

Workforce Investment Act **Annual Report**

State of Nebraska

Program Year 2002
July 1, 2002 through June 30, 2003



Acknowledgements

This is a publication of the Nebraska Workforce
Investment Board.

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Table of Contents

NEBRASKA WORKFORCE DEVELOPMENT

Objectives	4
Nebraska Workforce Investment Board	5
Committee Structure.....	6
NWIB Roster.....	7
Workforce Investment Act Chart	8
Services and Products	9
Customer Base	10
Major Career Center Partners.....	11
Carl D. Perkins Act	12
Nebraska Local Workforce Investment Areas	13
Revenues	14
Workforce Investment Act Financial Statement	15
Career Center Office Locations	16
Awards and Recognition.....	17
Successes	18
Evaluations and Continuous Improvements	19
Analysis of Performance	20
Key Web Sites	21

Tables Section

A. Customer Satisfaction Results	23
B. Adult Program Results At-A-Glance.....	23
C. Outcomes for Adult Special Populations	24
D. Other Outcome Information for the Adult Program....	24
E. Dislocated Worker Program Results At-A-Glance	25
F. Outcomes for Dislocated Worker Special Populations..	25
G. Other Outcome Information for the Dislocated Worker Program	26
H. Older Youth Results At-A-Glance	26
I. Outcomes for Older Youth Special Populations.....	27
J. Younger Youth Results At-A-Glance.....	27
K. Outcomes for Younger Youth Special Populations	28
L. Other Reported Information.....	28
M. Participation Levels.....	28
N. Cost of Program Activities	29
O. Local Performance	30
Greater Nebraska Workforce Investment Area.....	30
Greater Omaha Tri-County Workforce Alliance.....	31
Greater Lincoln Workforce Investment Area.....	32

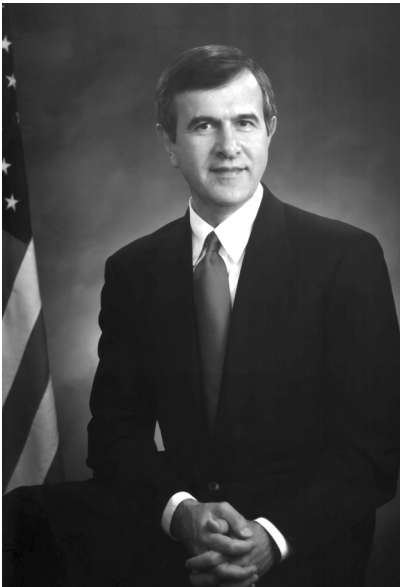


Nebraska Workforce Development is a Proud Member of America's Workforce Network



Objectives

NEBRASKA WORKFORCE DEVELOPMENT



Governor Mike Johanns

- Prepare a workforce to meet the changing needs of Nebraska employers to compete in the global marketplace.
- Expand employment opportunities for all Nebraskans by providing greater access to skill training, education, and career information.
- Assure efficient use of Nebraska's Workforce Development resources by coordinating programs and streamlining services.

“What makes Nebraska competitive? A skilled workforce has to be considered at the top of the list. When it comes to Nebraska's future, a competitive workforce is not only valuable - it's crucial.”

“Nebraska's Work Ethic ranks second to none and we want to help these hard working people find the employment success they need to build better lives and build an even better Nebraska.”

“Workforce Development continues to be a priority of my administration. I firmly believe we cannot have economic development without attention to workforce development issues.”

Governor Mike Johanns

Nebraska Workforce Investment Board

NEBRASKA WORKFORCE DEVELOPMENT



Fernando Lecuona III, Commissioner of Labor, State WIA Liaison, and NWIB member.

- Organized in December, 1999.
- 55 Members
- Majority of membership (28) comes from business and industry.
- The Chair is Donavon Heimes (Corporate Finance Associates - Columbus, NE)
- The Vice-Chair is Jim Linderholm (HWS Consulting Group Inc. - Lincoln, NE)

The Board is a public body as defined by Nebraska law and is subject to both the Public Records law and the Public Meeting Law requirements.

“Program Year 2002 was a remarkable year for our state in terms of successful efforts in the area of workforce development. Among our many accomplishments, we received a \$750,000 incentive bonus that further validates that our efforts are paying off. We had our most successful Governor’s Summit to date with active participation from employers, educators, economic developers and many others. Career Centers are catching on as the ultimate one stop for services. In addition, the Nebraska incumbent Worker Training Program continues to be highly effective in helping workers gain the skills they need in today’s workforce. Our efforts and accomplishments give us a lot to be proud of.”

“I want to express my gratitude in working with, and being part of, the State Workforce Investment Board. Together, we made a positive difference in people’s lives. I look forward to continuing our commitment to employers and workers in our state in Program Year 2003 and beyond.”

Fernando “Butch” Lecuona III, Commissioner of Labor/State WIA Liaison

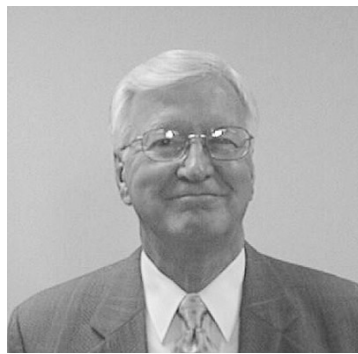
Committee Structure

Nebraska Workforce Investment Board

STANDING COMMITTEES



Don Heimes, Chair
Managing Director, Corporate
Finance Associates - Columbus



Gayle McClure, Chair
Sr. Vice President, Dutton-
Lainson Co. - Hastings



Tom Whalen, Chair
Principal, SilverStone
Group - Omaha



Jim Linderholm, Chair
President, HWS Consulting
Group, Inc. - Lincoln



Mark Lutz, Chair
Administrator, Nebraska
Restaurant Association - Lincoln

Executive Committee

- Authority to act on behalf of the NWIB between scheduled meetings.

Compliance Committee

- Grant planning, administration and service delivery.
- Performance Measures.
- Youth services and programs.
- Adoption of continuous improvement.
- Allocations.

Economic Development

- Recommend strategic initiatives after obtaining quantitative data on economic development trends and issues.

Workforce Development

- Recommend strategic initiatives after obtaining quantitative data on workforce development trends and issues.

Finance Committee

- Obtain data on the funds used within Nebraska Workforce Development programs.
- Make recommendations as to the use and source of funds.

