



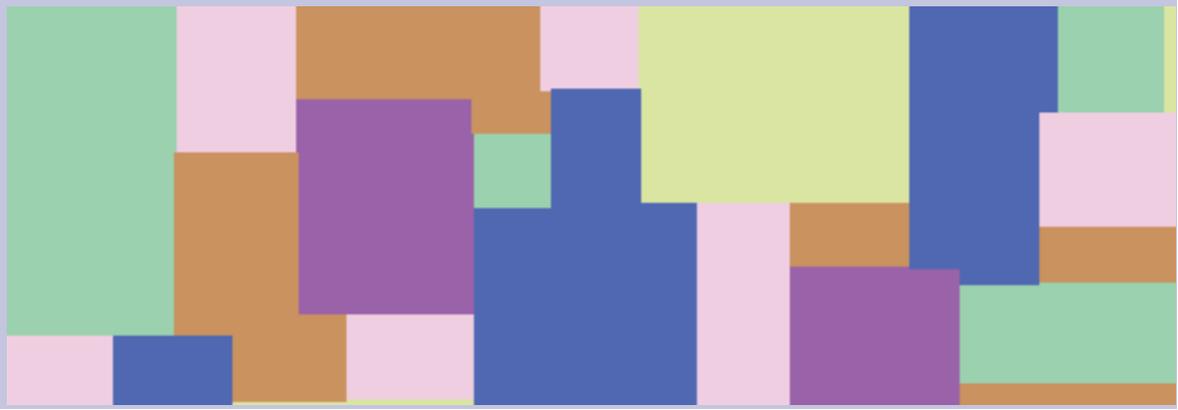
2011 Annual Report Workforce Investment Act

State of Nebraska
Program Year 2011
July 1, 2011 through June 30, 2012



NEBRASKA
DEPARTMENT OF LABOR

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Acknowledgements

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Mark McColley, Terri Ridder, Lt. Governor Rick Sheehy,
Becky Stitt, Clyde Tyndall

Nebraska's Vision...

Nebraska's Workforce System is driven to find skill gap solutions, resource solutions, innovation solutions, and work readiness solutions that create a skilled and ready workforce for Nebraska employers.

Nebraska's competitive advantage in today's global knowledge-based economy focuses on three highly interrelated building blocks:

- The underlying performance of specific industry clusters in Nebraska based on employment trends, economic output, and geographic patterns of development
- The position of Nebraska in innovation and high-growth entrepreneurial development
- The talent position of Nebraska overall and within its leading industry



Governor Dave Heineman

"Economic success and education success are linked together. We need both. We are focused on creating higher paying jobs and developing a more highly educated workforce. We want our professionals to be prepared for high-quality, high-skill jobs with dynamic companies doing business right here in Nebraska."

Governor Dave Heineman

A handwritten signature in cursive script that reads "Dave Heineman".



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

During the 2011 Program Year, in a continued focus on jobs creation and creating more efficiency in state government, Governor Heineman named Labor Commissioner Lang to also head the Nebraska Department of Economic Development.

"Nebraska's economic growth is dependent on a strong workforce. Strengthening our workforce is one of the best investments the state can make."

Catherine D. Lang

A handwritten signature in cursive script that reads "Catherine D. Lang".

Nebraska Workforce Investment Board

Governor of Nebraska

Dave Heineman, *Lincoln*

Lieutenant 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*
- Clyde Tyndall, *Lincoln*

State Agency

Education

- Dr. Roger Breed, *Lincoln*

Health and Human Services

Kerry Winterer, *Lincoln*

Labor/Economic Development

- Catherine D. Lang, *Lincoln*

Post Secondary Education

Marshall Hill, *Lincoln*

Veterans' Affairs

John McNally, *Lincoln*

Youth

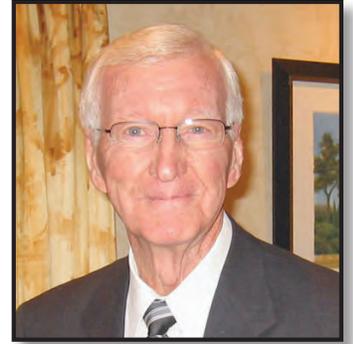
Ronald Johns, *Gering*

Community Based Organization

- Dennis Baack, *Lincoln*

Business Membership

- Gayle McClure, Chair, *Hastings*
- Jim Linderholm, Vice Chair, *Lincoln*
- Mitch Arnold, *Omaha*
- Tammie Beck, *Kearney*
- Vanessa Brown, *Omaha*
- Bruce Cutright, *Hastings*
- Mathew Fleischer, *Columbus*
- Michael Geary, *Omaha*
- James R. Hanson, *Omaha*
- M. L. Martin, *North Platte*
- Liz Mazzotta, *Omaha*
- Mark Moravec, *Grand Island*
- Robert Mueller, *Exeter*
- Don Nordell, *Lincoln*
- Vern Powers, *Hastings*
- Terri Ridder, *West Point*
- Bradley Schroeder, *Omaha*
- Jennifer Sedlacek, *Omaha*
- Becky Stitt, *Scottsbluff*
- Julie Younkin, *Ainsworth*



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



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



Roger Breed, Commissioner of
the Nebraska Department of

Special recognition goes to Roger Breed for his leadership and work on behalf of students and in support of education. Dr. Breed was named National Educational Administrator of the Year by the National Association of Educational Office Professionals, and was recognized with a similar award by the Nebraska Department of Education Office Professionals Association.

