people attended in person: Mary Findlay, Jan Fox, Nancy Leonard and Joan Modrell.

Chair of the Performance Committee, Bruce Cutright, said there had been discussion on getting an opinion from Legal Counsel on who should be notified of Performance Committee meetings. The Performance Committee is not a decision making body and is not subject to the open meetings law requirements. Those that serve on the board are Governor appointed. The Performance Committee added ad hoc members so the local areas would be well represented. When Legal Counsel gives their opinion, it will be shared with the Committee. Bruce asked for questions or comments about this. There were none.

Bruce is comfortable with doing most meetings by conference call but would like the Committee to meet in person at least once a year. Joan Modrell, Executive Director of the Office of Employment and Training, and Bruce discussed software capabilities which would allow each member to see the other members during a conference call. This will be explored.

I. Approval of November 28, 2012 Meeting Minutes

Becky Stitt moved to approve the minutes of the November 28, 2012 Performance Committee meeting; it was seconded by Vanessa Brown and unanimously approved.

Connie Eichhorn asked if, as an ad hoc member she could vote; for instance, approval of the minutes—making the motion or seconding it. Joan Modrell will add this to the list of questions requiring a Legal opinion.

II. Youth Performance Workgroup and Best Practices

Joan Modrell said that for the past two to three years, Nebraska has struggled with the three youth performance measures. A youth performance workgroup was formed about a year ago. It has members from each of the local areas, youth providers and management staff. They meet every other month to talk about progress on performance, innovative strategies and solutions on improving youth performance. The workgroup has been very profitable and valuable.

Nebraska is participating in a Region 5 effort to assess youth program needs in order to provide technical assistance training. Materials were sent to the Committee giving a snapshot of the Needs Assessment Nebraska participated in. The Needs Assessment is being conducted by Social Policy Research Associates (SPRA) who is under contract with Region 5. After Region 5 assesses youth training needs of all the states in the region, training for those working with youth could be developed.

Another item that was sent out was Nebraska's Youth Best Practices by Local Areas which is a summary of what the workgroup identified as some of the best practices in each local area. The workgroup is focused on strategies that seem to be working and monitoring progress of improvement. Joan asked for questions on the youth performance workgroup or best practices.

Connie Eichhorn asked if all three areas are using the best practices or have they pulled best practices individually. Is there consistency across the three areas? Joan said the youth practices are unique solutions to each area. Joan said some of the commonalities discovered among the three local areas were things like; understanding the direct correlation of who is enrolled determines the outcome, making sure front line staff understands the measure so they are making informed enrollment decisions, understanding the importance of the follow-up period and the importance it can have on performance.

III. WIA Program Dashboards

Bruce Cutright stated that one of the charges of the Performance Committee is to have oversight of how the WIA Program is performing. He said the Committee has asked for some dashboard types of reports. Joan Modrell reviewed the following:

- 2nd Quarter Performance
- Youth Performance 2nd Quarter Comparison
- Local Area Financial Analysis of 12-31-12

She reviewed with the Committee the 2nd Quarter Performance handout. This is what is reported to the federal government. The cumulative four quarters is 1st and 2nd quarters of the Program Year we are in and 3rd and 4th quarters of last Program Year. We report on a "rolling four" quarters. At the end of March, we will have three quarters of Program Year 2012 which will be reflected in the cumulative score. There will only be one quarter of last year's data in the performance. When we get to the final quarter of this year, which ends June 30, it will be the full four quarters of Program Year 2012.

Looking at the end of the three measures, there is a column called aggregate score. In order to be eligible for federal incentive money, the aggregate score must be at 100 percent. Joan reviewed the same report for Greater Lincoln, Greater Omaha and Greater Nebraska. She asked if there were any questions on the common measures report.

Bruce asked how much money is involved if we don't meet those measures. Joan said it usually is around \$700,000 to \$750,000. Bruce also asked how Nebraska compares to other states. Do we have this kind of data? Joan said we get our ten state region after the fact. She thinks this would be interesting to share with the Committee. She will come up with a dashboard for the next meeting.

Joan reviewed the bar graphs for WIA Youth Performance with the Committee (included State, Greater Lincoln, Greater Nebraska and Greater Omaha). Joan pointed out on Greater Nebraska's chart under Literacy and Numeracy, PY 2012, it shows they fell to 0.0%. Greater Nebraska was

asked to provide a response of what created this. Greater Nebraska has responded and Joan will send this to each member.

Regarding the Local Area Financial Analysis of December 31, 2012 that was on the agenda, Joan said Department of Labor is in the middle of 9130's, our federal quarterly financial reporting, and we are not able to get the numbers we had hoped to. We substituted the "Youth Planned vs. Actual" dashboard on the agenda. This gives a snapshot of enrollments and exits. Joan reviewed the chart with the Committee.