NWIB Roster

NEBRASKA WORKFORCE DEVELOPMENT

BUSINESS

Donavon Heimes, Chair	Columbus
Jim Linderholm, Vice Chair	Lincoln
Pepper Aasgaard	Omaha
Michael Abramson	Omaha
Cheryl Burkhardt-Kriesel	Gurley
Tammie Burns	Lincoln
James Cada	Lincoln
John Chisholm	Omaha
Bruce Cutright	Hastings
Kay Erickson	Albion
Mathew Fleischer	Columbus
J. Brent Gilbert	Omaha
Larry Hiers	Sidney
Larry Keslar	Beatrice
Mark Lutz	Lincoln
Daniel Mauk	Norfolk
Gayle McClure	Hastings
Jerry Oliver	Falls City
Betty Palmer	Springview
Charles Richter	Omaha
Bill Stieren	Nebraska City
Becky Stitt	Scottsbluff
Suzanne Mahel Tyrrell	Lincoln
Tom Whalen	Omaha
Raymond Wright	Nebraska City

GOVERNOR OF NEBRASKA

Governor Mike Johanns Lincoln

ELECTED OFFICIALS

Mayor Mike Fahey Omaha
Pamela Lancaster Grand Island
Mayor Coleen J. Seng Lincoln

LEGISLATURE

Sen. Patrick Bourne Omaha
Sen. Matt Connealy Decatur

LABOR

Jeff Anderson Omaha
Ken Mass Omaha

GOVERNOR DESIGNATE

Garold Chalupa Lincoln
Debra Holcomb Lincoln
Regina Little Beaver Winnebago
Michelle Olson Omaha
Dr. John Owens Lincoln
Paulo Reynoso North Platte
Larry Scherer Lincoln
Dr. Pearl Van Zandt Lincoln

STATE AGENCY

Labor

Fernando Lecuona III Omaha

Education

Dr. Douglas Christensen Lincoln

Health and Human Services

Ron Ross Lincoln

Economic Development

L. Allan Wenstrand Bellevue

COMMUNITY BASED ORGANIZATION

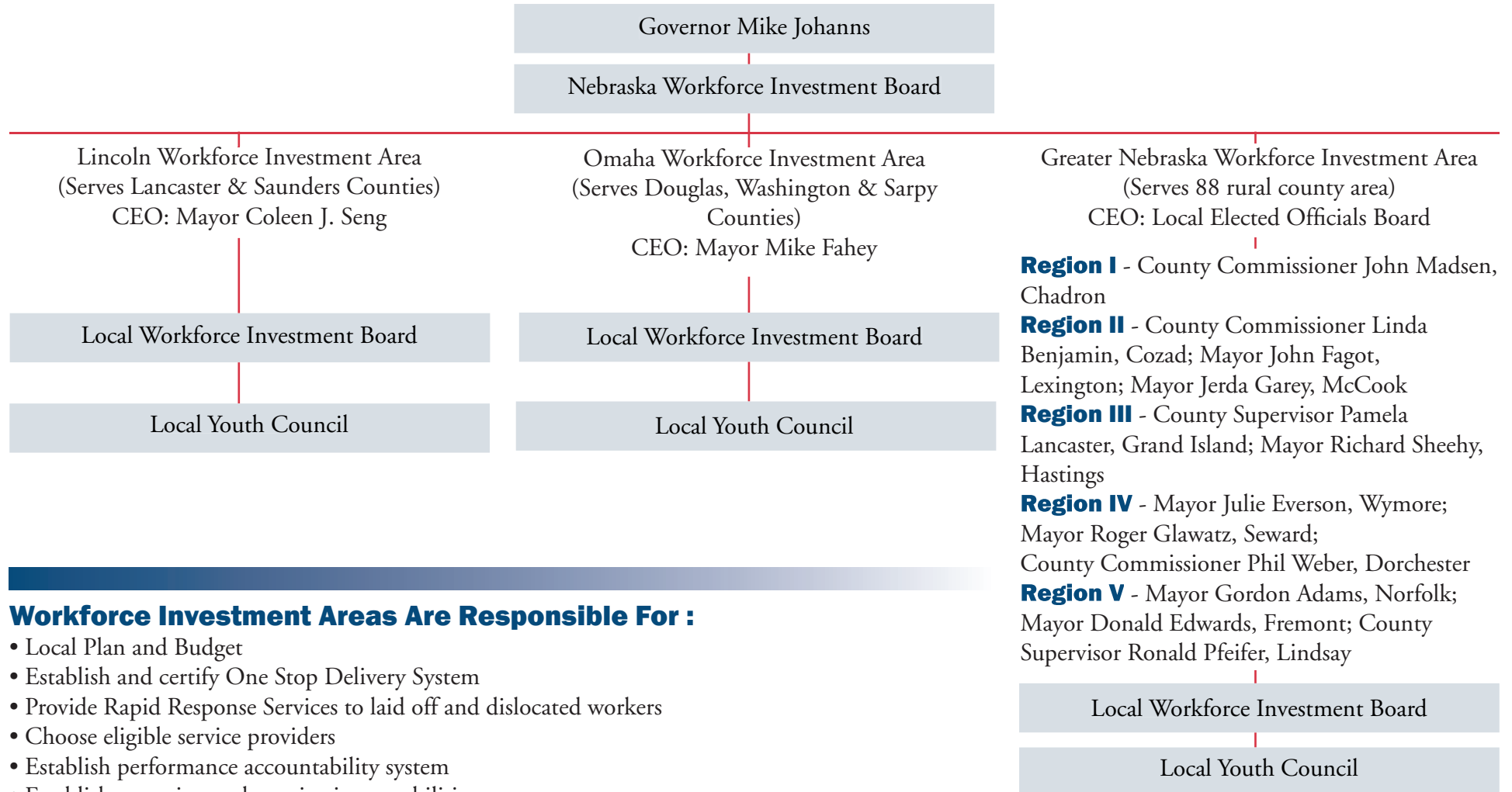
Dennis Baack Lincoln
Peg Harriott Omaha
Jose Zapata Loup City

YOUTH

Dr. Connie Eichhorn Omaha

Workforce Investment Act

NEBRASKA WORKFORCE DEVELOPMENT



Workforce Investment Areas Are Responsible For :

- Local Plan and Budget
- Establish and certify One Stop Delivery System
- Provide Rapid Response Services to laid off and dislocated workers
- Choose eligible service providers
- Establish performance accountability system
- Establish reporting and monitoring capabilities
- Develop and implement a continuous improvement plan.