Performance Committee

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

Executive Committee

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

* *ex-officio*

■ *Executive Committee members*

NWIB Strategic Planning

In August of 2011, the Nebraska Workforce Investment Board (NWIB) engaged in strategic planning with the theme “Nebraska’s Skilled Workforce...Are We Ready for 2015,” held via downlink at eight sites across Nebraska. Ideas and feedback were documented and the NWIB then held three planning sessions to discuss:

- Ideas and strategies to “Grow Nebraska’s Economy”
- Current NWIB structure
- Nebraska’s designated WIA structure

On October 14, 2011, the NWIB Executive Committee formulated four strategies to align the Board’s efforts with the Governor’s vision and the State Plan.

Strategy No. 1

Continue to Grow Nebraska’s Economy through increased outreach to employers by joining or potentially initiating Industry Councils as recommended in the September 2010 economic development/workforce study titled: A Competitive Advantage Assessment and Strategy for Nebraska. The Industry Councils will assist business in discovering and assessing current and future workforce needs. Participation by the NWIB membership on the Industry Councils will enhance the partnership with business, economic development, education, and workforce development entities providing a single point of participation when addressing workforce needs.

Emerging Industry areas include:

- Bioscience
- Financial Services
- Precision Metals MFG
- Transportation, Warehousing, Distribution Logistic
- Renewable Energy (Biofuels)

Strength areas include:

- Health Services
- Hospitality and Tourism
- Research Development and Engineering

Retention areas include:

- Agricultural Machinery
- Agriculture and Food Processing
- Business Management and Administrative Services
- Software and Computer

Strategy No. 2

Increase efforts to connect young people with career opportunities and to be better prepared for work by connecting and promoting current and future initiatives implemented through economic development, education, and workforce development.

Strategy No. 3

Strengthen the role of the NWIB in addressing workforce issues by:

- Board Structure: Implement a robust task force structure that includes members and non-members, recruit board membership who can help us with our strategies, and rethink the purpose and effectiveness of the Compliance Committee (now renamed the Performance Committee).
- Board Development: Provide informational sessions prior to each NWIB meeting; provide programmatic information via video or on line and shift board agenda to more strategic discussions rather than program updates.

Strategy No. 4

Conduct a study that reviews the efficacy and boundaries of the Nebraska WIA local areas as currently designated by the Governor.

- Organized in December, 1999, the Nebraska Workforce Investment Board contains 34 members, plus three ex-officio members. The majority of membership (20) comes from business and industry.
- Board Chair is **Gayle McClure** (Dutton-Lainson Co., Hastings, NE) and 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. Information regarding the Nebraska Workforce Investment Board, the Performance Committee and the Executive Committee is located at www.dol.nebraska.gov.

Workforce Investment Act

Workforce Investment Areas Are Responsible For:

- Creating the local plan and budget
- Establishing and certifying One Stop Delivery System
- Providing Rapid Response services to laid off and dislocated workers
- Choosing eligible service provider
- Establishing performance accountability system
- Establishing reporting and monitoring capabilities

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

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, Chair of Local Elected Officials Board

