



2010 Annual Report Workforce Investment Act State of Nebraska

Program Year 2010
July 1, 2010 through June 30, 2011



Acknowledgements

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



Vision and Goals



Governor Dave Heineman

Nebraska's Vision...

Our vision for the years ahead must be about preparing Nebraska to compete in the 21st Century, in an age of technological marvels, new educational challenges, international competition and entrepreneurial opportunity.

The Governor's Vision is expressed in four goals:

- Maintain a dynamic, demand-driven workforce development system focusing on high-growth, high-demand industries within a regional development context;
- Increase the integration of services to employers and job seekers through multiple public and private partners;
- Recognize the need to meet the changing long and short-term needs of businesses and individuals with a coordinated, efficient, and less bureaucratic delivery system; and
- Provide the knowledge, skills and resources for learning, earning, and living.

"Economic growth is key to our success as states and as a nation. We are always working to advance business innovation and provide support for them to grow. We want to help the private sector succeed, because they create new job opportunities for our citizens."


Governor Dave Heineman

Nebraska Workforce Investment Board



Catherine D. Lang, Commissioner of Labor/State WIA Liaison and Nebraska Workforce Investment Board Member

- Organized in December, 1999.
- 35 Members, plus 3 ex-officio members.
- Majority of membership (20) comes from business and industry.
- The Chair is Gayle McClure (Dutton-Lainson Co., Hastings, NE).
- The Vice-Chair is Jim Linderholm (Alfred Benesch & Co., Lincoln, NE).

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

“As a business representative on the Nebraska Workforce Investment Board and as the Vice Chairperson of the Goodwill Industries, Inc. Board of Trustees serving Eastern Nebraska and Southwest Iowa, I realize the importance of high-quality job training to prepare individuals to meet the needs of employers across our State. The competitive business climate calls for workforce programs that focus on developing relevant skill sets and competencies enabling workers to contribute at the highest possible level.”

Liz Mazzotta, V.P. Human Resources
Mutual of Omaha Insurance Company



Liz Mazzotta
V.P. Human Resources
Mutual of Omaha Insurance
Company

Committee Structure

Executive Committee

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



Gayle McClure, Chair
Director of Environmental Affairs
Dutton-Lainson Co., Hastings



Bruce Cutright, Chair
Vice President of Human Resources
Mary Lanning Memorial Hospital, Hastings

Compliance Committee

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

State Energy Sector Partnership (SESP) Grant: syNERgy Project

The Nebraska Workforce Investment Board applied for and was awarded a State Energy Sector Partnership (SESP) grant through the United States Department of Labor. The project developed for this grant is called "syNERgy". The syNERgy project seeks to develop employment opportunities and create training curriculum for the Renewable Energy sector, specifically for Wind, Bio-Fuels, and Green Building Technology. Leadership of the Nebraska Workforce Investment Board designated SESP committee members, and a Charter has been signed by this membership. The Chair of the Nebraska Workforce Investment Board and the Lieutenant Governor co-chair the SESP Charter which provides oversight of the syNERgy project. During the first year of implementation of syNERgy, the project focused on participant enrollments and curriculum development. Partnerships with stakeholders such as the State WIB, Local WIBs, Training Providers, Community Colleges, Trade Unions, Industry Associations, employers and other energy related grant projects, established syNERgy's foundation as a valuable resource to provide and upgrade skills trainings for individuals pursuing employment in the renewable energy and energy efficiency industries. During Program Year 2010, syNERgy trained 231 Incumbent Workers and enrolled 125 Unemployed Individuals in renewable energy and energy efficiency related training programs. The syNERgy project has identified 15 training providers across the state to promote skill training in the renewable energy and energy efficiency arenas. Curriculum has been developed to include: Renewable Energy Boot Camp modules, Small/Urban Wind curriculum, Bio-Fuels curriculum, and the training of 12 individuals statewide to be certified BPI Energy Analyst instructors. With support of the NWIB and the WIA infrastructure, syNERgy is increasing the skilled workforce in Nebraska in the renewable energy and energy efficiency industries.

Nebraska Workforce Investment Board Membership

BUSINESS

Gayle McClure, Chair	<i>Hastings</i>
Jim Linderholm, Vice Chair	<i>Lincoln</i>
Mitch Arnold	<i>Omaha</i>
Charles Baldwin	<i>Sidney</i>
Bruce Cutright	<i>Hastings</i>
Mathew Fleischer	<i>Columbus</i>
Michael Geary	<i>Omaha</i>
John Graboski	<i>Omaha</i>
James Hanson	<i>Omaha</i>
M. L. Martin	<i>North Platte</i>
Liz Mazzotta	<i>Omaha</i>
Mark Moravec	<i>Grand Island</i>
Robert Mueller	<i>Exeter</i>
Don Nordell	<i>Lincoln</i>
Vern Powers	<i>Hastings</i>
Terri Ridder	<i>West Point</i>
Bradley Schroeder	<i>Omaha</i>
Jennifer Sedlacek	<i>Omaha</i>
Becky Stitt	<i>Scottsbluff</i>
Julie Younkin	<i>Ainsworth</i>

GOVERNOR OF NEBRASKA

Governor Dave Heineman *Lincoln*

LIEUTENANT GOVERNOR

Lt. Governor Rick Sheehy *Lincoln**

LEGISLATURE

Sen. Abbie Cornett *Bellevue**

Sen. Tony Fulton *Lincoln**

LABOR

Ken Mass *Omaha*

Mark McColley *Omaha*

GOVERNOR DESIGNATE

Patricia "Sue" Hartwell *Lincoln*

Michelle Olson *Omaha*

Anita Pinon *Grand Island*

Clyde Tyndall *Lincoln*

STATE AGENCY

Economic Development

Richard Baier *Lincoln*

Education

Dr. Roger Breed *Lincoln*

Health and Human Services

Kerry Winterer *Lincoln*

Labor

Catherine D. Lang *Lincoln*

Post Secondary Education

Marshall Hill *Lincoln*

Veterans' Affairs

John Hilgert *Lincoln*

YOUTH

Ronald Johns *Gering*

COMMUNITY BASED

ORGANIZATION

Dennis Baack *Lincoln*

* *ex-officio*

Workforce Investment Act

Governor Dave Heineman

Nebraska Workforce Investment Board

**Greater Lincoln
Workforce Investment Area**
(Serves Lancaster & Saunders Counties)
CEO: Mayor Chris Beutler

Local Workforce Investment Board

Local Youth Council

**Greater Omaha
Workforce Investment Area**
(Serves Douglas, Washington & Sarpy Counties)
CEO: Mayor Jim Suttle

Local Workforce Investment Board*

Local Youth Council

* 1. Heartland Workforce Solutions took on the Administrative and Fiscal oversight for the local workforce board January 1, 2011.
2. On April 1, 2011, responsibility for the WIA Adult and Dislocated Worker, and Youth programs was added.