Services and Products

Core Services

- Eligibility Determination
- Outreach, Intake, and Orientation to Available Services
- Initial Assessment
- Job Search
- Placement Assistance
- Career Counseling
- Labor Market Information Delivery
- Performance and Program Cost Information on Eligible Providers of Training Services
- Local Area Performance Information
- Information on Filing Claims for Unemployment Compensation
- Assistance in Establishing Eligibility for other programs
- Follow-Up Service
- Supportive Service Information Provided

Intensive Services

- Comprehensive and Specialized Assessments
- Development of an Individual Employment Plan
- Group Counseling
- Individual Counseling and Career Planning
- Case Management
- Short-term Prevocational Services

Training Services

- Occupational Skills Training
- On-the-Job Training
- Combination of Workplace Training with Related Instructions
- Private Sector Training
- Skill Upgrade and Retraining
- Entrepreneurial Training
- Job Readiness Training
- Adult Education and Literacy Activities
- English as a Second Language
- Customized Training

Youth Services

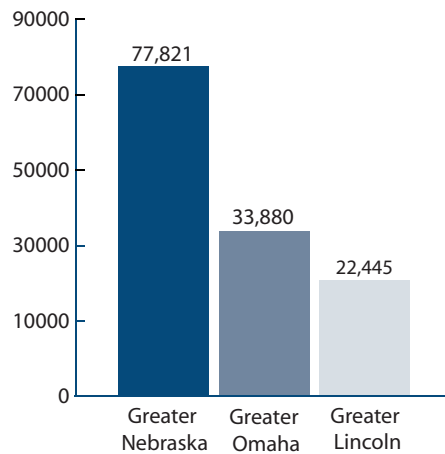
- Tutoring, Study Skills Training, and Dropout Prevention Strategies
- Alternative Secondary School Services
- Summer Employment Opportunities
- Work Experiences, including Internships and Job Shadowing
- Occupational Skills Training
- Leadership Development Opportunities
- Adult Mentoring
- Follow-Up Services
- Comprehensive Guidance and Counseling

Supportive Services

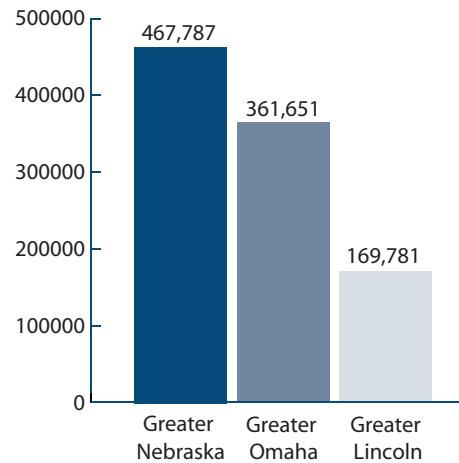
- As defined in Local Plans, may include services such as transportation, child care, dependent care, housing, needs-related payments that are necessary to enable an individual to participate in authorized activities.

Customer Base

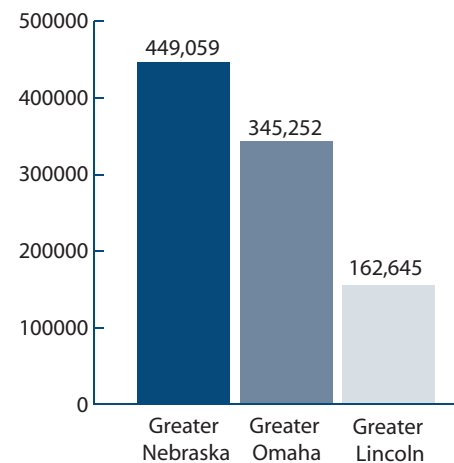
***Accessing Services Through One-Stop System**



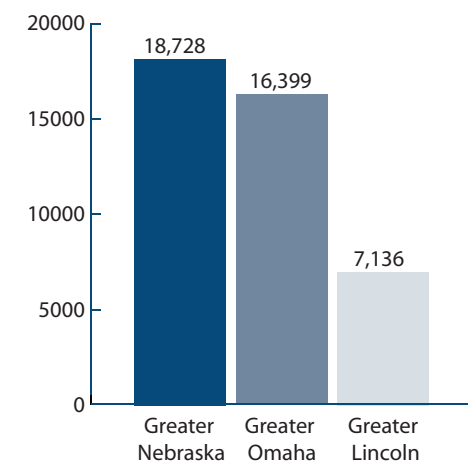
Labor Force (June 2003)



Employment (June 2003)



Unemployment (June 2003)



* Self-service customers may not always be reflected.

Major Career Center Partners

NEBRASKA WORKFORCE DEVELOPMENT



Nebraska Workforce Investment Board Members
Ron Ross (Director of Health and Human Services), Doug Christensen (Commissioner of Education), Governor Mike Johanns, Fernando Lecuona III (Commissioner of Labor), and Al Wenstrand (Director of Economic Development)

“The One Stop is the community’s greatest opportunity of connecting business and government to affect individual growth and prosperity.”

Greater Lincoln WIB - Program Partners
Committee Member

- Adult Employment and Training Activities
- Dislocated Worker Employment and Training Activities
- Youth Activities
- Migrant and Seasonal Farmworker Programs
- Veterans’ Programs
- Native American Programs
- Job Corps
- Employment Services
- Adult Education and Literacy
- Post Secondary Vocational Education
- Vocational Rehabilitation
- Welfare-to-Work
- Title V of the Older Americans Act
- Trade Adjustment Assistance
- NAFTA Transitional Adjustment Assistance
- Community Services Block Grant
- U.S. Department of Housing and Urban Development Employment and Training Programs
- Unemployment Insurance
- Health and Human Services System - Employment First

Carl D. Perkins Act

If Perkins funding changes during the reauthorization process, what impact will that have on WIA?

While it is always difficult to predict the outcome of a reauthorization process, it appears that Congress is supportive of minor changes in Perkins during reauthorization. The current legislation provides support and coordination between WIA and Perkins. This relationship continues to be fostered in Nebraska with plans to provide services as both pieces of legislation allow.

Does the Career and Technical Education Division of the Nebraska Department of Education have an advisory board as the WIA local areas are required to have?

Career and Technical Education (CTE) does have a statewide strategic planning council that provides overall direction and advice for CTE on both the secondary and postsecondary levels.

Has data been gathered to determine the impact with postsecondary students who have accessed Perkins resources in WIA programs, and what has been the involvement?

Currently, no data has been gathered to determine the impact with postsecondary students who have accessed Perkins resources in WIA programs. This would be beneficial data to have and the opportunity to connect data collection and reporting systems to accomplish this analysis should be explored.

What educational in-service was held for teachers in their preparation of working with WIA recipients? What was the impact of the in-service? How many were trained?

An inservice was held for Nebraska teachers providing alternative education programs in March of 2003. There were over 100 teachers in attendance along with numerous WIA service providers.