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

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

Local Workforce Investment Board

Local Youth Council

Investment Area Websites

Greater Lincoln -

www.lincolnjobs.com

www.lifeisright.com

www.lincolnarearig.com

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

Greater Omaha -

www.hws-ne.org

Greater Nebraska -

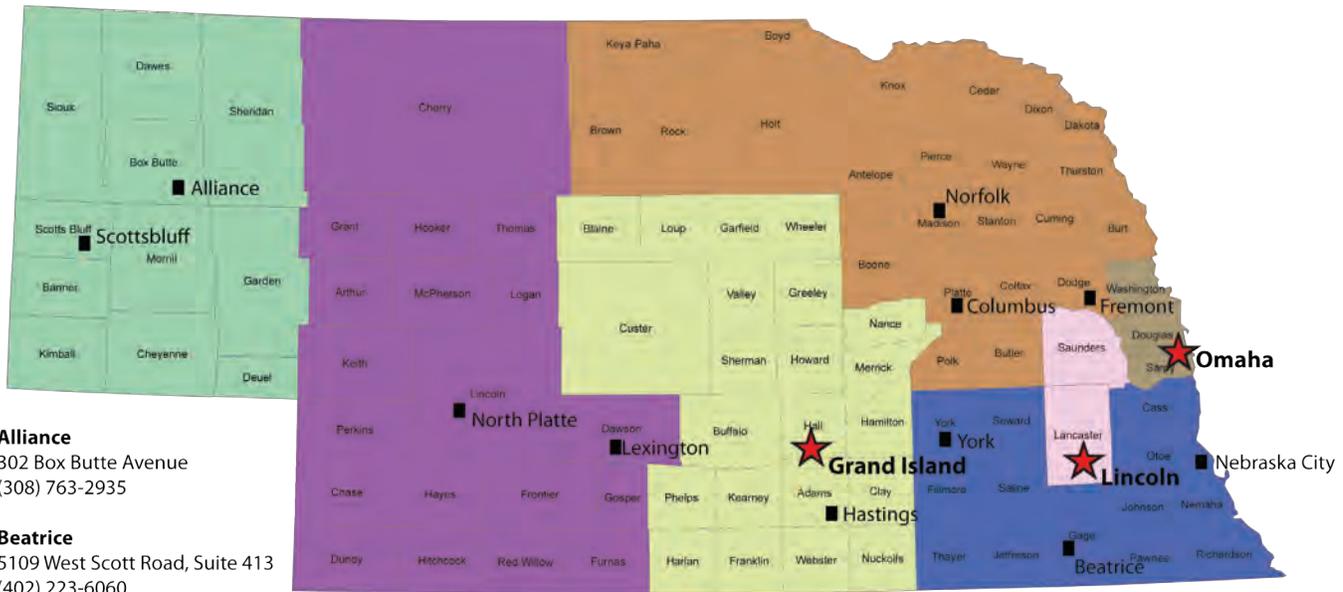
www.dol.nebraska.gov

(Workforce Investment Act Information)

Nebraska Local Workforce Investment Areas, Comprehensive Career Centers and Access Sites

★ Certified Comprehensive One Stop Career Center

■ Career Center Access Sites



Alliance
302 Box Butte Avenue
(308) 763-2935

Beatrice
5109 West Scott Road, Suite 413
(402) 223-6060

Columbus
3100 23rd Street, Ste. 22
(402) 564-7160

Fremont
Metropolitan Community College
835 North Broad Street, Ste. 102
(402) 727-3250

★ **Grand Island**
203 East Stolley Park Rd., Ste. A
(308) 385-6300

Hastings
Landmark Center
2727 West 2nd Street, Ste 338
(402) 462-1867

Lexington
1501 Plum Creek Parkway, Ste. 3
(308) 324-2064

★ **Lincoln**
1010 'N' Street
(402) 471-2275

Nebraska City
917 Wildwood Lane, Ste. J
(402) 873-3384

Norfolk
105 East Norfolk Avenue, Ste. 100
(402) 370-3430

North Platte
306 East 6th, Ste 140
(308) 535-8320

★ **Omaha**
5752 Ames
(402) 444-4700

Omaha
5717 F Street
(402) 595-3000

Scottsbluff
1930 East 20th Place, Ste. 200
(308) 632-1420

York
510 Lincoln Avenue
(in York County Courthouse)
(402) 362-5891

Greater Nebraska Workforce Investment Area

- Region I ■
- Region II ■
- Region III ■
- Region IV ■
- Region V ■

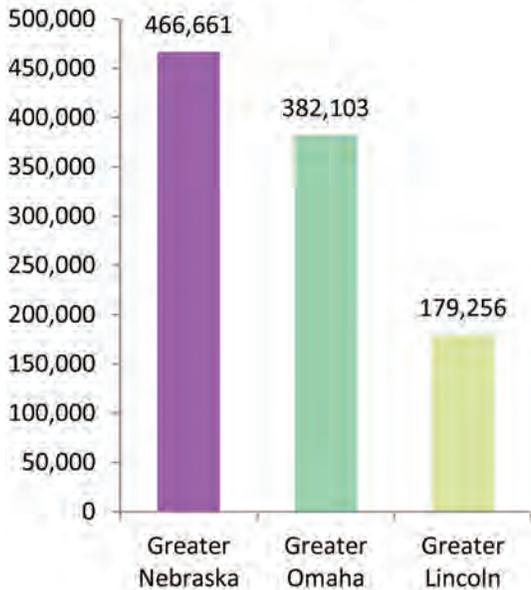
Career Centers serve as the cornerstone of the Workforce Investment system. These centers unify training, education, and employment programs into one customer-friendly system across Nebraska.

