

**Nebraska**



**Workforce Investment Act**

# **Annual Report**

**State of Nebraska**

Program Year 2001  
July 1, 2001 through June 30, 2002

## Acknowledgements

This is a publication of the Nebraska Workforce  
Investment Board.

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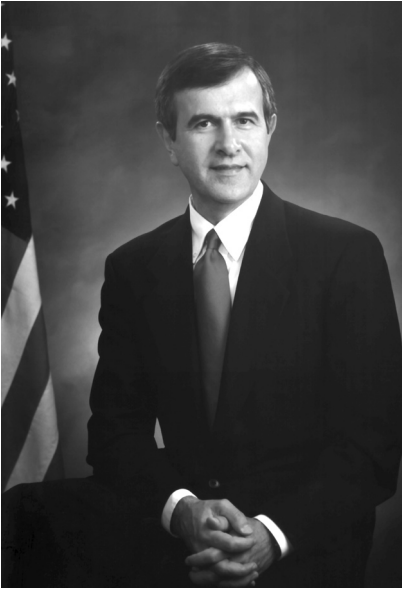
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# Objectives

## 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.

“Building our 21<sup>st</sup> Century Workforce requires teamwork and partnerships from many different areas in both the public and private sectors. I firmly believe that you can't have economic development without workforce development.”

“Our hard working Nebraska workforce is one of our state's greatest assets.”

“Educators, employers, community leaders and elected officials have an obligation to come to the plate and play their part in helping our workers realize their potential. Our collective challenge is getting skilled workers connected to the right jobs and getting workers trained with the skills they need to find rewarding career opportunities. In doing so, we can all play a role in helping our state's economy.”

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 Alan Simon (Omaha Steaks International - Omaha, 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.

“It has been very rewarding for me to serve on the Nebraska Workforce Investment Board. Last spring, Kevin Shields from the Federal Deposit Insurance Corporation spoke to the board about the Money Smart program. I took his information to the Career Center in Columbus and met with Bonnie McPhillips, the Employment Services Manager. As this program developed, industry, the local Community College, both public and private schools, several banks, and health and human services became actively involved. Thanks to the Nebraska Workforce Investment Board for getting this Money Smart program started in Nebraska and the Columbus area.”