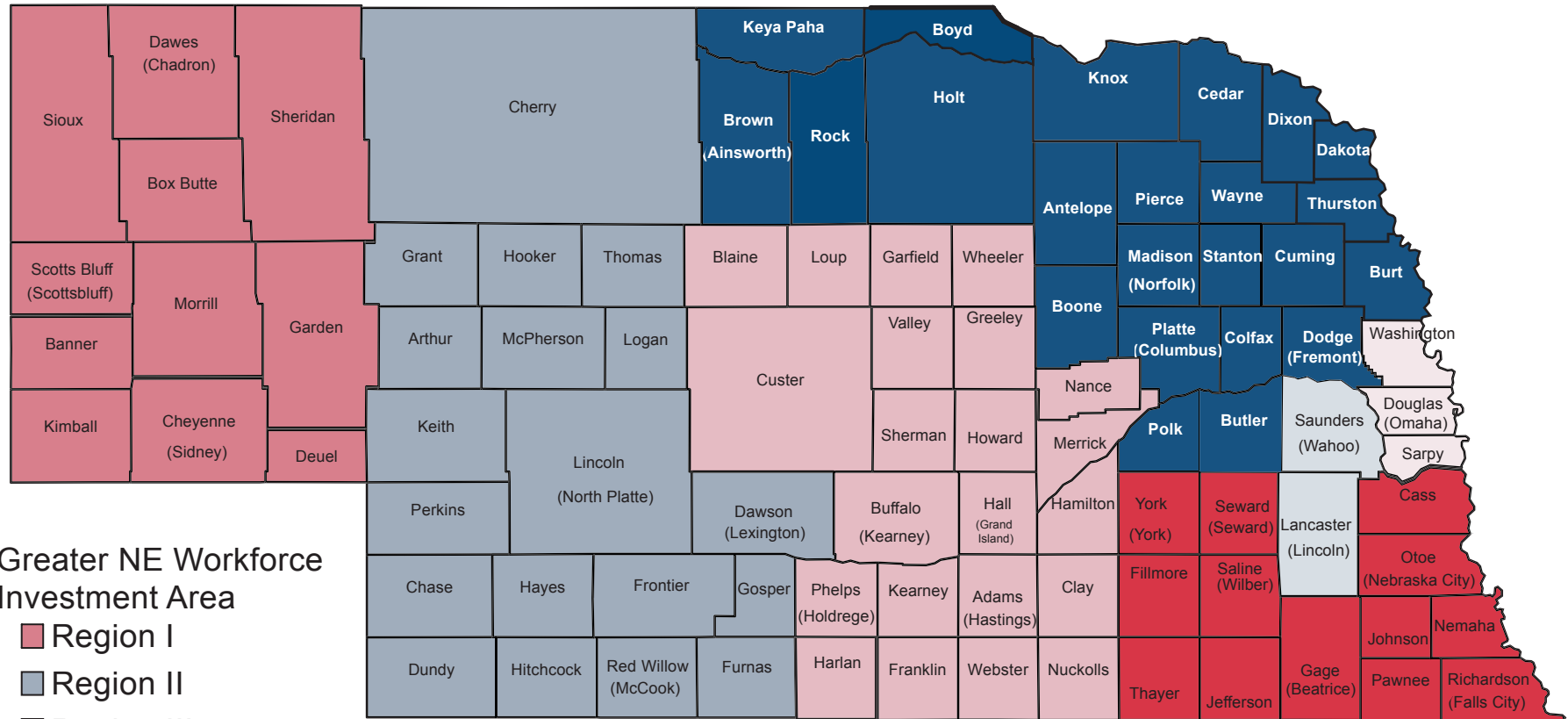
The interaction between the two was significant in helping the teachers to understand the services that are available to their students. There is a desire to have the inservice again next year and continue the dialog between the teachers and WIA staff at their local level.

Comment:

The Compliance Committee reviewed the information on Carl D. Perkins Act coordination and found it acceptable.

Nebraska Local Workforce Investment Areas

NEBRASKA WORKFORCE DEVELOPMENT



Greater NE Workforce Investment Area

- Region I
- Region II
- Region III
- Region IV
- Region V
- Greater Lincoln Workforce Investment Area
- Greater Omaha Workforce Investment Area

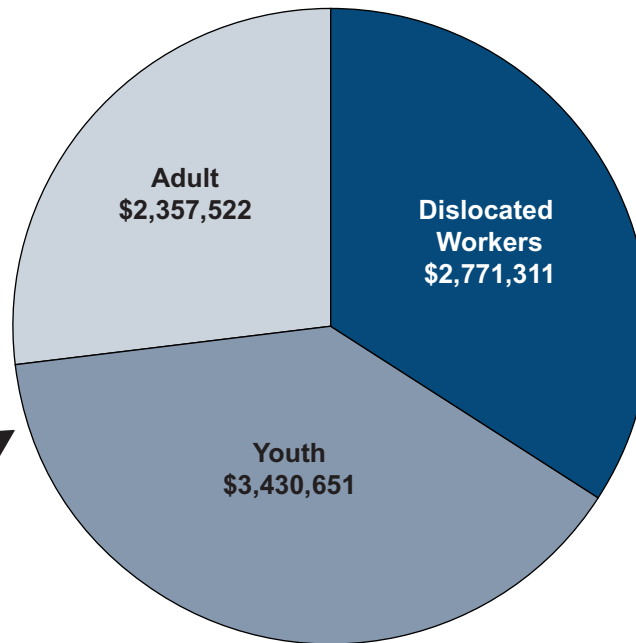
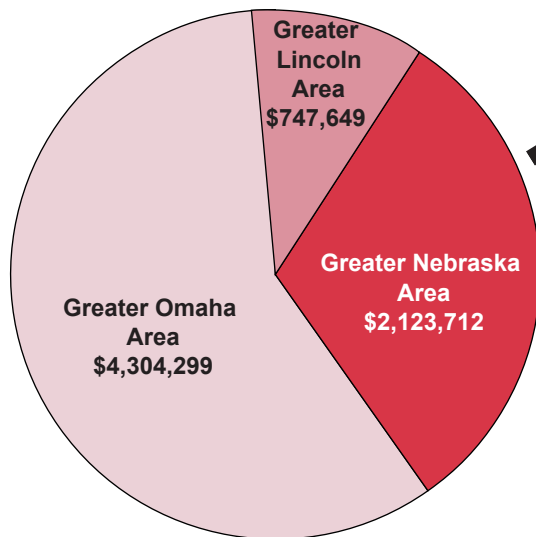
Revenues