Greater Lincoln Workforce Investment Area ■

Greater Omaha Workforce Investment Area ■

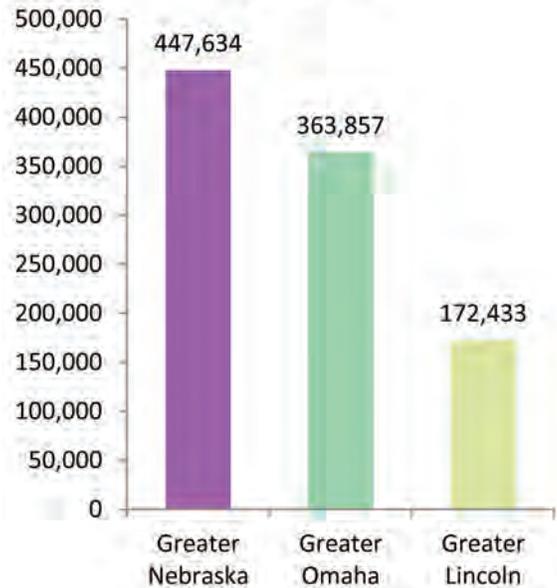
Local Area WIA Customer Base

Labor Force July 2012



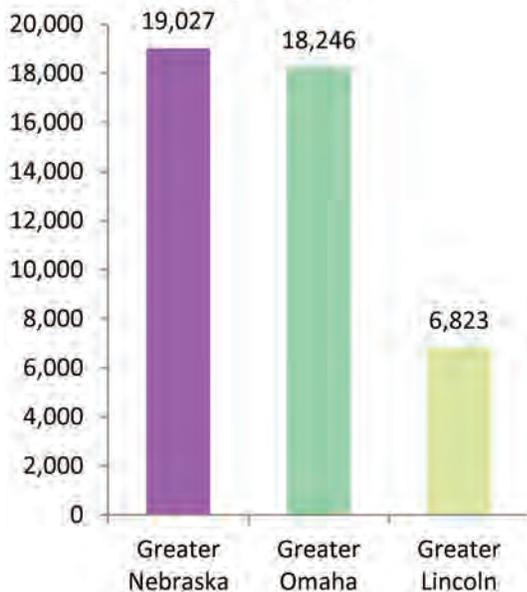
Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Employment July 2012



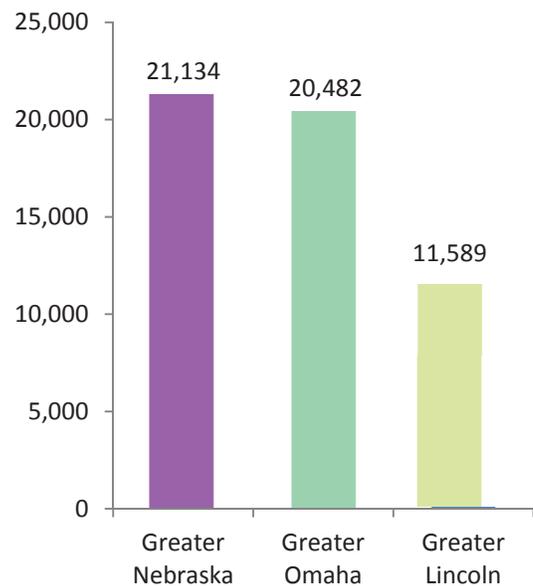
Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Unemployment July 2012