**Greater Nebraska
Workforce Investment Area**
(Serves 88 rural county area)
CEO: Local Elected Officials Board
Region I – County Commissioner Casper Brixius, Alliance; Mayor Wendall Gaston, Sidney; County Commissioner Webb Johnson, Dawes County

Region II – Mayor Darrell Bassett, Ogallala; Mayor John Fagot, Lexington; County Commissioner Joe Hewgley, North Platte

Region III – Mayor Stanley Clouse, Kearney; Mayor Hal Haeker, Alma; County Supervisor Pamela Lancaster, Grand Island

Region IV – Mayor Charles Harris, York; Mayor R. Paul Lambert, Plattsmouth; County Commissioner Jim Peterson, Cass

Region V – Mayor Sue Fuchtman, Norfolk; Mayor William McLarty, South Sioux City; County Supervisor Ron Pfeifer, Lindsay

Local Workforce Investment Board

Local Youth Council

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 provider
- 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 Instruction
- 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

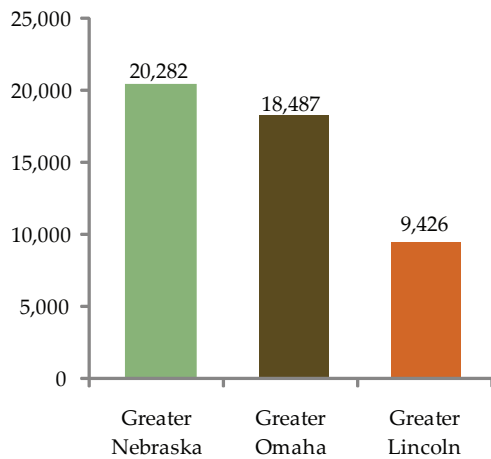
- As defined in Local Plans, may include services such as transportation, child care, dependent care, housing, and/or needs-related payments that are necessary to enable an individual to participate in authorized activities.



Eddy Robinson, a Youth Spring Training participant, was placed at the City of Lincoln Parks and Recreation Department filling cracks in the sidewalk at Pioneers Park in preparation for the Wizard of Oz performance at Pinewood Bowl. After Spring Training, Eddy will be attending college with the help of the Youth Education and Support Services (YESS) program.

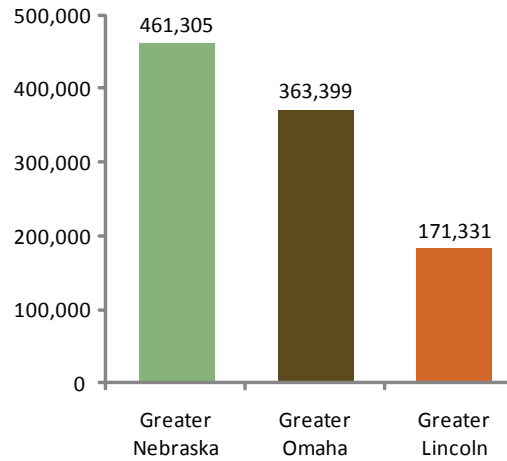
Customer Base

Participation Levels



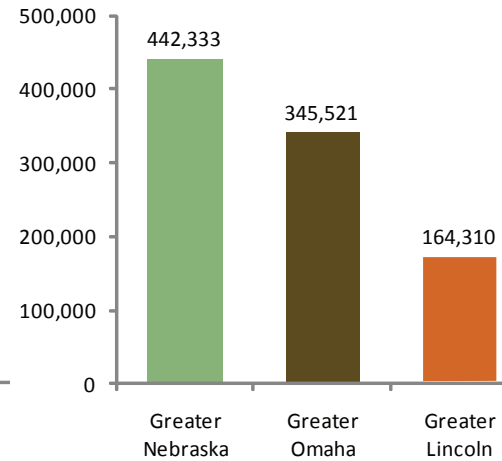
Source: Participation levels as reported on Table O's of the ETA Form 9091.

Labor Force (June 2011)



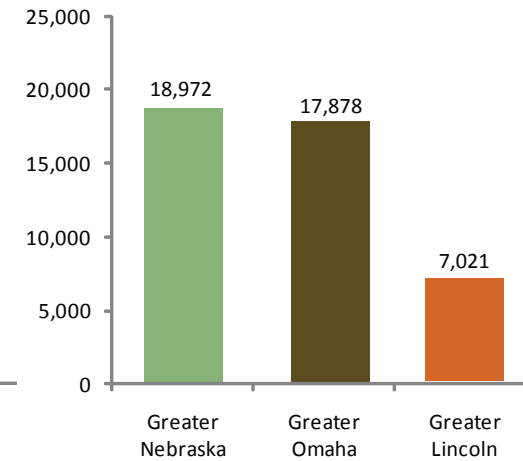
Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Employment (June 2011)



Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Unemployment (June 2011)



Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Major Career Center Partners

Partners Working Together

- Adult Education and Literacy
- Adult Employment and Training Activities
- Community Services Block Grant
- Dislocated Worker Employment and Training Activities
- Employment Services
- Health and Human Services
- Job Corps
- Migrant and Seasonal Farmworker Programs
- Native American Programs
- Post Secondary Vocational Education
- Title V of the Older Americans Act
- Trade Adjustment Assistance
- United States Department of Housing/Urban Development Employment and Training Programs
- Unemployment Insurance
- Veterans' Programs
- Vocational Rehabilitation
- Youth Activities

In 2010, the Nebraska Department of Economic Development, in collaboration with the Nebraska Department of Labor, selected the Battelle Technology Partnership Practice to conduct assessments and to assist in crafting a strategic plan of action with concrete action steps. Interviews were conducted by the Battelle team including 62 industry, 30 university, and 32 stakeholder interviews. Richard Baier, Nebraska Department of Economic Development Director, presented the Battelle study *Growing Jobs, Industries, and Talent: A Competitive Advantage Assessment and Strategy for the State of Nebraska* at the October 22, 2010, Nebraska Workforce Investment Board meeting. Specific Project Objectives included:

- Update Target Industry Sector Opportunities;
- Develop an Overall Innovation Strategic Roadmap;
- Assess Current Economic Development Programs; and
- Develop a Population and Workforce Retention and Attraction Strategy.