Mathew “Bud” Fleischer, Columbus Bank and Trust, Columbus

# Committee Structure

## NEBRASKA WORKFORCE DEVELOPMENT

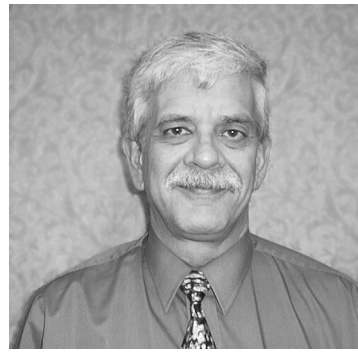
### Nebraska Workforce Investment Board



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



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



Daniel S. Mauk, Chair  
President, Norfolk Area  
Chamber of Commerce - Norfolk



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

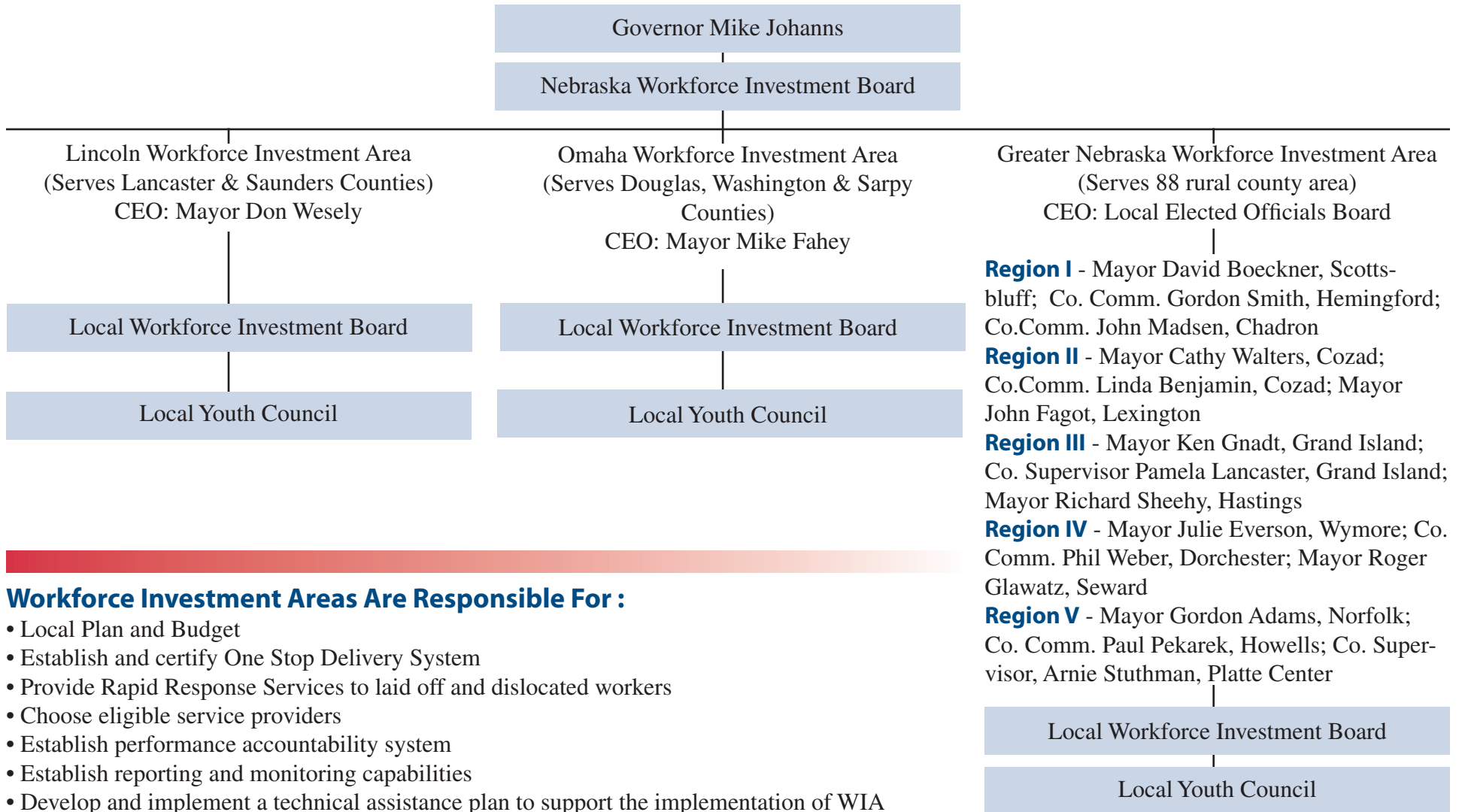


Pamela Sherlock, Chair  
HR Director, Burlington North-  
ern Santa Fe - Lincoln

<b>Executive</b>	<b>Policy and Procedures</b>	<b>Planning and Technology</b>	<b>Performance Measurement</b>	<b>Special Populations</b>
<ul style="list-style-type: none"> <li>Authority to act on behalf of the NWIB between scheduled meetings of the full board.</li> </ul>	<ul style="list-style-type: none"> <li>Designation of Local Areas</li> <li>Development of Allocation Formulas</li> <li>Preparation for Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>One Stop Delivery System development</li> <li>Review of Local Plans</li> <li>Comments on measures taken pursuant to Carl D. Perkins Vocational and Applied Technology Education Act</li> </ul>	<ul style="list-style-type: none"> <li>Performance Measures</li> <li>Statewide Employment Statistics System</li> <li>Incentive Grant Application</li> </ul>	<ul style="list-style-type: none"> <li>Ensures needs of Nebraska's Special Populations are addressed</li> </ul>

# 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 technical assistance plan to support the implementation of WIA



# Services and Products

## NEBRASKA WORKFORCE DEVELOPMENT

### 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

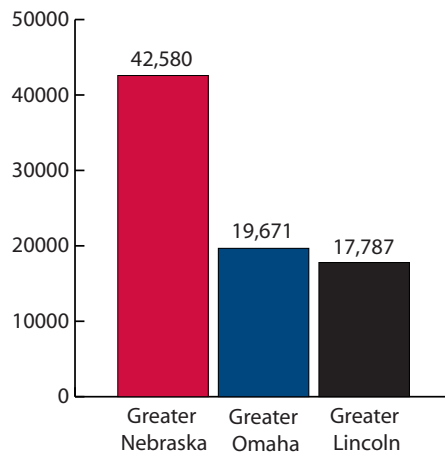
### Supportive Services

- 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.

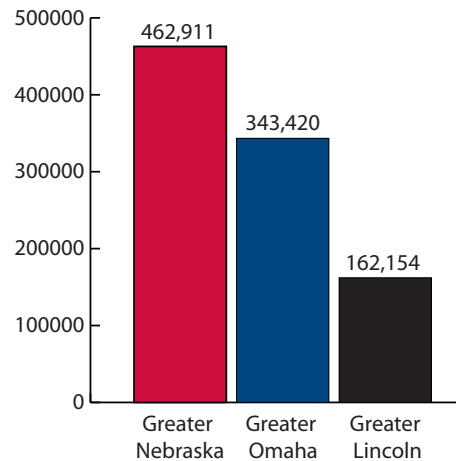
# Customer Base

## NEBRASKA WORKFORCE DEVELOPMENT

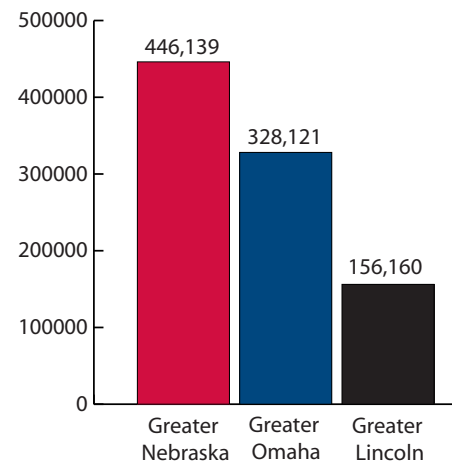
**\*Accessing Services**  
Through One-Stop System