Source: Nebraska Department of Labor, Local Area Unemployment Statistics

Participant Levels

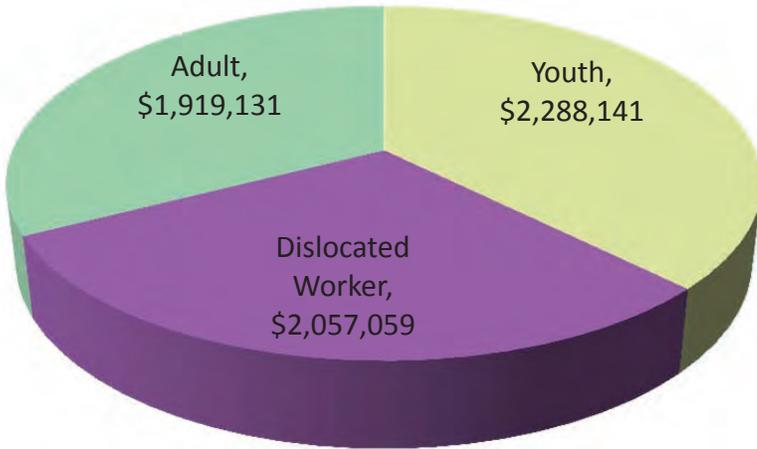


Source: Participation Levels As Reported On Tables "O" of the ETA Form 9091

State and Local WIA Revenues

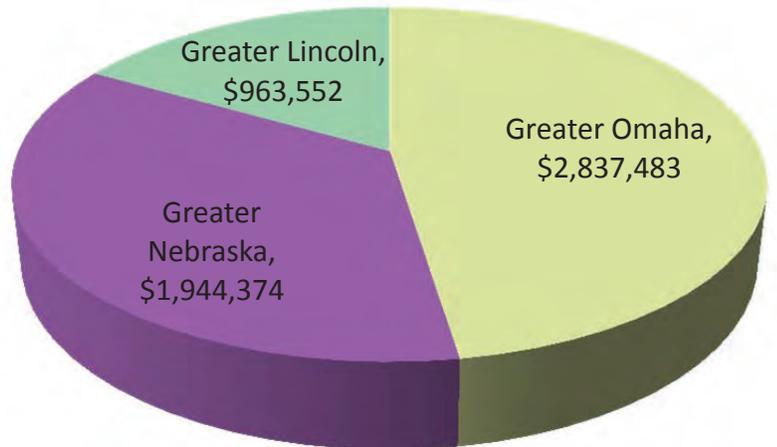
Title I Funding

Total: \$6,264,331



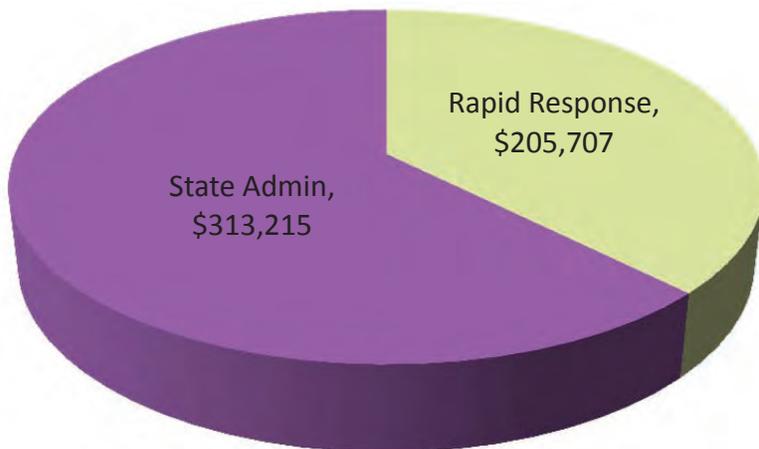
Local Area Funding

Total: \$5,745,409



State Level Funding

Total: \$518,922



* The pie charts reflect PY 2011 WIA allotments.

WIA Financial Statement

Operating Results	Available	Expended	Percent	Balance Remaining
Total All WIA Funds Sources	\$12,780,990	\$6,769,459	53.0%	\$6,011,530
Adult WIA Program Funds	\$1,640,857	\$828,041	50.5%	\$812,816
<i>WIA Carry in Monies (no add)</i>	\$692,876	\$692,876	100.0%	
Dislocated Worker WIA Program Funds	\$1,573,652	\$600,008	38.1%	\$973,644
<i>WIA Carry in Monies (no add)</i>	\$560,290	\$497,691	88.8%	\$62,599
Youth Program WIA Funds	\$3,804,500	\$1,600,765	42.1%	\$2,203,735
<i>WIA Carry in Monies (no add)</i>	\$517,512	\$514,238	99.4%	\$3,274
Out-of-School WIA Youth		\$1,418,042		
In-School WIA Youth		\$696,961		
Local Administration WIA Funds	\$784,219	\$413,805	52.8%	\$370,414
<i>WIA Carry in Monies (no add)</i>	\$354,553	\$354,544	100.0%	\$9
Rapid Response WIA Funds	\$205,707		0.0%	\$205,707
<i>WIA Carry in Monies (no add)</i>	\$480,521	\$338,426	70.04%	\$142,095
Statewide Activity WIA Funds	\$423,573		0.0%	\$423,573
<i>WIA Carry in Monies (no add)</i>	\$1,742,730	\$929,066	53.3%	\$813,664
<hr/>				
Total All ARRA Funds	\$73,773	\$39,923	54.1%	\$33,850
<hr/>				
Adult ARRA Program Funds				
Dislocated Worker ARRA Program Funds	\$382	\$382	100.0%	
Youth ARRA Program Funds	\$136	\$135	99.3%	\$1
Local ARRA Administration Funds				
Rapid Response ARRA Funds				
Statewide ARRA Funds	\$73,255	\$39,406	53.8%	\$33,849
<hr/>				
Cost-Effectiveness*	C-E Ratio			
Overall, All Program Strategies	\$89			
Adult Program	\$29			
Dislocated Worker Program	\$1,466			
Youth Program	\$2,769			
Overall WIA (Adult, DLW and Youth) Per Participant	\$3,667			

NOTE: The amounts reflected in the WIA Financial Statement include the adjusted allotment levels per TEGL 9-11 and TEGL 25-11.

*Cost per participant is calculated by taking the total program costs

■ PY 2011 4th Quarter 9090 ETA Report

Innovative Service Delivery Strategies

The current environment necessitates that the employment and training system provide more services with less. Therefore, 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, Nebraska has developed new partnerships, new delivery models, and a new way of thinking to utilize technology to meet its workforce needs.

NEworks



Nebraska's integrated Management Information System, NEworks, is used by all program and administrative staff including all comprehensive and affiliate One-Stop Career Centers, and it provides for a common registration for all program applicants, electronic case management of participants, communication capabilities with the job seeker and employer customers, and direct access to Labor Market Information. NEworks includes a self-service web-based labor exchange system available to job seekers and employers alike. NEworks is available 24 hours a day, seven days a week and allows for access and use without having the need to interface with Career Center staff. Utilization of NEworks greatly improves the communication, enrollment and referral process and allows management staff to review populations being served with an EEO summary report which details participant profiles including: gender, age, household location, ethnicity, education level, and employment status.