Program Year 2002 WIA Title I Funding

Total = \$8,559,484

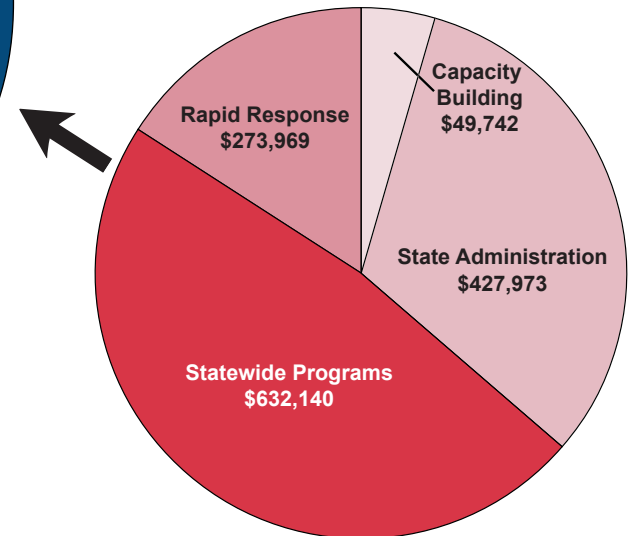
Local Area Funding

Total = \$7,175,660



State Level Funding

Total = \$1,383,824



WIA Financial Statement

NEBRASKA WORKFORCE DEVELOPMENT

Operating Results	Available	Expended	Percent	Balance Remaining
Total All Funds Sources	\$14,177,137	\$8,993,074	63.4%	\$5,184,063
Adult Program Funds	\$1,812,333	\$935,027	51.6%	\$877,306
<i>Carry in Monies (no add)</i>	\$780,988	\$780,988	100%	\$0
Dislocated Worker Program Funds	\$1,873,147	\$845,223	45.1%	\$1,027,924
<i>Carry in Monies (no add)</i>	\$833,942	\$833,942	100%	\$0
Youth Program Funds	\$2,624,449	\$1,498,072	57.1%	\$1,126,377
<i>Carry in Monies (no add)</i>	\$1,645,024	\$1,645,024	100%	\$0
Out-of-School Youth		\$746,494		
In-School Youth		\$2,396,602		
Local Administration Funds	\$701,103	\$380,011	54.2%	\$321,092
<i>Carry in Monies (no add)</i>	\$417,152	\$417,152	100%	\$0
Rapid Response Funds	\$273,969	\$0	0.0%	\$273,969
<i>Carry in Monies (no add)</i>	\$206,789	\$105,628	51.1%	\$101,161
Statewide Activity Funds	\$1,274,483	\$241,704	19.0%	\$1,032,779
<i>Carry in Monies (no add)</i>	\$1,733,758	\$1,310,303	75.6%	\$423,455

Cost-Effectiveness C-E Ratio

Overall, All Program Strategies	\$1,915
Adult Program	\$2,043
Dislocated Worker Program	\$1,527
Youth Program	\$2,132

NOTE: Nebraska initially received \$8,574,745 in WIA Title I Adult, Youth, and Dislocated Worker funds for Program Year 2002. The Consolidated Appropriations Resolution for 2003 required an across-the-board reduction of .65 percent to the FY 2003 advance funds for the Adult and Dislocated Worker programs (available in October of 2002). Nebraska's rescission amount for the Adult program was \$11,541. Nebraska's rescission amount for the Dislocated Worker program was \$12,343. However, Nebraska's Dislocated Worker program received \$8,623 through the reallocation process. Rather than reducing the funds distributed to the Local Areas, the State set-aside accounts absorbed the \$11,541 Adult reduction amount and the remaining \$3,720 in reduction to the Dislocated Worker funds (after applying the recaptured funds). These changes reduced Nebraska's total amount of WIA Title I Adult, Youth, and Dislocated Worker funds for Program Year 2002 to \$8,559,484.

Career Center Office Locations

Career Centers serve as the cornerstone of the Workforce Investment system. These centers unify training, education, and employment programs into one customer-friendly system in each community.

(Includes Comprehensive, Affiliate, and Access Sites)

★ Denotes Certified Comprehensive Career Center ■ Certified Affiliate One Stop Career Center ● Nebraska Workforce Development Career Center

Alliance
302 Box Butte Avenue
Alliance, NE 69301-3342
(308) 763-2935
Fax: (308) 763-2936

Beatrice *
5109 West Scott Road
Suite 413
Beatrice, NE 68310-7059
(402) 223-6060
Fax: (402) 223-6088

Chadron
250 Main Street
Chadron, NE 69337-2356
(308) 432-6121
Fax: (308) 432-6129

Columbus
3020 18th St., Suite #1
Columbus, NE 68601
(402) 564-7160
Fax: (402) 563-2715

Falls City
1423 Harlan Street
Falls City, NE 68355-2653
(402) 245-4401
Fax: (402) 245-4402

Fremont
406 East 6th Street
Fremont, NE 68025-5136
(402) 727-3250
Fax: (402) 727-3264

Grand Island *
1306 West 3rd Street
Grand Island, NE 68801
(308) 385-6300
Fax: (308) 385-6029

Hastings
Landmark Center, Suite 338
2727 West 2nd Street
Hastings, NE 68901-4663
(402) 462-1867
Fax: (402) 462-1896

Holdrege
502 East Avenue, 2nd Floor
Holdrege, NE 68949-0073
(308) 995-5627
Fax: (308) 995-5321

Kearney
Geneva Bank Plaza
Suite 106
124 West 46th Street
Kearney, NE 68847-8348
(308) 865-5404
Fax: (308) 865-5407

Lexington
1308 North Adams
Lexington, NE 68850
(308) 324-2064
Fax: (308) 324-6320

Lincoln *
1010 "N" Street
Lincoln, NE 68508
(402) 471-2275
Fax: (402) 471-9776

McCook
220 West 1st Street
McCook, NE 69001-3601
(308) 345-8470
Fax: (308) 345-8471

Nebraska City
905 Third Corso
Nebraska City, NE 68410-0700
(402) 873-3384
Fax: (402) 873-3552

Norfolk *
105 East Norfolk Avenue, Ste 100
Norfolk, NE 68701
(402) 370-3430
Fax: (402) 370-4431

North Platte
306 East 6th, Suite 140
North Platte, NE 69101
(308) 535-8320
Fax: (308) 535-8085