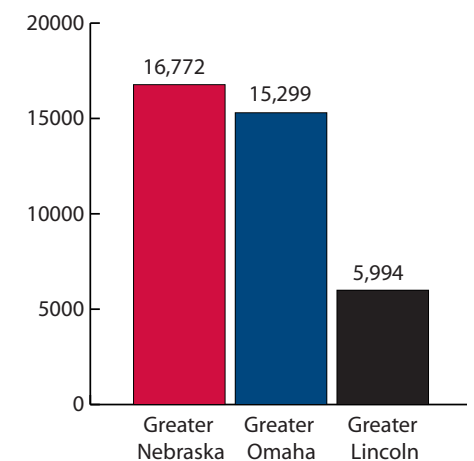
**Labor Force**  
(June 2002)



**Employment**  
(June 2002)



**Unemployment**  
(June 2002)



\* 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)*

“As a partner who works with Vietnamese boat refugee families who have been relocated, finding the Youth Component was an exciting opportunity for at least one young person who is now realizing her future and pursuing her educational goals. What a difference!”

Greater Nebraska Region III - Partner

- 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

## NEBRASKA WORKFORCE DEVELOPMENT

### **Is the memoranda of understanding (MOA) outlined in Section 121 (c) of the Workforce Investment Act (WIA) of 1998 still in effect?**

Yes. All Career and Technical Education eligible recipients (secondary and postsecondary) have the autonomy to enter into a memorandum of understanding with a local Workforce Investment Board for the one stop delivery system. The local coordination, communication and cooperation among education and training entities continue to be encouraged.

### **Have there been changes or revisions in the MOA to accommodate changed circumstances? If so please explain.**

No, but existing agreements/modifications are a function of local eligible agencies.

### **Describe the procedures to ensure continued coordination of and avoid non-duplication among programs listed in Section 112(b)(8)(A) of WIA.**

Continuing collaboration and participation with various committees to ensure cooperation and non-duplication has allowed for open communication to occur at the state level. Additional meetings and discussions with key administrative personnel will continue to ensure no duplication.

Local Career and Technical Education eligible recipients must utilize local advisory committees that consist of business and industry representatives. In addition, each local application contains the assurance that “Career and Technical Education programs will be jointly planned and coordinated with programs conducted under the Workforce Investment Act...to ensure non-duplication of other federal programs.”

### **Describe the ongoing role of postsecondary vocational and technical education in the One-Stop Career Center delivery system established by WIA.**

Coordination with the Community College Association and work with the deans of instruction have proved fruitful in providing exciting opportunities. The two-year Community Colleges remain representatives on each of the local WIA Boards. Each Community College is a partner of the One-Stop delivery system and coordinates services to eligible participants. Additional opportunities exist to connect summer training programs occurring through the community college setting with the secondary education process. This will provide credit experiences for youth and assist in accomplishing completion of a High School diploma or general equivalency diploma (GED).

### **How are Carl Perkins funds partnered with WIA funds to serve participants?**

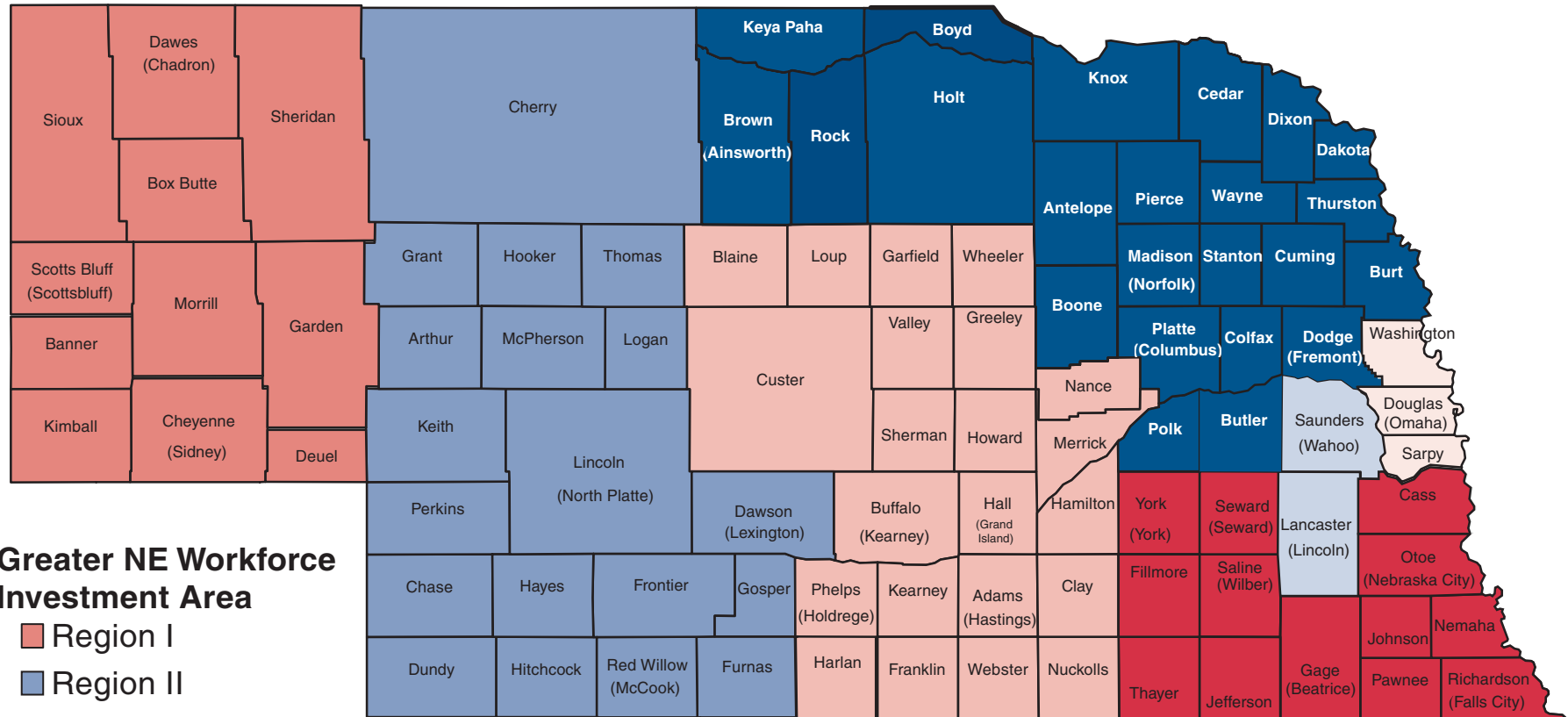
Exploring options for collaboration in areas of nontraditional and displaced homemakers, educational in-service training for teachers in their preparation of the WIA participants, as well as, overall career development. In addition, career information that assists appropriate career decision-making is essential. The “Careers in Nebraska” publication is an example of collaborative work that serves the participants of WIA.