Virtual Service Unit

A Virtual Service Unit is a pilot initiative to establish labor exchange and intensive job placement services, and provide professional, job matching service regardless of the location of the job seeker or employer. The unit contacts self-registered job seekers on NEworks and offers resume and job seeking assistance, such

as resume and cover letter creation, guidance for filling out job applications, interviewing recommendations, and setting up an automatic, online work search within the NEworks program called a virtual recruiter. The Virtual Service Unit also contacts self-registered employers and provides recommendations for job listings, resume search assistance of potential applications, and a quality, professional referral system. The unit assists new employers through the NEworks registration process, designing of job orders, and job placement services such as job assessments for determining hiring needs, and quality applicant referrals. Technical assistance is provided to job seekers and employers using NEworks via phone and email. By studying employment trends, geographic patterns of development, and economic output, the unit focuses on the talent positioning for industry clusters such as biosciences, financial and health services, hospitality and tourism, manufacturing, and transportation. Also, the unit is analyzing and developing strategies for concentrating on the leading industry clusters revealed in the *Nebraska's Competitive Advantage* study.

NELearn



NDOL collaborated with the Nebraska Department of Education Career Technical Education and Adult Education on a number of innovative programs launched in PY 2011 that are free to the public and accessible at nelearn.nebraska.gov. The tools found at NELearn increase the effort to provide job search assistance and adult basic education services virtually to Nebraska's students and adult job seekers. The development and purchase of these online services was made possible through an award of PY 2009 WIA Federal Incentive funds.

H3 – utilizes "real time" job posting and job seeker information from NEworks as well as statistical projections to educate end users on labor market trends. The website provides educators, economic developers, students and their parents, community leaders and career seekers with labor market information concerning Nebraska's high skill, high wage and high demand occupations.

I-Pathways – is an interactive online GED® test preparation curriculum. Nebraska uses the blended method of delivery, where students study individually off site and also participate in traditional classroom instruction. I-Pathways provides instructional options that are aligned with the essential skills and knowledge adults will need as they prepare to earn their GED® credentials and transition into higher education or the workforce.

Career Readiness – are online learning modules developed to help individuals improve basic skills for job readiness. The career development process includes awareness, exploration, preparation, and application of those skills, culminating in life-long career management. The modules provide information on seeking employment, workplace success, communication, presentations, conflict resolution, decision making, teamwork and leadership, workplace ethics, social and cultural awareness, and financial and personal well-being.

USA Learns – is an online instructional program for English as Second Language (ESL students. It can be utilized both in and out of the classroom, and has three distinctive courses: beginning, intermediate, and high level. The three main areas of learning are: survival skills, workplace skills, and the practice of reading and writing.

Professional Development – are online learning modules that help teachers and workforce professionals focus on the teaching/training skills and knowledge vital for success as an educator in the classroom and other workplace settings.

and knowledge vital for success as an educator in the classroom and other workplace settings.

After completing this course, the professional will have explored effective classroom management, the learning environment, types of assessments, technology in the classroom, understanding adult learners, and utilizing the literacy and numeracy measures of WIA.

Nebraska Broadband Builds Nebraska Communities



To ensure all Nebraskans have access to labor exchange services, NDOL partnered with the Nebraska Library Commission in a project entitled “Nebraska Broadband Builds Nebraska Communities.” Originally

funded with American Recovery and Reinvestment Act (ARRA) funds and Bill and Linda Gates Foundation funds, the project has increased broadband capabilities and computer equipment to 147 libraries across the state. Currently, 16 libraries are participating in a pilot where libraries serve as virtual access sites. Wagner-Peyser staff train library staff on NEworks as well as routinely schedule employer and jobseeker workshops onsite at the library. This initiative through technology expands physical service locations from 15 career center sites to 30 sites where consumers can access services, leveraging resources including staff time and equipment, and is a great partnership with a community organization. Depending on the results of the pilot, it is the intent to expand the number of libraries offering this service.

Evaluation and Continuous Improvement

Evaluation:

In PY 2011, Nebraska was granted a waiver requiring the state to conduct evaluation activities. Therefore, due to limited funding for statewide activities, no new formal evaluations were conducted.

Performance:

NEworks (Nebraska’s Management Information System) 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

followed during PY 2011, ensuring the accuracy of the data reported.

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. Nebraska is a participant in the Wage Record Interchange System (WRIS) and currently is one of 22 states participating in WRIS2.

For PY 2011, Nebraska exceeded performance for 6 of the 9 WIA common measures and met performance of the other three measures. This past year, the state performed very well on the adult and dislocated worker employment retention rate and average earnings measure, as well as literacy numeracy for youth. Technical assistance for the youth placement in employment/education and attainment of degree/certificate is being provided through a youth performance work group of state and local area staff.

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 Nebraska Workforce Investment Board at Performance 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 the employers surveyed, 95% responded they were satisfied with the service they received; 93% responded the staff were well-informed of the job posting process; 50% agreed to strongly agreed the staff were able to explain NEworks features; 70% responded they were pleased with the applicant referral from Career Center staff; 98% responded they would list a job with NEworks again; and 97% responded they would recommend NEworks to other organizations. Job Seekers were asked a variety of questions; 87% of those surveyed agreed or strongly agreed that the Career Centers provided excellent customer service. Job seekers were asked if the Career Centers treated them as individuals, offered friendly greetings, and were able to answer questions or make suggestions. These individuals were also asked if the NEworks registration was easy to complete, if the website was helpful, and if they could use the technology from home successfully. In addition, job seekers were asked if they would recommend the Career Center services, that the Career Center was located in a convenient location, if they were able to find parking

Local Areas

Greater Omaha

- In addition to the regular written customer satisfaction survey form available to clients, the One-Stop Center began conducting verbal exit surveys of clients as they were leaving the facility. This has provided an opportunity for immediate feedback to staff who are performing well and direct follow-up to address any concerns that are expressed. The One-Stop Manager or one of the Navigators are immediately alerted if a customer expresses dissatisfaction or was unable to achieve a goal during the visit, which provides an opportunity to quickly meet with the customer to address the concern. Feedback has been used to implement changes in the service process.

