

STATE OF NEBRASKA
Workforce Investment Act Waiver Request
Waiver to Replace Performance Measures with Common Measures

Date: October 23, 2012
State: Nebraska
Agency: Department of Labor, Office of Employment and Training

Statutory And/Or Regulatory Requirements To Be Waived

WIA Section 136(b) requiring the performance measures.

Actions Undertaken To Remove State Or Local Barriers

There are no state or local statutory or regulatory barriers to implementing the waiver.

Goals And Expected Programmatic Outcomes Of Waiver

- Provides for a simplified and streamlined performance measurement system which is more cost effective and more transparent to our business partners and our service providers.
- Provides a more demand-driven system by giving greater flexibility to Boards in designing and implementing one-stop services. The previous WIA 17 measures were difficult for staff to manage and for the business members of our WIBS to understand and successfully monitor.
- Improve services to youth and increase focus on out-of-school youth.
- Reduces administrative reporting costs by eliminating paperwork and labor costs associated with performance data collection.
- Provides a more useful program management tool.
- Provides for a customer-driven instead of program-driven outcomes.
- Provides an opportunity for Nebraska to better implement the USDOL's Youth Vision

Approval of this waiver will continue streamlined administrative processes, allowing the Nebraska Department of Labor (NDOL) to focus the maximum amount of resources on employment outcomes. The continuation of this waiver will further NDOL's implementation of the federal goal to simplify and streamline the performance accountability system.

Past approval of this waiver request has allowed NDOL to improve consistency and reliability of data, and foster greater flexibility when negotiating performance measures with the local Boards. In addition, limiting performance reporting to the Common Measures has simplified service delivery as well as data collection, reporting, and validation at the local level.

Individuals Impacted By The Waiver

Employers, job seekers, and state and local staff have all benefitted from this waiver. The implementation of integrated Common Measures has allowed staff to better focus on the needs of employers, find job seekers to match those needs, and maximize integrated services to achieve the best outcomes. The waiver has provided accountability while improving program management and performance.

Implementing the Common Measures has increased focus in youth programs on education and skill attainment. Youth have seen the most immediate benefits of the waiver. Focusing only on Youth Common Measures has removed a significant barrier by aligning Nebraska's WIA Youth program with NDOL's vision of serving at-risk out-of-school youth, as well as fostering youths' long-term connections to the workforce system. The hardest-to-serve youth groups, such as former incarcerated youth, and current and former foster care youth, have derived the most benefit from long-term connection to the workforce.

Process For Monitoring Progress In Implementation

NDOL has and will continue to monitor progress under this waiver by reviewing monthly performance through monitoring and performance accountability reports that measure results. NDOL continuously analyzes performance reports and compares actual performance with what local areas are reporting. Adjustments will continue to be made by monitoring performance requirements to ensure performance goals and objectives are met. Information regarding the new reporting system and the waiver is shared with the Boards through training and technical assistance, the distribution of policy through Workforce Development Policies and Issuances, and regularly scheduled Local Area WIA Administrator Meetings.

Notice To Affected Local Boards

This waiver was originally approved in June 2008. This waiver has been included in all of the State Plan postings since PY2008 and was most recently included in the final draft Five-Year Integrated State Plan posted at www.dol.nebraska.gov on September 14, 2012.

Public Comment

Below is the original timeline which provided multiple opportunities for public comment:

- July 24, 2007 Meeting with local WIA directors, administrators and staff
- Aug. 28, 2007 Nebraska Workforce Investment Board Compliance Committee meeting
- Sept. 12, 2007 Tri County WIB Performance Committee meeting
- Sept. 12, 2007 Greater Lincoln WIB quarterly public meeting
- Sept. 20, 2007 Tri County WIB meeting
- Oct. 24, 2007 Greater Nebraska Chief Elected Officials Board meeting
- Oct. 25, 2007 Greater Nebraska WIB meeting
- Dec. 20, 2007 Meeting with local WIA directors, administrators, staff and service providers

This waiver request is posted for public comment on the Nebraska Department of Labor (NDOL) website at www.dol.nebraska.gov. Any comments received will be forwarded to ETA Regional Office. Upon approval of this waiver, NDOL's Office of Employment and Training will notify the Local Workforce Investment Areas and local WIB Chairs that the continuation of this waiver has been approved.