### **Comment:**

**The Planning and Technology 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

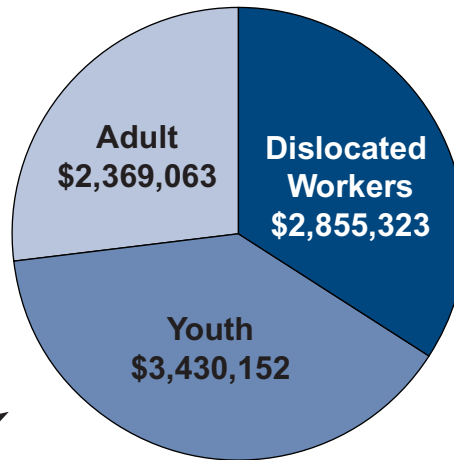
- Greater Lincoln Workforce Investment Area
- Greater Omaha Workforce Investment Area

# Revenues

## NEBRASKA WORKFORCE DEVELOPMENT

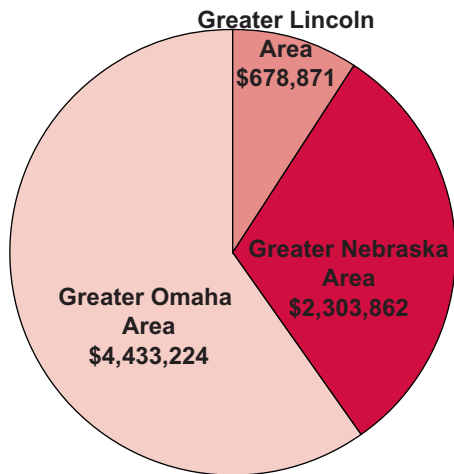
### Program Year 2001 WIA Title I Funding

Total = \$8,654,538



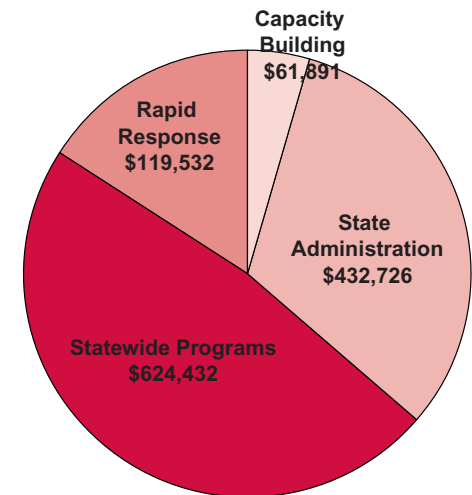
### Local Area Funding

Total = \$7,415,957



### State Level Funding

Total = \$1,238,581



# WIA Financial Statement

## NEBRASKA WORKFORCE DEVELOPMENT

Operating Results	Available	Expended	Percent	Balance Remaining
Total All Funds Sources	\$12,649,321	\$7,031,668	55.6%	\$5,617,653
Adult Program Funds	\$1,612,650	\$831,662	51.6%	\$780,988
<i>Carry in Monies (no add)</i>	\$1,037,203	\$1,037,203	100%	\$0
Dislocated Worker Program Funds	\$2,303,446	\$1,469,504	63.8%	\$833,942
** <i>Carry in Monies (no add)</i>	\$452,734	\$452,734	100%	\$0
Youth Program Funds	\$2,624,067	\$979,045	37.3%	\$1,645,022
<i>Carry in Monies (no add)</i>	\$1,287,360	\$1,287,360	100%	\$0
Out-of-School Youth		\$490,066		
In-School Youth		\$1,776,339		
Summer Employment Opportunities		\$15,015		
Local Administration Funds	\$717,761	\$300,607	41.9%	\$417,154
<i>Carry in Monies (no add)</i>	\$198,108	\$198,108	100%	\$0
Rapid Response Funds	\$119,531	\$0	0.0%	\$119,531
** <i>Carry in Monies (no add)</i>	\$93,639	\$6,382	6.8%	\$87,257
Statewide Activity Funds	\$1,277,083	\$147,906	11.6%	\$1,129,177
<i>Carry in Monies (no add)</i>	\$925,739	\$321,157	34.7%	\$604,582