- This past year, the One-Stop Center developed a video orientation to provide information on services and partners, and instituted the use of an assessment questionnaire to help determine the needs of the customer to help direct them to beneficial services.
- Part of the continuous improvement efforts is the development of a new One-Stop Center that will provide for better customer flow and enhanced integration of partner services. The design includes additional computers for the Resource Area, a computer lab, testing room, multiple conference and interview rooms to better serve business clients, and a common location for all staff with a shared work room. More partners are also being added when the new building opens including the Women's Center for Advancement and Easter Seals.
- Information about Heartland Workforce Solutions is now available through their web site, LinkedIn, and Facebook. This includes dissemination of Board meeting notices, the Local Plan, Job Fairs, etc. The system is regularly reviewed and feedback sought to improve its usage.
- HWS participated in the development of the "Step Up Omaha!" summer jobs program for youth and young adults ages 14-24. Over 400 individuals were enrolled for academic enhancement, career exploration, and work experience. This was a collaborative effort with many partner organizations including: Empowerment Network, Impact One, Omaha Economic Development Council, Eastern Nebraska Community Action Program, Urban League of Nebraska, Hope Center for Kids, Boys and Girls Club, and the Latino Center of the Midlands.
- The HWS Board engaged in strategic planning in January 2012 to evaluate its mission, objectives, and goals. These include increasing the basic skills in literacy and numeracy of the workforce, preparing job candidates with the essential employability skills to be retained in the workplace, supporting attainment of educational and employment credentials to fill essential jobs and meeting employer needs with job ready candidates.

(Greater Omaha Continued)

- Two industry sector groups were formed to evaluate the needs of employers in the Healthcare and Transportation, Distribution and Logistics (TDL) fields. As a result of the feedback received, workshops have been developed for entry level staff in the health care fields to enhance their digital literacy and language skills. An RFP has also gone out to develop supervisory training to develop the skills of internal candidates for promotional opportunities.
- The Youth Council also re-evaluated its goals and purposes and has set a new direction to work on developing relationships with businesses that will enhance job opportunities for youth. They will be developing a joint task force with the Human Resources Association of the Midlands (HRAM) to implement solutions to workforce development issues.
- Staff in Greater Omaha WIA have participated in numerous in-house training sessions to improve their job knowledge and success in working with participants. In addition, they have attended conferences including the NDOL sessions in October 2011 and May 2012, the Youth Symposium, and the NAWDP and ACT workforce conferences.

Greater Lincoln

- Staff participated on the survey team for the Lincoln Business Retention & Expansion program of the Lincoln Partnership for Economic Development (LPED). The purpose of the program is to respond to the needs of existing businesses by conducting comprehensive interviews and offering business assistance when necessary. The results were published in the 2012 Business Conditions and Indicators Report distributed at the annual LPED Forum which was attended by staff and Board members. Information from this report is used extensively in developing the Local Area Plan.
- The Greater Lincoln Board has joined the Lincoln Area Development Partnership which is a regional development group organized by the LPED. The membership mirrors the geography of the Regional Innovation Grant (RIG) project which was 12 counties in southeast Nebraska. Southeast Community College is the lead donor this year and other members include: Black Hills Energy, NU Tech Ventures, University of Nebraska Tech Park, Falls City, Auburn, and the counties of Seward, York, Fillmore, and Otoe.

- This past year, Greater Lincoln staff identified a need to better engage youth in the initial stages of their program participation. To address this need, it was decided to implement a tool called "Bringing Your A Game," which emphasizes the importance of the following work skills: attitude, attendance, accountability, appearance, ambition, acceptance, and appreciation. A pilot session was held in June with a 60% completion rate. Youth commented that while they knew these things were important, they didn't know exactly how to master these skills and demonstrate the values in the workplace.
- Goodwill Industries Serving Southeast Nebraska Inc., operator of the Computer Lab at the Lincoln One-Stop Career Center, completed their CARF accreditation process (Commission on Accreditation of Rehabilitation Facilities). As part of the CARF review, an evaluator observed the Lincoln One-Stop Career Center. The evaluator was both impressed and surprised at the number of people served as well as the variety of services provided and utilized by the public.
- During Program Year 2011, staff and Board members attended numerous training events. Local training opportunities included attendance at the 2012 Civil Rights Conference sponsored by the Lincoln Commission on Human Rights. Staff attended training workshops offered by the Nebraska Department of Labor in the areas of Case Management and Knowledge & Technology. Staff also received training in various areas such as mental health issues, technology advancements, workforce innovation planning, and the G-Stars database. Greater Lincoln had representation at national and regional workforce conferences as well, such as the 2011 National Youth Development Symposium and the 2012 Heartland Summit.