Lincoln Board members and staff attended the 2011 Lincoln Partnership for Economic Development Annual Breakfast featuring Dr. Mary Lindenstien Walshok, Associate Vice Chancellor at University of California, San Diego, speaking on regional workforce and economic development collaboration. After the breakfast, Dr. Lindenstien Walshok met with the Regional Innovation Project's Executive Committee to share her experiences and insights on building regional collaborations. Members discussed on-going progress to align the regional workforce system with the identified target industries: Agriculture & Life Sciences; Advanced Manufacturing; Transportation & Logistics; Health Services; and Business Services & Information Technology. The results of the Battelle Study were also used to evaluate regional sector strategies.

Carl D. Perkins Act

Provide a brief explanation on Carl D. Perkins Career and Technical Education Improvement Act funding and how it coordinates with the Workforce Investment Act program and funding. How have Carl Perkins programs been impacted by funding reductions in recent years?

After the funding reduction in the federal Carl Perkins Act, Nebraska received \$6,916,893.00. This represented a 10.4% cut to Nebraska's allocation. The overall average cut to states was 11%. After the federal reduction, the federal formula was applied which resulted in Nebraska's allocation. The formula is based on the state's population of students ages 5-17 and the poverty level of those students.

A maximum of 15% of the allocation may be retained at the state level for administration and statewide leadership activities. The balance is distributed to local schools and community colleges. The formula for local schools is the same as the federal formula, based on student population and poverty. On the postsecondary side, it is based on the number of Pell Grant and Bureau of Indian Affairs Grant recipients that are enrolled in career and technical education programs. In Nebraska 55% of the money is allocated to secondary schools and 45% of the money is allocated to community colleges with Career and Technical Education programs.

The Career Education staff of the Nebraska Department of Education continues to work with the WIA staff to identify areas of cooperation. The two federal acts serve different populations, but we continue to seek ways to align Nebraska's resources for maximum impact.

The reduction in funding has resulted in eliminating resources that schools and community colleges have used to purchase industry standard equipment and instructional materials used to prepare students for jobs of the future. The professional development opportunities have also been reduced. Career Education staff at the Nebraska Department of Education has been reduced by one position due to the federal cut.

What feedback do we have on how the federal incentive funds Nebraska received based on Program Year 2008 performance benefited the WIA, Adult Education, and Perkins IV programs?

The collaboration based on the incentive funds has helped to create professional development opportunities for teachers and career exploration materials for use in Nebraska classrooms. Career marketing efforts to provide accurate information for students about career opportunities here in Nebraska were also expanded.

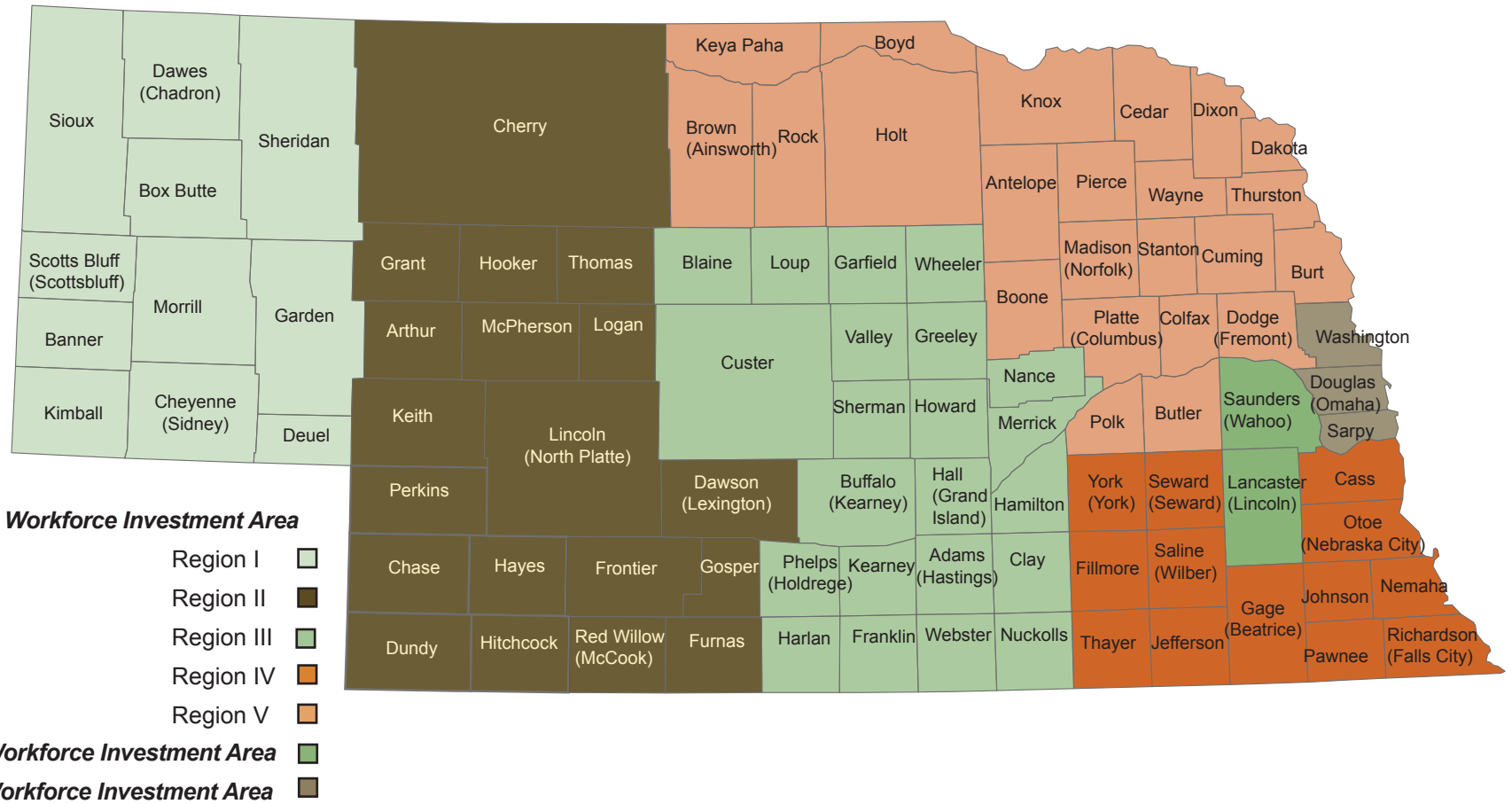
Career academy programs were growing rapidly last year. Has this trend continued? Describe any innovative activities taking place this past year and their results/impact.