## Cost-Effectiveness C-E Ratio

Overall, All Program Strategies	\$1,672
Adult Program	\$1,804
Dislocated Worker Program	\$1,579
Youth Program	\$1,654

**NOTE:** Nebraska initially received \$2,997,707 in Dislocated Worker funds for Program Year 2001. Under the Supplemental Appropriation Act of 2001, the Secretary of Labor was required to reduce each State's Program Year 2001 Dislocated Worker allotment based on each State's share of unexpended balances as of June 30, 2001. Nebraska's rescission amount was \$142,384 resulting in Nebraska only receiving \$2,855,323 in Dislocated Worker funds for Program Year 2001. Rather than reducing the funds distributed to the Local Areas, the rescission amount was taken from set asides held at the State level.

\*\* \$121,000 of Rapid Response carry in monies were distributed to a Local Area for Program activities.

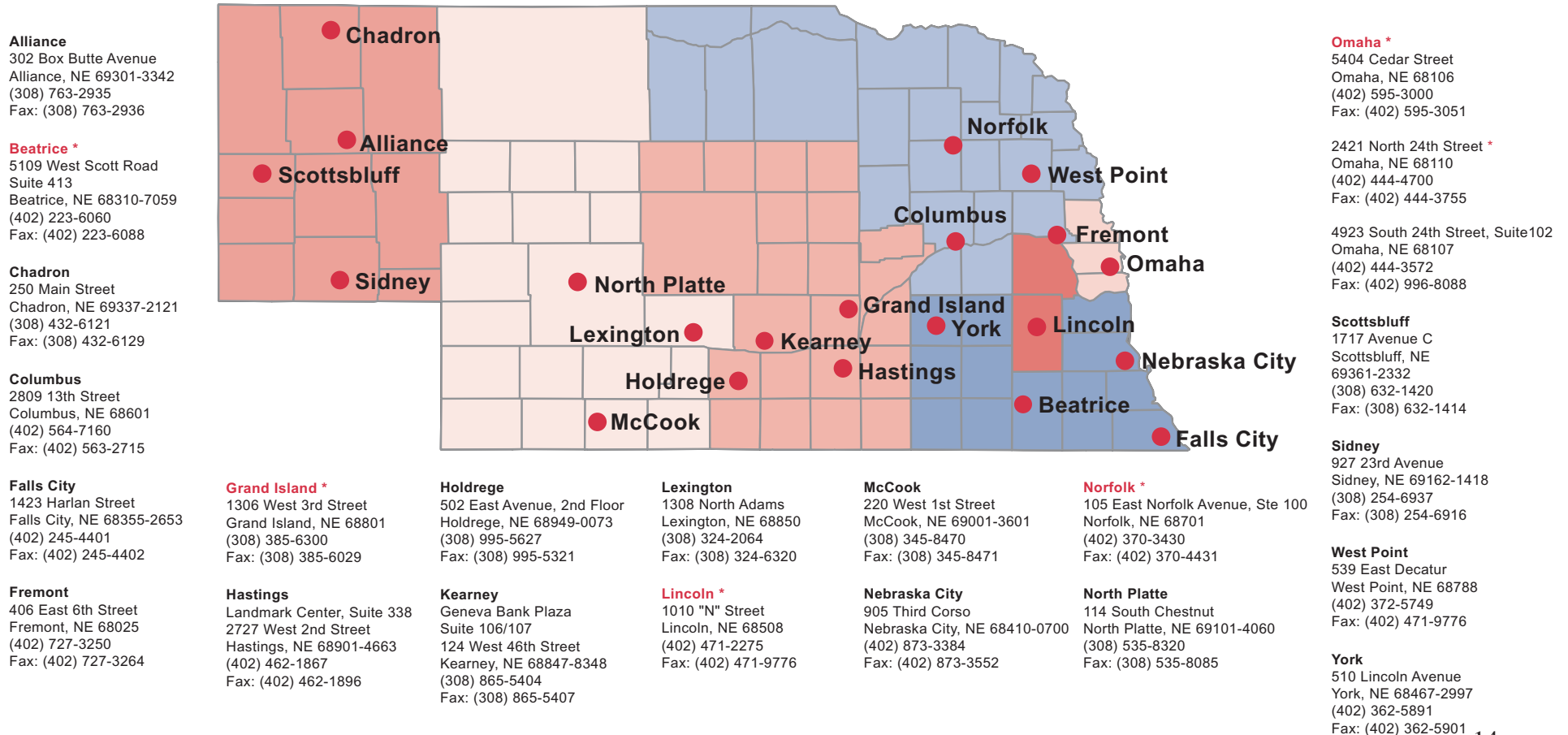
# Career Center Office Locations

## NEBRASKA WORKFORCE DEVELOPMENT

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. At least one full-time center is located in each Workforce Investment Area.