Omaha
5404 Cedar Street
Omaha, NE 68106
(402) 595-3000
Fax: (402) 595-3033

2421 North 24th Street
Omaha, NE 68110
(402) 444-4700
Fax: (402) 444-3755

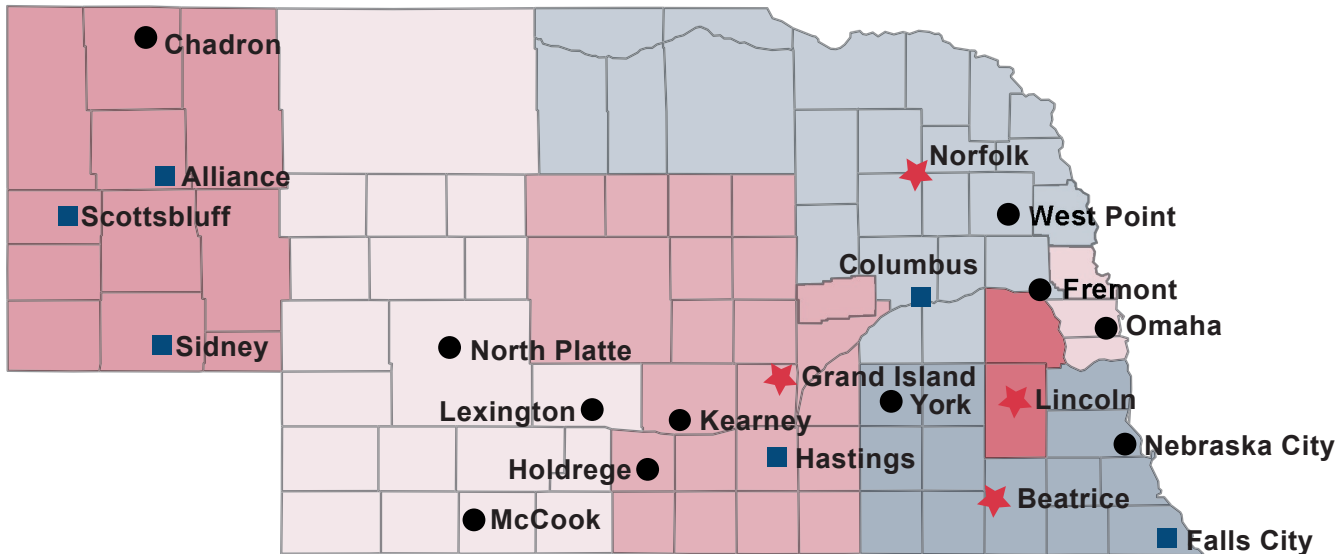
4826 South 24th Street
Omaha, NE 68107
(402) 444-3572
Fax: (402) 444-8088

Scottsbluff
1717 Avenue C
Scottsbluff, NE
69361-2332
(308) 632-1420
Fax: (308) 632-1414

Sidney
927 23rd Avenue
Sidney, NE 69162-1418
(308) 254-6937
Fax: (308) 254-6916

West Point
539 East Decatur
West Point, NE 68788
(402) 372-5749

York
510 Lincoln Avenue
York, NE 68467-2997
(402) 362-5891
Fax: (402) 362-5901



Awards and Recognition

NEBRASKA WORKFORCE DEVELOPMENT

Greater Omaha

- The Nebraska Workforce Development/Greater Omaha Career Center received the Distinguished Community Support award presented by Creighton University/Division of Academic Affairs/TRIO Program during its Third Annual Academic Convocation.
- Ola Anderson, Deputy Director, Nebraska Workforce Development/Greater Omaha Career Center received the Urban League of Nebraska award for her community dedication.
- Two Greater Omaha Tri-County WIB members - Ray Downs (Executive Vice President of Operations for Pay Pals) and Jamie Gutierrez (Owner of Midwest Maintenance) - were honored by the Midlands Business Journal for their contributions to Omaha's healthy and vibrant business community.

Greater Nebraska

- Three Greater Nebraska Workforce Investment Board members received awards: Ann Chambers - the Adult Continuing Education Association of Nebraska (ACEAN) President's Award; Larry Hiers - the Volunteer of the Year Award presented by the Veterans of Foreign Wars (VFW); and Dan Mauk - the Nebraska Community College Association Distinguished Alumni Award on behalf of Northeast Community College.
- Two Nebraska Workforce Development/Office of Workforce Services staff were honored: Ron Myers (Region IV) - Nebraska Department of Labor Manager of the Year; and Kim Neesen (Region V) - Nebraska Department of Labor Employee of the Year.

Greater Lincoln

- The Lincoln One Stop Career Center was chosen as the Nebraska One Stop of the Year by the International Association of Workforce Professionals. A plaque for this achievement was presented at the association's annual conference.
- Lincoln was recently named tenth out of 329 metropolitan areas in a list of "Best Places in the U.S. to Locate a Company." This list was published by Expansion Management Magazine, whose editors annually utilize a ranking system consisting of six separate quotients which include education, health care, quality of life, infrastructure, business climate, and quality of workers available.

Nebraska Workforce Development Distinguished Leadership Award Recipients

Statewide

- The Nebraska Workforce Development – Department of Labor was awarded a \$700,000 Workforce Incentive Grant. These funds shall be used to ensure that partners located within the One Stop system and other partners and service providers located outside of the centers, including employers, receive training to become informed on the needs of individuals with disabilities and the innovative technology available to individuals and employers. In addition, Vocational Rehabilitation staff will be placed at key One Stop Career Centers to provide and coordinate services to individuals with disabilities.
- Nebraska exceeded the agreed to performance levels for outcomes in WIA Title I, Adult Education, and Vocational Education programs for PY 2001 allowing the state to qualify for a \$750,000 WIA Section 503 Incentive Grant in PY 2002.



James L. Linderholm
HWS Consulting Group Inc.
Lincoln, NE



Joseph P. Langemeier
Valmont Coatings
West Point, NE

Successes

NEBRASKA WORKFORCE DEVELOPMENT

“My Vocational Rehabilitation counselor referred me to this program. WIA assisted with the tuition for me to train as a truck driver at the local Community College. I completed the course in April, 2003 and was hired by a trucking company. They say I’ll make between \$35,000 to \$40,000 in my first year. The job also provides complete benefits, plus a bonus plan.”

Greater Nebraska Adult Participant

“My three children and I moved to Lincoln to escape an abusive husband. Health and Human Services referred me to the Career Center. With assistance from Lincoln Housing Authority and Lincoln One Stop Employment Solutions, I began the Associate Degree program at the local community college. It wasn’t easy. My ex-husband broke into our home with a gun and my car was continually breaking down. After graduation, I was accepted into the University. One year later, I completed the Bachelor’s Degree in Nursing and was hired by a hospital earning \$38,000 a year. Thank you for helping me when I didn’t think there was a chance in the world.”

Greater Lincoln Adult Program

“As a 28 year old single mother of two boys, I was not sure what to do when the plant closed. Following assessment, I made a commitment to complete the LPN program. Through a partnership with the Rural And Metro Basic Occupations (RAMBO) program, both my books and tuition were paid. I graduated and passed my licensing test with flying colors. Now I’m working at a clinic, making \$3.00 an hour more than I made at my old job. Since I’m able to work day hours, I can be with my sons in the evening.”