Career academies continue to grow with all community colleges now offering academies. The most popular academy offered continues to be in the Health Sciences area. The work that the Nebraska Department of Education and Partnerships for Innovation, the statewide Perkins consortium, have completed on revising state standards for Career and Technical Education has helped to raise the bar on the secondary instructional programs and align the curriculum with postsecondary programs.

Work has been completed in the curricular areas of: Agriculture, Food and Natural Resources; Architecture and Construction; Transportation and Distribution; Manufacturing; Health Sciences; Education and Training; Business Management and Administration; Marketing; Finance; and Law, Public Safety and Security. Areas left to complete are: Hospitality and Tourism; Human Services; Information Technology; Arts, A/V Technology and Communication.

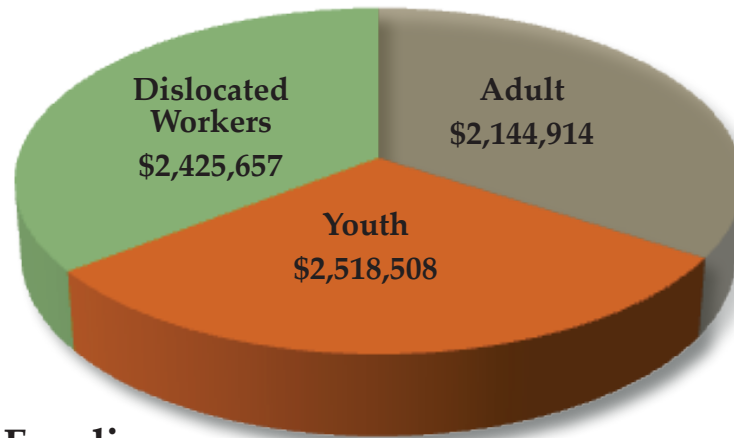
Comment: The Compliance Committee reviewed the information on coordination with the Federal Carl D. Perkins Career and Technical Education Improvement Act of 2006 (Perkins IV) and found it acceptable.

Nebraska Local Workforce Investment Areas

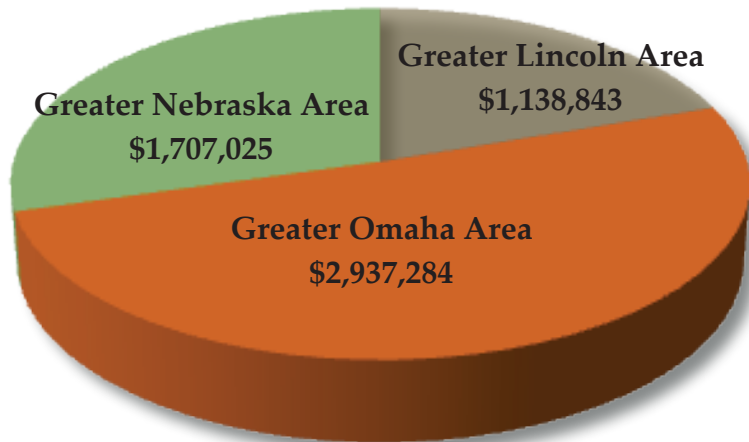


Revenues

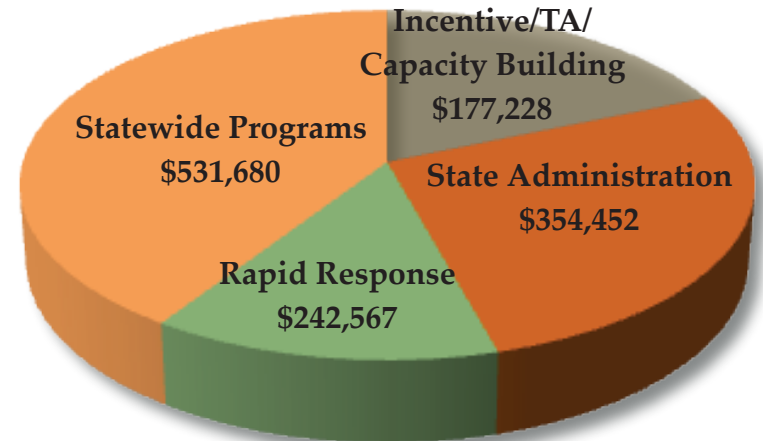
**Program Year 2010
WIA Title I Funding**
Total = \$7,089,079



Local Area Funding
Total = \$5,783,152



State Level Funding
Total = \$1,305,927



WIA Financial Statement

Operating Results	Available	Expended	Percent	Balance Remaining
Total All WIA Funds Sources	\$14,657,246	\$8,059,601	55.0%	\$6,597,645
Adult WIA Program Funds	\$1,640,860	\$947,984	57.8%	\$692,876
<i>WIA Carry in Monies (no add)</i>	\$1,001,721	\$1,001,721	100.0%	–
Dislocated Worker WIA Program Funds	\$1,637,318	\$1,172,225	71.6%	\$465,093
<i>WIA Carry in Monies (no add)</i>	\$359,555	\$264,358	73.5%	\$95,196
Youth Program WIA Funds	\$3,923,094	\$1,488,199	37.9%	\$2,434,895
<i>WIA Carry in Monies (no add)</i>	\$739,794	\$739,794	100.0%	–
Out-of-School WIA Youth		\$1,678,531		
In-School WIA Youth		\$549,462		
Local Administration WIA Funds	\$755,614	\$183,688	24.3%	\$571,926
<i>WIA Carry in Monies (no add)</i>	\$458,251	\$458,251	100.0%	–
Rapid Response WIA Funds	\$242,565	\$0	0%	\$242,565
<i>WIA Carry in Monies (no add)</i>	\$493,956	\$256,000	51.8%	\$237,956
Statewide Activity WIA Funds	\$1,177,769	\$20,676	1.8%	\$1,157,093
<i>WIA Carry in Monies (no add)</i>	\$2,226,749	\$1,526,705	68.6%	\$700,044
Total All ARRA Funds	\$3,056,136	\$2,982,364	97.59%	\$73,773
Adult ARRA Program Funds	\$774,159	\$774,159	100.00%	–
Dislocated Worker ARRA Program Funds	\$1,315,547	\$1,315,165	99.97%	\$382
Youth ARRA Program Funds	\$12,865	\$12,729	98.94%	\$136
Local ARRA Administration Funds	\$388,644	\$388,644	100.00%	–
Rapid Response ARRA Funds	\$14,117	\$14,117	100.00%	–
Statewide ARRA Funds	\$550,804	\$477,550	86.70%	\$73,255