(Includes Comprehensive, Affiliate, and Access Sites)

\* Denotes Certified Comprehensive Career Center





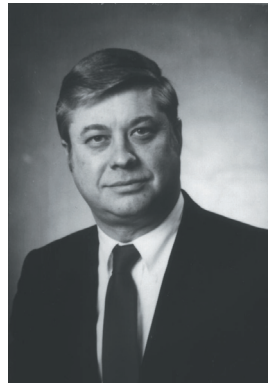
# Awards and Recognition

## NEBRASKA WORKFORCE DEVELOPMENT

### Statewide

- The National Association of State Workforce Agencies (NASWA) honored Governor Mike Johanns with the prestigious Eagle Award for his Distinguished Service to America's Employers and Workers. The Governor's commitment to workforce development has been reflected in several initiatives including the Worker's Bill of Rights for employees within the Meatpacking Industry, the annual Governor's Summit on Workforce Development and the Community Job Fair Initiative.
- The Nebraska Workforce Development – Department of Labor received from the National Association of State Workforce Agencies and the United States Department of Labor Employment and Training Administration the "Building a World-Class Workforce Award." This award includes a \$25,000 grant and recognizes state workforce agencies for professional development that builds the capacity of staff to deliver quality customer services.

### Nebraska Workforce Development Distinguished Leadership Award Recipients:



**Donavon Heimes**  
Corporate Finance  
Associates, Columbus



**John Gottschalk**  
Omaha World Herald,  
Omaha

### Greater Omaha

- Jamie Gutierrez-Vela (President, Midwest Maintenance and Greater Omaha WIB member) was named "Entrepreneur of the Year" by the University of Nebraska at Lincoln, one of the Jaycees' 10 Outstanding Young Omahans, and a recipient of the YWCA "Women of Vision" award.

### Greater Lincoln

- Jim Linderholm, president of HWS Consulting Group, was selected as the December, 2001, County-City Volunteer of the Month for his service to the Greater Lincoln Workforce Investment Board. An original member of the local board, Linderholm is serving his third term as chairperson and also serves on the Nebraska Workforce Investment Board.

### Greater Nebraska

- Nebraska Workforce Development was selected for the Grand Island Area Chamber of Commerce 2001 Partners in Progress Award. "This award is presented annually by the Chamber's Executive Board to organizations who have achieved significant accomplishments in the Grand Island area. Nebraska Workforce Development's accomplishments in Grand Island are extremely important to the growth of our city"-Carolyn Loschen, Chamber Board of Directors Chairperson. This award was given as a reflection of the Career Center certified in 2001.

# Successes

## NEBRASKA WORKFORCE DEVELOPMENT

“Thanks to a \$4,400 WIA investment for tuition, books and supportive services, I have gone from a part time minimum wage job to a management position with full benefits and more room for advancement in the company. Thank you Board and local staff for your support and encouragement for making this possible.”

Greater Nebraska Region I Participant

“I was in a dead end, low-paying job and not able to make ends meet. Although I had a high school diploma, I knew I needed more education to be able to support my wife and two young children.” This man started in the nursing program at the local community college and then was recruited into the Respiratory Program graduating in December, 2001. He is now working in one of Lincoln’s hospitals.

Greater Lincoln Adult Participant

“The program has assisted me in earning my AA degree in Office Technology with distinction and gain employment as a legal secretary.”

Greater Nebraska Region IV Dislocated Worker

“Even as a little girl I wanted to be a truck driver, but girls just didn’t do that then.” This forty-seven year old grandmother finished her truck driving training in July, 2001, and is now making \$50,000 a year.

Greater Omaha Adult Participant

“My daughter is the first generation in our family to obtain a High School Diploma. This fall she will attend the local Community College and work a part-time job. I am extremely proud of her and attribute much of her success to the Workforce Development youth program.”

Mother of Greater Lincoln Youth Participant

“I am thrilled to be a Certified Nursing Assistant (CNA) now. My life has changed and my kids have clothes to wear.”

Greater Omaha Adult Participant

“My job is rewarding when I see how I have affected so many people in a positive way. I was able to place a fourteen-year old with a severe disability in a paid work experience as a summer reading program worker at the city library. With his bilingual abilities, he is able to read in English or Spanish to the children who frequent the facility.”