Greater Nebraska Dislocated Worker

“When I enrolled in the program, I was determined to be successful even though I was a single parent. Through working as a Teacher’s Assistant at the North Omaha Boys and Girls Club, I improved my work readiness skills. During my last year at high school, I broke records in several Track and Field events. I graduated from High School in May, 2003. In the summer, I was able to compete in the National Junior Olympics. With a full ride scholarship, I’ll start attending the University this fall.”

Greater Omaha Youth Participant

“Although my mother was a single parent, she gave lots of attention to me and my three siblings. The assessment for the program showed I had barriers in both basic education and work readiness skills. After enrolling, my skills improved in both areas. I graduated from High School in May, 2003. My Work Experience site with Family Services/Ruth Solomon Girls Center was a perfect match. I received outstanding performance reviews and was hired as a Program Specialist. I am currently attending the local Community College.”

Greater Omaha Youth Program

“You made a seemingly bad situation turn into a great opportunity, and I appreciate it immensely. My company had closed its doors. I was getting married in two weeks and without a job or degree, my employment future was bleak. At the Rapid Response meeting, I learned how I could get training assistance. In May, 2003, I graduated with a degree in Computer Science. A local company hired me at an annual salary of \$40,000.”

Greater Lincoln Dislocated Worker

Evaluations and Continuous Improvement

In the fall of 2002, the Nebraska Workforce Investment Board realized it was time to step back and evaluate their role now that the Workforce Investment Act had been implemented. They held a retreat to discuss: positioning the Board in the State; managing the Board's internal working arrangements; governing the Workforce Investment System; and establishing strategic alliances. At that time, the groundwork was set for restructuring the Board's organization into two standing committees and three special committees. The Board recognized that they needed to apply the Continuous Improvement Strategy based on Baldrige Quality Principles to their efforts and they officially accepted this course of action in January, 2003. All of the Board's committees are responsible for assisting in bringing about Continuous Improvement. The Compliance Committee provides oversight of the process. The local areas are also making strides in evaluating and improving their services and Career Center delivery as identified below:

Greater Lincoln

- During the past year, Lincoln One Stop Career Center staff participated in specialized training developed by The Connecting Link, a local consulting firm. Content of the training was tailored to promote team building within the one stop system and to enhance employer relations, with the end result being more employers using the One Stop Career Center. Staff from all partners attended the training. As a result of this training, the method to link job seekers with employers has been made more efficient.
- One Stop staff distributed customer surveys to job seekers throughout the year. Survey results showed that: 92% of the respondents felt they had been treated with respect; 92% of the respondents felt that the wait time was reasonable; 91% of the respondents felt that the entire process made efficient use of their time; and 95% of the respondents would recommend our services to a friend or family member.

Greater Omaha

- The Greater Omaha Tri-County Workforce Investment Board continues to survey employers, customers, and partners. Employer evaluations are very important to the success of our customers. Board training regarding duties and responsibilities was offered to all Greater Omaha Workforce Investment Board members. Staff members receive training on data management systems and case management. Partners frequently attend Greater Omaha Workforce Development staff meetings to share information about their agency and services available.

Greater Nebraska

- The Greater Nebraska One Stop Operator has incorporated the Malcolm Baldrige Continuous Improvement Model into their business planning process. The model focuses on seven operational areas: Leadership, Strategic Planning, Customer Market Focus, Information and Analysis, Human Resources, Process Management and Business Results. Each Career Center has a Continuous Improvement Plan, which is considered a living document and is included on staff and One Stop meeting agendas. The plans are reviewed as an agenda item at the quarterly One Stop All Managers meetings and submitted, in hard copy, annually to the Office of Workforce Services.

Analysis of Performance

Tracking and Validating Performance

- The Tracking and Reporting Exchange System (TRES) continues to meet WIA Title I regulatory and reporting requirements for tracking WIA Title I participants. It is able to draw local and unemployment insurance data into a format that will allow for federal reporting from a statewide perspective. The performance data identified in the Tables section of this report was provided through this system. New “Data Validation Initiative” measures shall be used to verify the data contained in this report.

Renegotiation of Levels for Three Standards

- Economic conditions led to wage declines and reduced the employment opportunities in some industries in Nebraska during PY 2002. These unanticipated circumstances made it necessary to renegotiate the values set for Nebraska’s Adult Earnings Change, Dislocated Workers Earnings Replacement Rate, and Older Youth Earnings Change measures.

Challenges

- The use of Unemployment Insurance (UI) wage records for ascertaining data for many of the performance measures is cost effective and brings credibility to the measurement process. However, Nebraska has many workers who are in employment not covered through the unemployment insurance system, i.e., federal government and railroad workers. In addition, the time lag required to access the UI wage record data prevents timely intervention at the local level.

Sharing Information with Other States

- In February, 2003, Nebraska began participating in the Wage Record Interchange System (WRIS). At last count, forty-three states have made the decision to join WRIS. By being a part of this system, Nebraska is able to track participants who exit the program and find employment in the partnering states. In addition, Nebraska continues to have formal agreements with the states of Iowa, South Dakota, Wyoming, Colorado, and Kansas.

Nebraska’s Decisions

- “To be considered eligible for receiving an incentive award, a local area must have a cumulative average of 100% of the core performance level per program area and customer satisfaction measures. When calculating an individual standard, performance is rounded to whole numbers.” [State Plan]

Overall Results

- Nebraska achieved at least a 100% cumulative program area score for each of the program areas and for the customer satisfaction group. In addition, all of the seventeen measures were over 80% of the negotiated performance levels. All of the local areas are eligible for state incentive funding.

Key Web Sites



State

State of Nebraska – <http://www.state.ne.us>

NE Department of Economic Development – <http://www.neded.org/>

NE Department of Education – <http://www.nde.state.ne.us/>

NE Health and Human Services System – <http://www.hhs.state.ne.us/>

NE Unicameral Legislature – <http://www.unicam.state.ne.us/index.htm>

NE Vocational Rehabilitation – <http://www.vocrehab.state.ne.us/>

NE Workforce Development - Department of Labor – www.NebraskaWorkforce.com

[Information – WIA – State Plan and WIA Policies]

Youth Services – <http://neyouthwfd.unl.edu>

Local

Greater Lincoln – <http://www.ci.lincoln.ne.us/city/urban/WIadmin/index.htm>

<http://www.lincolnjobs.com>; www.workresources.org

Greater Omaha – <http://www.ci.omaha.ne.us/departments/gowd/>

Greater Nebraska – <http://www.greaternebraskawib.com>

National

U.S. Department of Labor – <http://www.dol.gov/>

Employment and Training Administration – <http://www.doleta.gov/>

U.S. Department of Health and Human Services – <http://www.hhs.gov>

America's Job Bank – <http://www.ajb.dni.us/>

U.S. Department of Education – <http://www.ed.gov/>

WIA Annual Report Data

State Name: NE

Program Year: 2002

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	69	82.7	838	1,193	1,193	70.2
Employers	67	77.2	526	4,074	598	88

