

**Nebraska Workforce Investment Board
Performance Committee Meeting Minutes**

Nebraska Department of Labor
550 S. 16th Street, Lincoln NE
January 14, 2015
9:30 a.m. – 12:00 p.m. (CST)

Agenda Item #1 – Call to Order

The meeting of the Nebraska Workforce Investment Board (NWIB) Performance Committee was called to order on January 14, 2015 at approximately 9:33 a.m. by Ms. Becky Stitt, Chair.

Agenda Item #2 – Roll Call

NWIB members present (9):

John Albin
Cheryl Anderson
Vanessa Brown*

Randy Kissinger*
Cherisa Price-Wells
Terri Ridder*

Becky Stitt*
Carol Swigart
Thomas Warren

NWIB members absent (3):

Matt Blomstedt

Dacia Kruse

Clyde Tyndall

*Indicates members who attended via conference call

Bold indicates voting members of the Committee

Let the record reflect that Terri Ridder entered the meeting at 9:41 am.

Other Guests in Attendance (12):

Dan Birdsall	Nebraska Department of Labor – Employment & Training
Steve Bray	Nebraska Department of Labor – Finance
Shirley Carlson*	Heartland Workforce Solutions
Seth Fager	Nebraska Department of Labor – Employment & Training Administrator
Amanda Felton	Nebraska Department of Labor – Employment & Training
Mary Findlay	Nebraska Department of Labor – Labor Market Information
Vicki Leech	City of Lincoln – Urban Development
M.L. Martin	Coyote Lake Ranch, Inc.
Joan Modrell	Nebraska Department of Labor – Employment & Training Director
Jan Norlander-Jensen	City of Lincoln – Urban Development
Stan Odenthal	Nebraska Department of Labor – Employment & Training
Kim Schreiner	Nebraska Department of Labor – Finance

Agenda Item #3 – Approval of Minutes

Chair Stitt entertained a motion regarding the meeting minutes from October 31, 2014. Carol Swigart moved to approve the October 31, 2014 minutes as presented; Cheryl Anderson seconded. No discussion ensued. Motion carried unanimously by voice vote.

The Chair reminded the members that dates, agendas, minutes and handouts for the full board, as well as the Executive Committee and the Performance Committee, can be found on the website at www.dol.nebraska.gov under the heading "Workforce Investment Act."

Agenda Item #4 – Distribution Weights for Dislocated Worker Funds

Chair Stitt invited Stan Odenthal forward to review the distribution criteria for the Committee. Mr. Odenthal reviewed for the Committee process that led to the review of the weights. He discussed how for Dislocated Worker (DLW) allocations, the weights are prescribed by the Federal Government, but the percentage attributed to each weight is up to each State. At the last Performance Committee meeting, the members had requested additional information regarding the weights and their distribution.

Mr. Odenthal continued by discussing with the Committee the results of the various questions from the previous meeting. He began with reviewing the ways in which the other States divided their DLW weight percentages. Some of the varying distributions included dividing all weights evenly, combining weights together, removing weights, or adding additional weights to their formulas. It was encouraged to consider how well the weights will reflect the current workforce.

Discussion continued with a review of the average weights for DLW formula criteria nationwide. The issue of declining industries was raised. Mr. Odenthal expressed how this weight criteria was at a zero for Greater Lincoln and that projections for this current program year indicate that both Greater Lincoln and Greater Omaha may be in danger of receiving zeros in this category in the last program year. Mary Findlay, a Labor Market Industry Research Analyst with the Nebraska Department of Labor, informed the Committee that this statistic is measured statewide. Ms. Findlay related that due to our rising economy, that there were few declining industries.

M.L. Martin, Chair of the Greater Nebraska Board, brought up the decline in the agricultural machinery industry in recent months. She indicated that since the reports run a year behind that the current statistics were not reflective of the current workforce.

Terri Ridder asked if any of the weights took into account the underemployed. It was agreed that this is an important factor, but until we could find a way to collect reliable data on the subject, it would not be a dependable criteria.

Thomas Warren inquired into if Nebraska uses the formulas for comparable states with similar statistics and regions as our State. Ms. Modrell confirmed that we do look towards the other surrounding States for information to that could be relevant. She also commented that while we have a large amount of the State that is geographically rural, the population is very much in the metropolitan areas. With that in mind, while we can look to other states, it is difficult to find one that is in a similar situation as us.