Greater Nebraska Region III Training Specialist

# Evaluations and Continuous Improvement

## NEBRASKA WORKFORCE DEVELOPMENT

In an effort to continuously improve Nebraska's workforce development system, the Nebraska Workforce Investment Board formed an ad hoc Finance Committee led by Dennis Baack to review all of the partner programs and establish baseline financial data. In addition, the State Board decided to be a role model for the local boards by establishing a continuous improvement process at the board level. To accomplish this task, the Planning and Technology Committee brought in a trainer who assisted them in setting forth action steps based on the seven criteria of the Malcolm Baldrige model for evaluating continuous improvement. The five committee members trained will provide valuable leadership in the implementation of this process at a fall Board retreat. In addition, the committee requested each Local Workforce Investment Board to report on how effective they were during the last year in meeting the criteria earlier established for measuring continuous improvement at the local level. The local areas summarized some of their accomplishments below:

### Greater Lincoln

- In reviewing six months of customer data, it was noted that residents of over 30 counties in Nebraska had visited the Lincoln One Stop. This geographic distribution led to the installation of a toll-free telephone number (1-877-667-6809) to better serve all customers.
- Career Center staff distributed customer surveys to job seekers throughout the year. Survey results showed that over 90% of the respondents felt they were treated with respect and staff answered questions to their satisfaction.
- The Customer Advisory Committee of the Workforce Investment Board, assisted by Kenexa Technology, Inc., developed an employer one-stop survey. Piloting of this survey began in the summer of 2002. The results are pending.

### Greater Omaha

- The Greater Omaha Tri-County Workforce Investment Board surveys customers, employers and partners. Adjustments are made on a continuous basis to improve service delivery to customers. Board training regarding duties and responsibilities was offered to all Greater Omaha Workforce Investment Board members. Staff received training on data management systems and case management. Partners attended Greater Omaha Workforce Development staff meetings to share information about their agency and services.

### Greater Nebraska

- The Greater Nebraska Workforce Investment Board built into the One Stop certification process a continuous improvement requirement individualized by each center's needs and ability to progress toward the community's vision. In Grand Island, the Board, in partnership with the Operator and partners, was anxious to move integration to the next level. In order to do this, the Board contracted with a consultant to assist in identifying a centerpiece employment process product, facilitate planning sessions with partners and develop written action plans for implementation. This project will occur over the majority of the next program year.

# Analysis of Performance

## NEBRASKA WORKFORCE DEVELOPMENT

### Establishing a Tracking System

- 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 allows for federal reporting from a statewide perspective. The performance data identified in the Tables section of this report was provided through this system.

### Renegotiation of Level for One Core Standard

- Based on unanticipated circumstances that negatively impacted the State's original negotiated performance level, Governor Johanns requested to renegotiate the values set for Nebraska's Younger Youth High School Diploma/Equivalent performance measure for Program Years 2001 and 2002. Following the renegotiation process, the State's Younger Youth High School Diploma/Equivalent measure was approved for PY 2001 at 38% and at 42% for PY 2002.

### Challenges

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

### Agreements with Other States

- Nebraska has entered into formal agreements with several other states including Iowa, South Dakota, Wyoming, Colorado, and Kansas in order to track participants who exited the program and found employment in these states.

### 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]
- In PY 2001, Nebraska began to track and report on training that WIA Title I-B participants received from non-WIA partners when there was a formal co-enrollment and when the training was included in the individual's WIA service 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

## NEBRASKA WORKFORCE DEVELOPMENT



### 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 Department of Health and Human Services – <http://www.hhs.state.ne.us/>  
NE Department of Labor – [www.NebraskaWorkforce.com](http://www.NebraskaWorkforce.com)  
[Information – WIA – State Plan and WIA Policies]  
NE Unicameral Legislature – <http://www.unicam.state.ne.us/index.htm>  
NE Vocational Rehabilitation – <http://www.vocrehab.state.ne.us/>

### Local

Greater Lincoln – <http://www.ci.lincoln.ne.us/city/urban/WIadmin/index.htm>  
<http://www.lincolnjobs.com>  
Greater Omaha – <http://www.ci.omaha.ne.us/departments/gowd/>

### 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: 2001

**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	77.4	726	1,105	917	79.2
Employers	67	75.5	525	1,491	580	90.5

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72	77.1	229
			297
Employment Retention Rate	72	85.4	275
			322
Earnings Change in Six Month	3,183	3,215	777,937
			242
Employment and Credential Rate	51	55.7	122
			219

**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	74.5	41	72.7	16	69.7	23	80	8
		55		22		33		10
Employment Retention Rate	84.8	39	88.9	16	76.5	26	80	8
		46		18		34		10
Earnings Change in Six Months	4,124	131,955	7,794	101,325		-4,703	630	4,410
		32		13		23		7
Employment and Credential Rate	51.1	24	52.9	9	35.3	6	33.3	1
		47		35		17		3

**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	79.7	126	74.1	103
		158		139
Employment Retention Rate	84.8	156	86.2	119
		184		138
Earnings Change in Six Months	3,722	506,178	2,564	271,759
		136		106

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78	86.4	235
			272
Employment Retention Rate	86	91.9	216
			235
Earnings Replacement in Six Months	93	95.4	2,145,788
			2,249,783
Employment and Credential Rate	51	60.9	120
			197

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	74.1	20	78.6	11	80	32	100	13
		27		14		40		13
Employment Retention Rate	100	20	81.8	9	96.9	31	76.9	10
		20		11		32		13
Earnings Replacement Rate	80.6	252,349	146.7	60,609	78.4	326,838	801.7	95,541
		313,265		41,316		417,055		11,917
Employment And Credential Rate	47.6	10	80	4	64	16	100	6
		21		5		25		6