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72	81.2	212
			261
Employment Retention Rate	72	84.4	275
			326
Earnings Change in Six Month	2,600	3,581	712,561
			199
Employment and Credential Rate	51	62.8	162
			258

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	75.9	41	81	17	80	24	83.3	5
		54		21		30		6
Employment Retention Rate	82.1	46	78.3	18	85.7	30	75	6
		56		23		35		8
Earnings Change in Six Months	3,966	146,744	6,820	88,661	3,628	72,554	5,391	21,562
		37		13		20		4
Employment and Credential Rate	66	35	57.1	12	60.9	14	42.9	3
		53		21		23		7

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	80.9	144	81.9	68
		178		83
Employment Retention Rate	84.8	184	83.5	91
		217		109
Earnings Change in Six Months	3,994	495,207	2,898	217,354
		124		75

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79	91	373
			410
Employment Retention Rate	87	93.8	350
			373
Earnings Replacement in Six Months	86	84.6	3,429,376
			4,054,010
Employment and Credential Rate	51	72.9	239
			328

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	86.6	58	83.3	10	90	36	100	4
		67		12		40		4
Employment Retention Rate	98.3	57	80	8	100	36	75	3
		58		10		36		4
Earnings Replacement Rate	73.1	580,497	200	41,984	55	228,081	0	0
		794,099		20,994		414,342		1
Employment And Credential Rate	69	40	62.5	5	63	17	50	1
		58		8		27		2

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	89.9	293	95.2
326			84	
Employment Retention Rate	93.5	274	95	76
		293		80
Earnings Replacement Rate	82.3	2,676,725	93.8	752,651
		3,251,243		802,767

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	51
Employment Retention Rate	79	78.6	52
			33
Earnings Change in Six Months	1,500	4,529	42
			86,059
Credential Rate	51	47.5	19
			29
			61

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	66.7	12 18	0	0 1	66.7	4 6	67.5
Employment Retention Rate	84.6	11 13	0	0 1	75	3 4	69	20 29
Earnings Change in Six Months	4,586	27,516 6	0	0 1	687	687 1	3,951	47,414 12
Credential Rate	50	10 20	0	0 1	33.3	2 6	47.8	22 46

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	51
Diploma or Equivalent Attainment Rate	42	73	130 178
Retention Rate	55	54.4	62 114

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	76.1	121	85.2	144	71.7	86
		159		169		120
Diploma or Equivalent Attainment Rate	28.6	2	27.8	10	6.7	1
		7		36		15
Retention Rate	52.4	11	76	19	45	9
		21		25		20

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	85.4	274	3,432	789,288	9.4	20	1,796	380,784	71.7	152
		321		230		212		212		212
Dislocated Workers	90.2	212	90.9	2,076,576	6.4	24	3,347	1,248,497	60.6	226
		235		2,284,835		373		373		373
Older Youth	85.9	55	2,707	143,471	8.1	3	1,336	49,432		
		64		53		37		37		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	840	293
Dislocated Workers	1,100	430
Older Youth	235	81
Younger Youth	1,239	498

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$1,716,015.00
Local Dislocated Workers		\$1,679,165.00
Local Youth		\$3,143,096.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$105,628.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$276,867.00
Statewide Allowable Activities 134 (a) (3)	Capacity Building	\$42,000.00
	NTST	\$450,000.00
	Alternative Schools	\$235,236.00
	MIS	\$31,557.00
	Miscellaneous	\$104,403.00
Total of All Federal Spending Listed Above		\$7,783,967.00

WIA Annual Report Data

State Name: NE

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Greater Lincoln Workforce Investment Board	Total Participants Served	Adults	47
		Dislocated Workers	133
		Older Youth	14
		Younger Youth	28
	Total Exiters	Adults	18
		Dislocated Workers	45
		Older Youth	4
		Younger Youth	7

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	90.5
	Employers	67	73
Entered Employment Rate	Adults	72	88.9
	Dislocated Workers	79	93.9
	Older Youth	51	100
Retention Rate	Adults	72	84.6
	Dislocated Workers	87	100
	Older Youth	79	100
	Younger Youth	55	81.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,600	10,049
	Dislocated Workers	86	127.8
	Older Youth (\$)	1,500	7,741
Credential / Diploma Rate	Adults	51	76.9
	Dislocated Workers	51	82.8
	Older Youth	51	60
	Younger Youth	42	75
Skill Attainment Rate	Younger Youth	51	80.7
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

WIA Annual Report Data

State Name: NE

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Greater Nebraska Workforce Investment Board	Total Participants Served	Adults	399
		Dislocated Workers	474
		Older Youth	145
		Younger Youth	289
	Total Exiters	Adults	116
		Dislocated Workers	152
		Older Youth	46
		Younger Youth	76

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	82.7
	Employers	67	80.4
Entered Employment Rate	Adults	72	90.1
	Dislocated Workers	79	93.2
	Older Youth	51	70.6
Retention Rate	Adults	76	81.8
	Dislocated Workers	87	91.3
	Older Youth	79	88.9
	Younger Youth	55	70.6
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,600	4,248
	Dislocated Workers	86	91.7
	Older Youth (\$)	1,500	1,951
Credential / Diploma Rate	Adults	51	58.6
	Dislocated Workers	51	72.8
	Older Youth	51	66.7
	Younger Youth	42	77.1
Skill Attainment Rate	Younger Youth	51	87.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

WIA Annual Report Data

State Name: NE

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Greater Omaha Workforce Development	Total Participants Served	Adults	394
		Dislocated Workers	493
		Older Youth	76
		Younger Youth	922
	Total Exiters	Adults	159
		Dislocated Workers	233
		Older Youth	31
		Younger Youth	415

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	81.6
	Employers	67	69.1
Entered Employment Rate	Adults	72	74.8
	Dislocated Workers	79	89.1
	Older Youth	51	67.7
Retention Rate	Adults	72	86.5
	Dislocated Workers	87	94.6
	Older Youth	79	66.7
	Younger Youth	55	42
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,600	2,634
	Dislocated Workers	86	78.6
	Older Youth (\$)	1,500	5,551
Credential / Diploma Rate	Adults	51	63.9
	Dislocated Workers	51	71.5
	Older Youth	51	31.3
	Younger Youth	42	71.9
Skill Attainment Rate	Younger Youth	51	77.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
			X