Cost-Effectiveness* C-E Ratio

Overall, All Program Strategies	\$159
Adult (WIA and ARRA) Program	\$59
Dislocated Worker (WIA and ARRA) Program	\$2,397
Youth (WIA and ARRA) Program	\$2,317

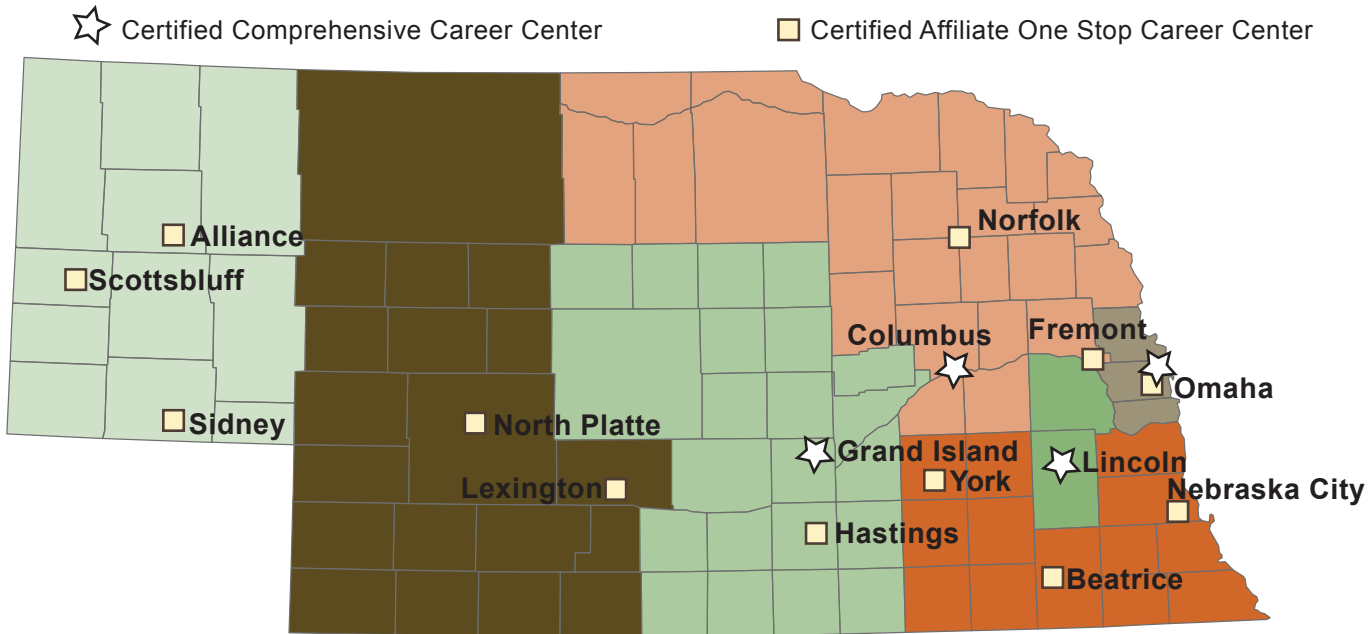
*Cost per Participant is calculated by taking the total program costs in terms of expenditures and dividing by the number of participants served during the year by the particular program.

NOTE: The Full-Year Continuing Appropriations Act of 2011 required the United States Secretary of Labor to make a reduction of 0.2 percent to all FY 2011 discretionary programs, including FY 2011 advance funds for the WIA Adult and Dislocated Worker programs. Nebraska's rescission amount for the Adult program was (\$3,551) resulting in Nebraska's allocation dropping to \$2,144,914. The State initially received \$2,428,300 in Dislocated Worker funds for Program Year 2010. Nebraska received an additional \$885 through the reallocation process bringing the revised PY 2010 Dislocated Worker allotment to \$2,429,185. Nebraska's rescission amount for the Dislocated Worker program was (\$3,528) resulting in Nebraska's allocation dropping to \$2,425,657.

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 across Nebraska.

Includes Comprehensive and Affiliate Sites



☆ Certified Comprehensive Career Center

□ Certified Affiliate One Stop 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

Columbus *
3020 18th St., Ste. #1
Columbus, NE 68601-4254
402-564-7160
Fax: 402-563-2715

Fremont
835 N. Broad Street
Fremont, NE 68025-5136
402-727-3250
Fax: 402-727-3264

Grand Island *
203 E. Stolley Park Road, Ste. A
Grand Island, NE 68801
308-385-6300
Fax: 308-385-6029

Hastings
2727 West 2nd Street, Ste. 338
Hastings, NE 68901-4684
402-462-1867
Fax: 402-462-1896

Lexington
308 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 or
402-441-6038

Nebraska City
917 Wildwood Lane, Ste J
Nebraska City, NE 68410-3326
402-873-3384
Fax: 402-873-3552

Norfolk
105 East Norfolk Ave., Ste 100
Norfolk, NE 68701
402-370-3430
Fax: 402-370-4431

North Platte
306 East 6th, Ste. 140
North Platte, NE 69101-4160
308-535-8320
Fax: 308-535-8085

Omaha
Blue Lion Centre *
2421 North 24th Street
Omaha, NE 68110
402-444-4700
Fax: 402-546-1705

5717 F Street
Omaha, NE 68117
402-595-3000
Fax: 402-595-2701

Scottsbluff
1930 East 20th Place, Ste. 200
Scottsbluff, NE 69361-2708
308-632-1420
Fax: 308-632-1414

Sidney
923 8th Avenue
Sidney, NE 69162
308-254-6937
Fax: 308-254-6916

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

Awards and Recognition

Statewide

- The Nebraska Department of Labor received a \$229,118 grant to fund re-employment, eligibility assessments for unemployment insurance.
- Experience Works recognized Ms. Sally Gordon as America's Outstanding Oldest Worker on August 10, 2010.