**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	86.3	170	86.7
197			75	
Employment Retention Rate	94.1	160	86.2	56
		170		65
Earnings Replacement Rate	95.7	1,679,689	94.4	466,099
		1,755,806		493,977

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	51
Employment Retention Rate	78	87.5	60
			56
Earnings Change in Six Months	2,357	3,692	188,293
			51
Credential Rate	51	49.4	42
			85

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	84.6	11 13	0	0 1	75	9 12	78
Employment Retention Rate	80	8 10	0	0 1	90	9 10	87	47 54
Earnings Change in Six Months	1,961	15,684 8	0	0 1	3,070	24,563 8	3,492	136,187 39
Credential Rate	69.2	9 13	0	0 1	46.2	6 13	51.4	36 70

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level		Actual Performance Level	
	Skill Attainment Rate	51	73.9	339 459
Diploma or Equivalent Attainment Rate	38	44	40 91	
Retention Rate	55	71.4	35 49	

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	74.3	52	79.4	81	75.7	56
		70		102		74
Diploma or Equivalent Attainment Rate	26.3	5	50	10	18.8	3
		19		20		16
Retention Rate	60	3	92.3	12	55.2	16
		5		13		29

**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	84.1	275	4,357	1,054,422	8.3	19	3,386	775,420	74.7	171
		327		242		229		229		
Dislocated Workers	86.2	256	121.6	2,322,714	8.1	19	5,221	1,169,531	63	148
		297		1,909,908		235		224		235
Older Youth	82.6	57	4,378	210,151	0	0	2,398	105,497		
		69		48		46		44		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>1,036</b>	<b>472</b>
<b>Dislocated Workers</b>	<b>1,217</b>	<b>440</b>
<b>Older Youth</b>	<b>219</b>	<b>82</b>
<b>Younger Youth</b>	<b>1,151</b>	<b>182</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$1,868,865.00</b>
<b>Local Dislocated Workers</b>		<b>\$1,922,238.00</b>
<b>Local Youth</b>		<b>\$2,266,405.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$6,382.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$147,349.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	Capacity Bldg to LAs	<b>\$10,684.00</b>
	Miscellaneous	<b>\$117,247.00</b>
<b>Total of All Federal Spending Listed Above</b>		<b>\$6,339,170.00</b>

# WIA Annual Report Data

State Name: NE

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Greater Lincoln Workforce Investment Board	<b>Total Participants Served</b>	Adults	59
		Dislocated Workers	75
		Older Youth	12
		Younger Youth	36
	<b>Total Exiters</b>	Adults	21
		Dislocated Workers	26
		Older Youth	8
		Younger Youth	15

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	88.6
	Employers	67	74.5
Entered Employment Rate	Adults	72	93.3
	Dislocated Workers	78	93.1
	Older Youth	51	100
Retention Rate	Adults	72	85.7
	Dislocated Workers	86	100
	Older Youth	78	87.5
	Younger Youth	55	75
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,183	6,845
	Dislocated Workers	93	104.1
	Older Youth (\$)	2,357	4,449
Credential / Diploma Rate	Adults	51	68.4
	Dislocated Workers	51	66.7
	Older Youth	51	66.7
	Younger Youth	38	91.7
Skill Attainment Rate	Younger Youth	51	98.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			Yes

# WIA Annual Report Data

State Name: NE

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Greater Nebraska Workforce Investment Board	Total Participants Served	Adults	415
		Dislocated Workers	473
		Older Youth	115
		Younger Youth	237
	Total Exiters	Adults	219
		Dislocated Workers	182
		Older Youth	40
		Younger Youth	56

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	66.6
	Employers	67	77.8
Entered Employment Rate	Adults	72	75.8
	Dislocated Workers	78	88.8
	Older Youth	51	75.7
Retention Rate	Adults	76	84.8
	Dislocated Workers	86	90.4
	Older Youth	78	84.6
	Younger Youth	55	73.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,342	2,923
	Dislocated Workers	93	113.4
	Older Youth (\$)	2,492	4,382
Credential / Diploma Rate	Adults	51	55.6
	Dislocated Workers	51	60.4
	Older Youth	51	43.4
	Younger Youth	38	65.5
Skill Attainment Rate	Younger Youth	51	73.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
		Yes	

# WIA Annual Report Data

State Name: NE

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Greater Omaha Workforce Development	Total Participants Served	Adults	562
		Dislocated Workers	669
		Older Youth	92
		Younger Youth	878
	Total Exiters	Adults	232
		Dislocated Workers	232
		Older Youth	34
		Younger Youth	111

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	82.8
	Employers	67	62.1
Entered Employment Rate	Adults	72	77.4
	Dislocated Workers	81	80.2
	Older Youth	51	70.6
Retention Rate	Adults	70	86.8
	Dislocated Workers	86	91.8
	Older Youth	78	94.1
	Younger Youth	55	63.6
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,076	3,093
	Dislocated Workers	93	78.7
	Older Youth (\$)	2,275	1,840
Credential / Diploma Rate	Adults	51	53
	Dislocated Workers	51	59.8
	Older Youth	51	56.5
	Younger Youth	38	20
Skill Attainment Rate	Younger Youth	51	66.8
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		Met Yes	