As the members continued to review the data provided by Mr. Odenthal, Ms. Cherisa Price-Wells questioned if minimizing the number of weights would affect the number of Dislocated Workers who could be assisted. Ms. Modrell followed by stating that the weight percentages were just to allocate funds to the local areas and that they would not alter the definition of who would qualify as a DLW.

As the meeting progressed, the topic of local area DLW funds being used for DLW participants was raised. Mr. Odenthal reviewed the information with the Committee. The statistics showed that the

Greater Lincoln area was the area with the highest average DLW funds used on Dislocated Workers. Greater Nebraska and Greater Omaha both showed a more common history of fund transfers from DLW to Adult programs.

Mr. Odenthal brought to the Committee's attention the addition of the Hold Harmless clause that would come into effect under the Workforce Innovation and Opportunity Act (WIOA). This clause would ensure that each Local Area received no less than 90% of their previous two year average. This would prevent any area from having a dramatic shift in the amount of their funding from one year to the other.

Let the record reflect that Cheryl Anderson left the meeting at 10:47 a.m.

Lengthy discussion continued on the various factors regarding the distribution of DLW weights. Seth Fager requested that information be provided at the next meeting regarding the cost per participant for each Local Area. After much debate, Terri Ridder motioned to recommend to the Nebraska Workforce Investment Board, the Option 2 that was presented to the Performance Committee. Carol Swigart seconded the motion. No discussion ensued.

Roll Call vote follows:

FOR: (4)

Vanessa Brown
Terri Ridder

Becky Stitt
Carol Swigart

AGAINST: (0)

ABSTAINING: (1)

John Albin

ABSENT: (4)

Cheryl Anderson
Matt Blomstedt

Dacia Kruse
Clyde Tyndall

MOTION CARRIED

Agenda Item #5 – Upcoming Meetings

The Chair reminded the Committee to put the date of February 18, 2015 on their calendars for the next Performance Committee Meeting.

Agenda Item #6 – Adjournment

It was moved by Carol Swigart to adjourn. Terri Ridder seconded the motion. No discussion ensued. Motion carried by unanimous voice vote. Meeting adjourned at 11:08 a.m.

01/28/2015
AF

What is the average cost per Dislocated Worker served for each of the three local areas?

How many Dislocated Workers were served for each of the three local areas?

Nebraska Workforce Investment Board
Performance Committee Meeting
February 18, 2015

Number of Dislocated Workers Served*

	PY 2013	PY 2012	PY 2011
Greater Nebraska	257	260	413
Greater Lincoln	52	65	105
Greater Omaha	63	126	213

*Nebraska WIA Annual reports for PY 2013, PY 2012, and PY 2011

Amount of Dislocated Worker Funds Spent on Dislocated Workers*

	PY 2013	PY 2012	PY 2011
Greater Nebraska	\$485,915	\$458,526	\$422,729
Greater Lincoln	\$234,189	\$155,597	\$809,837
Greater Omaha	\$288,339	\$448,790	\$462,424

*Source NDOL Office of Finance. Totals include the amount of dislocated worker funds, including carry-in funds, spent on dislocated workers within a given program year (July 1st through June 30th). Transferred funds to the WIA Adult program are not reflected in these totals.

Average Cost Per Dislocated Worker Served

	PY 2013	PY 2012	PY 2011
Greater Nebraska	\$1891	\$1764	\$1024
Greater Lincoln	\$4504	\$2394	\$7713
Greater Omaha	\$4576	\$3561	\$2171



WIA Common Measures
Statewide
PY14 Quarter 2
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 12/31/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results		
	Negotiated Standard	Actual Performance	Numerator / Denominator	% of Negotiated Standard	Actual Performance	Numerator / Denominator
ADULTS						
1. Entered Employment Rate	75.0%	79.6%	43 / 54	106.2%	83.4%	211 / 253
2. Employment Retention Rate	88.0%	94.1%	96 / 102	107.0%	89.1%	278 / 312
3. Average Earnings	\$11,000	\$12,317	\$1,133,124 / 92	112.0%	\$11,674	\$3,023,637 / 259
Aggregate Score				108.4%		
DISLOCATED WORKERS						
4. Entered Employment Rate	89.0%	92.3%	48 / 52	103.7%	89.3%	176 / 197
5. Employment Retention Rate	94.0%	93.5%	43 / 46	99.4%	95.1%	194 / 204
6. Average Earnings	\$15,000	\$13,769	\$550,778 / 40	91.8%	\$14,322	\$2,620,910 / 183
Aggregate Score				98.3%		
YOUTH COMMON MEASURES						
7. Placement in Employment / Education	71.0%	80.0%	28 / 35	112.7%	83.7%	144 / 172
8. Attainment of Degree / Certificate	68.0%	70.0%	35 / 50	102.9%	77.1%	192 / 249
9. Literacy & Numeracy	60.6%	77.4%	24 / 31	127.8%	65.4%	87 / 133
Aggregate Score				114.5%		
Cumulative 4 Quarter Relevant Periods of Exiters						
Performance Measure	Current Quarter			Cumulative 4 Quarter		
Entered Employment Rate (Adult/DLW/OY)	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
6 Month Retention Rate (Adult/DLW/OY/YY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Average Earnings (Adult/OY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Placement in Employment / Education	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Attainment of Degree or Certificate	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Literacy & Numeracy	10/1/2014 - 12/31/2014			1/1/2014 - 12/31/2014		