Greater Nebraska

- Jessica James, WIA Native American Mandated Partner Representative on the Greater Nebraska WIB, was appointed to the National Native American Employment and Training Council in July of 2010.
- Donna Kuskie, WIA representative in the Alliance Career Center, was chosen as the Nebraska Department of Labor Employee of the Year for 2010.
- Roger Glawatz (WIB member) received the Distinguished Service Award from Concordia University on May 7, 2011 during their commencement services. The Award recognized Roger's 36 years of public service to the City of Seward, 6 years on the Seward Planning commission, 15 years on the Seward City Council and 15 years as the Mayor of Seward.
- The Beatrice Career Center was voted Number 1 Employment Service in Gage County in May, 2011. The Beatrice Daily Sun newspaper sponsored a Reader's Favorite voting event for subscribers to nominate and vote on their favorite businesses.

Greater Lincoln

• In December 2010, the Greater Lincoln WIB honored five members for achieving ten years of service on the Board. Mayor Chris Beutler and Board Chairperson Jim Linderholm recognized the following members: Kris Brennan, Executive Director, Continuum Employee Assistance; Dave Masilko, President, Work USA, Inc.; Joanne Pickrel, Chief Executive Officer, Goodwill Industries; Gary Targoff, Assistant General Manager-Education, Nebraska Educational Telecommunications; Sheryl Wright, Director of Human Resources, Teledyne Isco, Inc.

• The Career Education Foundation of Nebraska recognized Jim Linderholm, Chairperson of the Greater Lincoln WIB, as the 2011 recipient of their Distinguished Partner Award. Jim has been a Project Lead the Way (PLTW) industry partner with Lincoln Public Schools since 2009. As Chairperson of the PLTW Advisory Committee, he has promoted STEM education across the state. Jim worked closely with the Lincoln Southeast High School PLTW CAD program and saw firsthand the implementation of curriculum in Introduction to Engineering Design classes.

• Jan Norlander-Jensen, Workforce Investment Administrator, was named to the Center for Excellence in Patient Simulation's Advisory Committee. This partnership in healthcare involves Bryan LGH College of Health Sciences, Southeast Community College, and Bryan LGH Medical Center and promotes the use of computer-controlled full-body mannequins in health care training.

• In March 2011, David Landis, Urban Development Director, received the President's Special Service Recognition Award from the Nebraska Chapter of the American Planning Association. He was recognized for outstanding professional service and leadership in community development.



Mayor Beutler, Jim Linderholm, and Urban Development Director David Landis honored the WIA One Stop Center staff for outstanding performance. Staff members recognized for exceeding performance standards in the adult, dislocated worker and youth programs were Barb Anderson, Dan Cain, Andrea Chandler, LeAnn Fry, Sherry Hageman, Bonn Khanthasene, Diane Morgan, and Bethany Olson.

Greater Omaha

- Goodwill Industries of Nebraska serving the Omaha Metropolitan Area received a \$2,007,846 grant to recruit, train, and prepare workers for customer contact positions in the insurance and banking industries.
- Andy Bradley of Goodwill Industries received the University of Nebraska at Omaha College of Public Affairs and Community Service Alumni Award for Excellence in Public Service.
- Garry Kern and Jan Kauk were appointed to the Douglas County Re-entry Initiatives Council.

Successes

Forrest's Story

"In February of 2009, I met Donna Kuskie when I went to the Sidney Workforce looking for employment and help with training. I had lost my job due to a heart condition. After visiting with Donna, taking several assessments, and touring Western Nebraska Community College Aviation, we determined Aviation was the right training for me. On May 14, 2011, I graduated from WNCC with my Associate in Aviation. I completed my training with a number of awards my last year: Who's Who, Board of Governors, Recognition of Phi Theta Kappa, and the 2011 All - State Academic Team Award. I was on the Dean's List, as well. Without WIA funds and help from the staff, this would not have been possible. I just started my new job in Texas as an aviation maintenance mechanic. I appreciate all the help WIA has given me."

Greater Nebraska Adult Customer

Ernest's Story

Ernest is a native of Bosnia. He was one of 320 workers laid off from Kawasaki in May 2009. On his own, he completed several remedial and a few computer classes at Southeast Community College in Lincoln while working a low-paying part-time job. Ernest realized that he could not continue his training program and work to support his family without assistance, so he applied for dislocated worker services at the Greater Lincoln One Stop Employment Solutions office. After successfully completing the WIA assessment process, Ernest was approved for sponsorship in the Computer Information Technology program at Southeast Community College. He excelled in his studies and graduated this past June with an Associate Degree in Computer Information Technology. He quickly found employment as a client support tech and wrote, "I am the best example of how everything is possible, especially if you have a plan. Thanks for everything you did for me because without you I wouldn't be here."

Greater Lincoln Dislocated Worker Customer



Robin's Story

Robin doesn't remember too much about her childhood life, but around ages 12-17, she found herself out of control. She went through the juvenile justice system, including youth centers and group homes, to help her learn to respect authority. She fell into gangs and violence. She didn't really like school much and had problems there, too. As Robin became older, she started settling down and trying to figure out what she was going to do. She tried to slow down, go to school and get good grades. She needed some assistance to motivate her more and help her keep positive. She researched and found the Goodwill Industries Serving Eastern Nebraska and Southwest Iowa program (WIA Youth) in the North Omaha community. She signed up right away and they let her in the program. Goodwill assisted her with a lot of training, résumé writing and helping her figure out what she wanted to do with her life. Robin realized that she wanted to be a dental assistant, because she liked teeth and doing different things with teeth, so Goodwill got her into a training class. She was in the training program for 12 to 16 weeks. She graduated, and is now a dental assistant full time and a positive role model. Robin states: "I don't let my environment bring me down — I just keep pushing, moving and staying motivated. I'm really successful now; I'm happy where I am. I'm happy that Goodwill helped me out."

Greater Omaha Youth Customer

Kenny's Story

Kenny entered the WIA program with some baggage. Although he was very personable and willing to learn, he had served time in jail (felony) and also had a DUI on his record. In Kenny's second quarter of school, he began working full time. He never once complained to WIA staff about working full time and going to school full time. He even managed to land a few scholarships to help in his quest to obtain a degree. Kenny's grades were outstanding every quarter. Kenny was also able to get hooked up with a part-time job with a Drafting/Survey company during his lay off time from his full time job. Kenny is in his last quarter of school. He will graduate with a degree in Civil Engineering Technology from Metro Community College. After graduation, it looks like the Survey company will pick up Kenny full time! Kenny is very grateful. Every time he talks to the WIA staff, he is constantly thanking them for giving him a chance and how much he appreciates it.