IV. WIA Annual Program Planning Data 2013

- Available online at:
www.dol.nebraska.gov / Workforce Investment Act / Manuals, Plans, Reports
- Effect of Declining Industry Criteria on DLW Allocation Based on WIA Program Planning Data

Joan Modrell said that each year LMI collects data that is used to allocate funding. Funding is allocated based on a specific formula for each of the funding streams. We have three funding streams, Adult, Dislocated Worker, and Youth. Each of those funding streams has a formula by which funds are distributed. Each of those formulas has criteria that equates into percentages on how that criteria is applied to each of the three local areas. We provided to the Committee the Annual Program Planning Data for 2013. An anomaly was found that had never been found before in the 13 years WIA funding has been distributed. Joan reviewed the chart, under "Effect of Declining Industry Criteria on DLW Allocation Based on WIA Program Planning Data." The formula for Dislocated Worker is made up of five criteria which have assigned weights. The final factor in this particular formula that was the anomaly, *"The reduction in the number of jobs within declining industries in a local area as compared to the number of jobs reduced within declining industries in the state."* This factor is weighted at 20% under *"Declining Industry Criteria Data from 2008-2019" Long Term Projections PY 2011 Allocation (Current Method).* In the past, we have always allocated funds for this criteria based on long-term projections. In PY 12, Omaha got 20.358%, Lincoln got 24.280% and Greater Nebraska got 54.362% of the 20% factor. The anomaly is that as we look forward to next year in Omaha there were no jobs reduced within declining industries. In Lincoln, there were no jobs reduced within the declining industries. In Greater Nebraska there were 18. This means Greater Nebraska would get 100 percent of the 20 percent of the Dislocated Worker formula funds. Joan visited with the Commissioner and Mary Findlay of LMI regarding this. Bruce asked if this means layoffs due to closings. Mary explained to the Committee that every other year they do long-term industry projections. This current year they used 2008--2018 projections for the allocations that will be coming out. They had new projections 2010--2020. They take a look at jobs that are permanent layoffs or closures in an industry in the projections that is declining. They compare information they get through the Mass Layoff Statistics Program in LMI and other programs they have. Carol Swigart asked if these allocation formulas are federally mandated. Joan said it's a criterion that is in the federal formula. Carol also asked if any other states came across this. Joan said she wasn't aware of any. She said Lincoln and Omaha would be looking at a 20 percent reduction in their Dislocated Worker funding but this is not a straight 20 percent off the total. It's only 20 percent of the 20 percent factor. Joan explained to the Committee how this worked last year.

Mary said these long-term projections will be used next year. They do the projections every other year. Connie Eichhorn asked what industry the 18 jobs are in. Mary thought they were in publishing. Joan said that while Nebraska has historically used the long-term projections, there is also a criterion under declining industry called short-term projections. A chart was provided showing what would happen if short-term projections data was used instead of long-term projections data for the declining industry criteria. Based on current year funding, Omaha would get 45.86%, Lincoln would get 21.34% and Greater Nebraska would get 32.80%. This gives us a wider breath of individuals that are affected. Mary provided the short-term declining industry list.

Joan thought we would not be out of compliance if we went from using long-term projections to short-term projections in distributing the formula. When industries totally go away, it is viewed as meeting a higher need than when being laid off.

The Committee discussed whether they should use the long-term projections or the short-term projections. If the Performance Committee changes from using long-term projections to short-term projections, this will need to go to the Executive Committee at their April meeting. Roger Breed moved that the Performance Committee recommend to the Executive Committee using the short-term projections method from now until the next required projection is done in July of 2014. Becky Stitt seconded the motion:

Roll call vote follows:

FOR: (4)

Breed
Brown
Cutright
Stitt

ABSTAINING: (0)

ABSENT: (3)

Lang
Ridder
Tyndall

MOTION CARRIED

Joan Modrell also mentioned to the Committee that the WIA Annual Program Planning Data 2013 information had been emailed to them.

V. “Draft” Policy on American Job Center Brand

Joan Modrell said there is a federal initiative to rebrand the one stop service centers across the nation. There has been a lack of identity or consistency on how to find WIA services or

workforce services that are funded through the Department of Labor. Last June, USDOL issued a Training and Employment Guidance Letter (TEGL) that asked states and local areas to consider utilizing a unified brand called American Job Center. The Commissioner asked this be shared with the Performance Committee for their opinion. In the TEGL, it was indicated that in order to receive state funding, states would agree to be using the American Job Center brand appropriately. The American Job Center Brand Policy will be posted for a ten day comment period, and after considering any comments received, the Commissioner issues the final policy. Joan asked the Performance Committee for their comments. Connie Eichhorn asked if there was an estimated date of completion. Joan said probably by July 1, 2013. Vanessa Brown asked if there was any funding available at the local level to offset the expense of making this name change. Joan said we will need to wait and see.

VI. Next Meeting – May 15, 2013

Bruce Cutright asked if the May 15, 2013 meeting would be by conference call. Joan Modrell said the Committee should decide. Bruce discussed this with the members and they decided it may come down to what's on the agenda.

Adjournment

A motion to adjourn was made by Becky Stitt; Roger Breed seconded the motion; a voice vote was taken; the motion carried unanimously and the meeting was adjourned at 10:59 a.m.

nl

2-25-13