WIA Common Measures
Greater Nebraska
PY14 Quarter 2
Cumulative Summary Report

PROVISIONAL PERFORMANCE

For the Quarter Ending: 12/31/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results		
	Negotiated Standard	Actual Performance	Numerator / Denominator	% of Negotiated Standard	Actual Performance	Numerator / Denominator
ADULTS						
1. Entered Employment Rate	83.0%	80.0%	20 / 25	96.4%	84.4%	108 / 128
2. Employment Retention Rate	88.0%	93.4%	57 / 61	106.2%	93.3%	139 / 149
3. Average Earnings	\$10,166	\$12,258	\$661,943 / 54	120.6%	\$11,442	\$1,464,520 / 128
Aggregate Score				107.7%		
DISLOCATED WORKERS						
4. Entered Employment Rate	89.0%	91.2%	31 / 34	102.4%	88.8%	119 / 134
5. Employment Retention Rate	94.0%	96.6%	28 / 29	102.7%	94.3%	116 / 123
6. Average Earnings	\$15,000	\$13,321	\$359,663 / 27	88.8%	\$13,377	\$1,498,257 / 112
Aggregate Score				98.0%		
YOUTH COMMON MEASURES						
7. Placement in Employment / Education	77.1%	72.7%	8 / 11	94.3%	82.1%	23 / 28
8. Attainment of Degree / Certificate	70.3%	57.1%	8 / 14	81.3%	76.3%	61 / 80
9. Literacy & Numeracy	66.7%	83.3%	5 / 6	124.9%	78.3%	18 / 23
Aggregate Score				100.2%		
PERFORMANCE MEASURE						
Entered Employment Rate (Adult/DLW/OY)	Current Quarter			Cumulative 4 Quarter		
	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
6 Month Retention Rate (Adult/DLW/OY/Y)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Average Earnings (Adult/OY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Placement in Employment / Education	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Attainment of Degree or Certificate	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Literacy & Numeracy	10/1/2014 - 12/31/2014			1/1/2014 - 12/31/2014		



WIA Common Measures
Greater Lincoln
PY14 Quarter 2
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 12/31/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results		
	Negotiated Standard	Actual Performance	Numerator / Denominator	% of Negotiated Standard	Actual Performance	Numerator / Denominator
ADULTS						
1. Entered Employment Rate	93.8%	100.0%	4 / 4	106.6%	94.1%	16 / 17
2. Employment Retention Rate	95.0%	80.0%	4 / 5	84.2%	90.0%	18 / 20
3. Average Earnings	\$12,875	\$15,541	\$62,165 / 4	120.7%	\$15,434	\$246,950 / 16
Aggregate Score				103.8%		
DISLOCATED WORKERS						
4. Entered Employment Rate	95.3%	100.0%	10 / 10	104.9%	100.0%	25 / 25
5. Employment Retention Rate	98.3%	100.0%	6 / 6	101.7%	100.0%	25 / 25
6. Average Earnings	\$16,074	\$18,895	\$75,582 / 4	117.6%	\$17,416	\$330,909 / 19
Aggregate Score				108.1%		
YOUTH COMMON MEASURES						
7. Placement in Employment / Education	60.9%	81.8%	9 / 11	134.3%	83.0%	44 / 53
8. Attainment of Degree / Certificate	74.1%	85.7%	12 / 14	115.7%	79.2%	38 / 48
9. Literacy & Numeracy	59.1%	66.7%	2 / 3	112.8%	73.7%	14 / 19
Aggregate Score				120.9%		
Cumulative 4 Quarter Relevant Periods of Exiters						
Performance Measure	Current Quarter			Cumulative 4 Quarter		
Entered Employment Rate (Adult/DLW/OY)	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
6 Month Retention Rate (Adult/DLW/OY/YY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Average Earnings (Adult/OY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Placement in Employment / Education	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Attainment of Degree or Certificate	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Literacy & Numeracy	10/1/2014 - 12/31/2014			1/1/2014 - 12/31/2014		