Greater Nebraska Adult Customer

Joe's Story

Joe applied with WIA Youth services for assistance in his struggle to obtain employment. In the past, when he did find work, he was unsuccessful in keeping the job and had little marketable experience as a result. Joe stated he was excited about the possibility of Work Experience and to learn new skills, in addition to earning money. Assessment indicated that he had an additional interest in attending college to study Graphic Design. After being provided with some interviewing and job retention tips from his Case Manager, Joe was given the opportunity to apply for a Work Experience position developed with a local government worksite. Joe was hired and according to his supervisor, has proven to be a very good worker. He has taken the opportunity presented to improve upon and acquire job skills. Joe's next goal is to complete college entrance testing and prepare to attend training, with tuition and support assistance from WIA Youth.

Greater Lincoln Youth Customer

Evaluations and Continuous Improvement

Statewide

Nebraska conducts a Customer Service Survey in each of the Career Centers. Feedback to questions on timing, services, perceived treatment, and suggestions for improvement, etc. are reported to the State Board at Compliance Committee meetings held three times each year. The NEworks online self-service system randomly sends out an optional survey to employers utilizing the NEworks system for job posting and recruiting. Of those surveyed, an estimated 100% of the employers opted to participate in the survey. Due to the conversion of the system, quarter one results were not available. For quarters two, three and four, 36-52% of employers agreed or strongly agreed it was easy to find information for posting jobs in NEworks, and 42-58% percent of those surveyed rated their experience with the NEworks website as good or excellent. In the four quarters of PY10, 2623 job seekers were surveyed regarding service and staff knowledge. Three-fourths of those surveyed were satisfied with the service in the Career Center and pleased with the knowledge of the staff. In PY10, Nebraska participated in a follow-up evaluation on the ARRA Implementation Study. Local areas promoted continuous improvement as identified below:

Greater Nebraska

- The Greater Nebraska Local area has participated in training sessions on the new MIS system, NEworks.
- WIA and Western Nebraska Community College (WNCC) continue to grow in partnership, helping job seekers gain marketable skills through advanced education related to in-demand jobs with employment in Nebraska, at a livable wage, as the goal. This partnership has grown into a complete circle with seamless services.
- Staff development sessions have been conducted on a variety of topics, including NEworks reports, Youth Literacy/Numeracy, and On-the-Job Training.
- Resources are continually updated and provided in the form of manuals and guides to assist the service provider in serving clients within their respective communities.
- Conferences relevant to WIA and serving clients are consistently shared with the service provider.
- Four Greater Nebraska One Stop Career Centers (Columbus One Stop; Norfolk One Stop; Scottsbluff One Stop; York One Stop) were re-certified through June 2014.

Greater Omaha

- Focus groups and strategic planning sessions have been held to help establish a mission and vision statement and to develop goals for the coming year. The Workforce Investment Board was restructured with formal election of officers and two new standing committees created (Strategic Planning and Finance).
- The Board will focus on enhancing the basic skills and the employability skills of individuals in the tri-county area along with establishing career pathways.
- Efforts are also underway to establish strong partnerships in the community for the betterment of the workforce and economic development. Some examples include working with the State Department of Corrections, the South Omaha Chamber of Commerce, Latino Community Development Corporation, and Omaha Together One Community.
- A Facilities Committee was formed to search for a new location for the comprehensive One Stop that will allow for full integration of services and involve both the job seeker and business customers.
- Visits have been made to several different states to view their best practices and work with an outside consultant on an integration model.
- Efforts have been put into developing a logo and branding that will help to tie all of the partners together.
- With a new One Stop Operator in place, functional teams are being developed to help streamline and eliminate duplication among different programs.
- The Workshop team is developing training to help customers and the Business Services team will collaborate to build relationships and provide assistance to businesses. Through the Employer Outreach and Engagement Committee, learning sessions are offered to businesses and partners on varying topic. The committee partners with the local Human Resources of the Midlands chapter so that those attending may earn continuing education credits.

Greater Lincoln

- The Greater Lincoln WIB was a co-sponsor of the 2011 Civil Rights Conference presented by the City of Lincoln Commission on Human Rights. Over 250 people attended the Fair Housing and Equal Employment Opportunity conference held March 22-23, 2011. Topics included recruiting and engaging a diverse workforce, a legal update on equal employment, and a session on “protection by prevention” addressing anti-bullying, social media and other personnel policy topics.
- During PY10, staff and Board members attended numerous training sessions and conferences. Local training opportunities included attendance at the 2010 Nebraska’s Future Workforce Forum sponsored by Nebraska Appleseed and The Center for People in Need; a Leadership Conference hosted by the People’s City Mission; a workshop on Compassion and Fatigue: Resiliency and Prevention; and a personal safety workshop provided to all One Stop Center staff. Greater Lincoln also had representation at national level conferences: the 2010 National Youth Development Symposium, the 2011 National Association of Workforce Development Professionals annual conference, and the 2011 National Association of Workforce Boards Forum.
- This year WIA summer youth employment opportunities included a new program called “Spring Training.” The program had 17 youth working at 11 different work sites. Outcomes of the program have been positive. One youth has been hired by the work site, one youth is planning to enroll in Job Corps, and several youth are continuing to receive services in the year around WIA funded Youth Program.
- For PY 2010, results of customer surveys distributed to job seekers by staff at the One Stop Career Center showed the following results: 93% of the respondents said they were treated as a valued individual; 93% of the respondents said that staff answered questions to their satisfaction; 91% of the respondents said the staff really cared about meeting customer needs; and 90% of the respondents said they would recommend our services to family and friends.

Waivers

Nebraska received approval of the following waivers :

Waiver to allow the transfer of 50 percent between adult and dislocated workers funding streams (does not apply to Recovery Act funds).

Nebraska has three Local Workforce Investment Areas with very diverse needs. The Greater Nebraska Workforce Investment Area must meet the needs of an 88 county, mostly rural population. It is often necessary to move funds from Dislocated Worker funding to Adult program funding to meet the needs of low income participants. During all of the last five program years, the Greater Nebraska Workforce Investment Area has chosen to transfer funds. For example, in PY10 the Greater Nebraska Workforce Investment Area transferred \$225,000 in Dislocated Worker funds to the Adult program. The first transfer of \$100,000 in Dislocated Worker funds was done to serve 25 – 30 more Adult clients. The second additional \$125,000 was transferred to allow 199 Youth to be co-enrolled in the Adult program due to lack of funding in the Youth program. Although the Greater Lincoln local area did not transfer funds in PY10, they anticipate the need to transfer funds in PY11. The Greater Omaha local area was faced with putting a hold on new enrollments due to the large funding obligations which existed with the Adult program for PY10, but since there were still Recovery Act funds available they transferred \$100,258 of ARRA Dislocated Worker funds to ARRA Adult funds. In PY11, the use of Recovery Act funds will not be an option, so this waiver shall continue to be helpful for reacting to economic changes. Since there is no “hold harmless” when allocating Dislocated Worker funds within the State, this waiver assists local areas in keeping services available even when experiencing a drop in their Dislocated Worker funding.

Waiver to permit implementation of and reporting only for the Common Measures.

In June, 2008, Nebraska received a waiver to permit the State to replace the WIA seventeen performance measures with the common measures for PY08. This waiver was subsequently approved through June 30, 2011. Approval of this waiver streamlined administrative processes and allowed the Nebraska Department of Labor to focus the maximum amount of resources on employment outcomes. Administrative cost savings were realized when the State and the local boards were able to discontinue administration of the Customer Satisfaction Surveys and the number of performance reports generated.

Waiver of the time limit on the period of initial eligibility for training providers.

The Nebraska Department of Labor has an approved waiver to extend the period of “Initial Eligibility of Training Providers.” This waiver postpones the “Subsequent Eligibility of Training Providers” process. The waiver was needed to bring a larger number of training provider choices delivered through the State’s Eligible Training Provider List and to prevent providers from deciding to not renew their program applications due to the reporting burden. In addition, it has prevented providers from waiting to add programs until they have an interested WIA student because of the reporting burden. There are public and private universities, state colleges, community colleges, private postsecondary career colleges and schools, community based organizations, and approved apprenticeship programs on the ETP list. By waiving subsequent eligibility requirements customers have a broader range of approved providers (especially in rural areas that have very few providers) from which to select and the student is able to start school on time.

Analysis of Performance

• Tracking and Validating Performance

During PY 2010, Nebraska implemented an integrated Management Information System (MIS) called NEworks. All comprehensive and affiliate One-Stops are electronically connected with this integrated system. It meets WIA Title I regulatory and reporting requirements for tracking WIA Title I participants and has the functionality to integrate both State and Wage Record Interchange System (WRIS) unemployment insurance data into participant records to allow for federal reporting from a statewide and regional perspective. The performance data identified in the Tables section of this report was provided through this system. Data Validation policy and procedures were followed during PY 2010 ensuring the accuracy of the data reported.

• Sharing Information with Other States

The Wage Record Interchange System facilitates the exchange of wage data among participating states for the purpose of assessing and reporting on state and local employment and training program performance. Participating in this system allows Nebraska to secure wage data and report more comprehensive outcomes for performance measures of individuals who have participated in workforce investment programs and then subsequently secured employment in another state.

• Challenges

The current environment necessitates that the employment and training system provide more services with less. Nebraska continues to explore new service strategies that enhance the ability of all residents and employers to access employment and training services, regardless of where they reside in the state. With shrinking resources and new generations of job seekers and employers, it has become more and more critical Nebraska utilize technology to meet its workforce needs. This will require new partnerships, new delivery models, and a new way of thinking. Nebraska is currently looking at electronic case management files as well as a staff assisted virtual service labor exchange model for employers and job seekers.

As with implementing any new system, it took time to convert data, rewrite policies, and train staff. Prior to the launch on NEworks, training was provided to all staff members by the software vendor and Nebraska Department of Labor administrative staff. Additionally, topic-specific training has been presented each month to reinforce basic functionality and address staff questions and concerns. Customized reports designed to meet specific program needs are under development and *How-To-Guides* are also being created to complement the vendor supplied user guides.

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.

• Negotiation of Levels for Standards

In June, 2010, Nebraska was able to reach agreement regarding the PY 2010 WIA performance goals for the State and these were incorporated into the State Plan. The local area goal values were the same as the State goals for all three local areas. However, a new definition of failure and a revised State Incentive policy were implemented in the State Plan.

• Nebraska's Decisions

"Failure to meet performance standards occurs when a local area does not meet a cumulative average of 82% of the core performance level per program (adults, youth and dislocated worker). Local areas that fail to meet performance standards will not receive incentive awards for the particular program for that program year." [State Plan]

• Overall Results

Nebraska achieved at least a 100% cumulative program area score for each of the program areas. In addition, all of the common measures for the state were 86% or more of the negotiated performance levels. All three of the local Workforce Investment Areas were successful in qualifying for state incentive funding for all programs.

Key Web Sites

State

State of Nebraska - www.nebraska.gov

Nebraska Commission for the Blind and Visually Impaired - www.ncbvi.ne.gov

Nebraska Department of Economic Development - www.neded.org

Nebraska Department of Education - www.education.ne.gov

Nebraska Health and Human Services- www.hhs.state.ne.us

Nebraska Unicameral Legislature -<http://nebraskalegislature.gov>

Nebraska Vocational Rehabilitation-www.vocrehab.state.ne.us

Nebraska Department of Labor- www.dol.nebraska.gov (Workforce Investment Act)

<https://networks.nebraska.gov>

Local

Greater Lincoln - www.lincolnjobs.com

www.lincolnarearig.com

www.lincoln.ne.gov Keyword: YESS

<http://lincoln.ne.gov/city/urban/workforce/index.htm>

<http://www.lincolncdev.com/>

Greater Omaha - www.hws-ne.org

Greater Nebraska-www.dol.nebraska.gov (Workforce Investment Act-Greater Nebraska

Workforce Investment Act Information)

National

Employment and Training Administration -www.doleta.gov

United States Department of Education -www.ed.gov

United States Department of Health and Human Services -www.hhs.gov

United States Department of Labor -www.dol.gov

AMBER ALERT INFORMATION

In PY 2010, Nebraska began sending emails to all State employees when an Amber Alert is issued. This allows for State employees at Career Centers across the State to assist in finding missing children.