WIA Common Measures
Greater Omaha
PY14 Quarter 2
Cumulative Summary Report
PROVISIONAL PERFORMANCE

For the Quarter Ending: 12/31/2014

Performance Measure	Current Quarter			Cumulative 4 Quarter Results		
	Negotiated Standard	Actual Performance	Numerator / Denominator	% of Negotiated Standard	Actual Performance	Numerator / Denominator
ADULTS						
1. Entered Employment Rate	72.0%	76.0%	19 / 25	105.6%	80.6%	87 / 108
2. Employment Retention Rate	88.0%	97.2%	35 / 36	110.5%	84.6%	121 / 143
3. Average Earnings	\$11,358	\$12,030	\$409,016 / 34	105.9%	\$11,410	\$1,312,167 / 115
Aggregate Score				107.3%		
DISLOCATED WORKERS						
4. Entered Employment Rate	89.0%	87.5%	7 / 8	98.3%	84.2%	32 / 38
5. Employment Retention Rate	94.0%	81.8%	9 / 11	87.0%	94.6%	53 / 56
6. Average Earnings	\$16,182	\$12,837	\$115,534 / 9	79.3%	\$15,226	\$791,744 / 52
Aggregate Score				88.2%		
YOUTH COMMON MEASURES						
7. Placement in Employment / Education	71.7%	84.6%	11 / 13	118.0%	84.6%	77 / 91
8. Attainment of Degree / Certificate	68.0%	68.2%	15 / 22	100.3%	76.9%	93 / 121
9. Literacy & Numeracy	60.6%	75.0%	15 / 20	123.8%	59.8%	52 / 87
Aggregate Score				114.0%		
Cumulative 4 Quarter Relevant Periods of Exiters						
Performance Measure	Current Quarter			Cumulative 4 Quarter		
Entered Employment Rate (Adult/DLW/OY)	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
6 Month Retention Rate (Adult/DLW/OY/YY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Average Earnings (Adult/OY)	7/1/2013 - 9/30/2013			10/1/2012 - 9/30/2013		
Placement in Employment / Education	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Attainment of Degree or Certificate	1/1/2014 - 3/31/2014			4/1/2013 - 3/31/2014		
Literacy & Numeracy	10/1/2014 - 12/31/2014			1/1/2014 - 12/31/2014		

Performance Changes under WIOA

WIA (9 Measures)	WIOA (15 measures + employer measure)
ADULT	
Entered Employment Rate	Employment Rate (2 nd quarter after exit)
Employment Retention Rate	Employment Rate (4 th quarter after exit)
Average Earnings	Median Earnings (2 nd quarter after exit)
	Credential Rate (within 1 year after exit)
	Measurable Skills Gain (real time measure)
DISLOCATED WORKER	
Entered Employment Rate	Employment Rate (2 nd quarter after exit)
Employment Retention Rate	Employment Rate (4 th quarter after exit)
Average Earnings	Median Earnings (2 nd quarter after exit)
	Credential Rate (within 1 year after exit)
	Measurable Skills Gain (real time measure)
YOUTH	
Placement in Employment, Education, or Training	Placement in Employment, Education, or Training (2 nd quarter after exit)
Literacy & Numeracy Gains	-----
Attainment of a Degree/Certificate	Credential Rate (within 1 year after exit)
	Placement in Employment, Education, or Training (4 th quarter after exit)
	Median Earnings (2 nd quarter after exit)
	Measurable Skills Gain (real time measure)
Employer	
	Employer Measure to be determined by 2 nd Program Year

- Current Performance accountability system remains in effect for the first full program year (through June 30, 2016)
- States may identify additional performance accountability measures – WIOA 116(b)(2)(iii)
- In addition to Adult, Dislocated Worker and Youth WIOA programs, WIOA performance measures apply to:
 1. Adult Ed & Literacy under Title II
 2. Wagner-Peyser (Adult Measures Only and New Employer Measure)
 3. Selected programs under Title I of Rehabilitation Act of 1973
 4. Job Corps – (Youth Measures and possibly New Employer Measure)