Greater Nebraska

- Annually, the Greater Nebraska Compliance committee conducts a case management file review of enrolled WIA participants to ensure services are being properly delivered. Findings are reported to NDOL's WIA monitor.
- The Nebraska Department of Labor has a staffed monitor that evaluates Greater Nebraska WIA program activities through annually scheduled monitors to report findings and request corrective action.

Staff Development

Knowledge + Technology = A Powerful Future

To help insure continuous improvement and quality service delivery, the Local Workforce Investment Areas administrative staff, and comprehensive and affiliate One-Stop Career Center staff participated in a conference held by the Nebraska Department of Labor's (NDOL) Office of Employment and Training on May 8-9, 2012, in Lincoln. With the theme "Knowledge + Technology = A Powerful Future," technology played a major role in the conference with numerous sessions on NEworks, NDOL's integrated web based technology implemented in 2010, that provides direct services virtually to job seekers and employers, maintains electronic case management for workforce staff, and supports Wagner-Peyser, Workforce Investment Act, Trade Assistance Act, Jobs for Veterans Act and Labor Market Information. Other conference training focused on motivating job seekers, case management, writing effective case notes, youth best practices, and youth performance strategies and solutions.



Mary Ann Lawrence
President and CEO of the
Center for Workforce Learning, helps One-Stop areas and educators develop and enhance strategies for successful WIA deployment



Diana Jackson
Director of Youth Workforce Solutions Learning, a frequent speaker on Youth Workforce development topics

Key Websites

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)

Workforce Services - <https://neworks.nebraska.gov>

UI Claims Site - <https://uibenefits.nwd.ne.gov/BPSWeb/jsp/BPSClaimantWelcome.jsp>

UI Integrity Site/Instructional Media - <http://www.dol.nebraska.gov/center.cfm?PRICAT=3&SUBCAT=6T>
H3 (High Wage, High Demand, High Skill) - <http://h3.ne.gov>

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

Awards and Recognitions

Greater Omaha



From left to right: Tiffany Chamanzad, corporate HR manager; Yvonne Carter, HR projects assistant; Becky Golden (HWS WIB member Youth Council Chair), Kiewit Building Group HR manager; Michael Geary, vice president of Human Resources; Mendi Dohse, Kiewit Engineering HR manager; Jane Sewell, employee relations manager; Tim Dorn, director Human Resources

- The Society for Human Resource Management (SHRM) Nebraska State Council presented Kiewit Corporation with the Human Resources Employer of the Year Award for exhibiting leadership in the field of Human Resources.
- Michael Geary, vice president of Human Resources and NWIB member, accepted the award on behalf of Kiewit.
- Kiewit Corporation was also named to a list of Omaha's best places to work in a contest sponsored by the Greater Omaha Chamber of Commerce and Baird Holm LLP. The award and the awards ceremony took place on Thursday, April 19, 2012. The recognition adds to a list of recent awards acknowledging the company as an ideal place to work.
- Career Coach Presentation at EMSI Conference from Linda Mannering, UNO. Career Coach and Resume Builder was developed by the University of Nebraska at Omaha (UNO) to connect earnings and employment trends to specific jobs and occupations in the Omaha area. It has been well received by college, community college and workforce development leaders around the country with a lot of interest generated in the partnerships that have been formed, how each partner is using the tool, and future development.

Greater Lincoln

- Cheryl Brandenburgh reported that Black Hills Energy won the Cornerstone Award from the Lincoln Chamber of Commerce which is given annually to a large employer that contributes significantly to the local economy.
- Jane Goertzen reported that www.civilianjobs.com recognized Crete Carrier Corporation as a 2012 Most Valuable Employer for the military for their recruiting, training and retention plans that best serve military service members and veterans.

- Sue Hartwell, Experience Works, received the Jumping Snail Award for having the most Entered Employment numbers in Iowa and Nebraska; Sue helped 34 people get jobs.
- Southeast Community College President Dr. Jack Huck was presented the Entrepreneurial Presidents Award at the National Association for Community College Entrepreneurships 9th Annual Conference. This award is presented to a college president who embraces entrepreneurial thinking and supports entrepreneur ship education throughout the community.
- Scott Neal, Right At Home: In Home Care & Assistance, was awarded the Lincoln Independent Business Association's 2012 Enterprising Gambler Award which recognizes a business owner who has taken the bold step to either begin or expand a local business.
- Jason Smith, Lincoln Partnership for Economic Development, was elected President of the Nebraska Economic Developers Association and Chairman of Community Development Resources.

Greater Nebraska

- Pam Lancaster was appointed to the Labor and Employment Committee of the National Association of County Officials, where she will represent the Greater Nebraska WIB.
- Grand Island Career Center was relocated and recertified as the sole One-Stop Career Center in Greater Nebraska and was supported by the Grand Island Community Foundation and Chamber of Commerce.



Commissioner of Labor Catherine D. Lang presented Star Performance Awards to employees of Greater Nebraska Workforce Investment Area for their exemplary performance implementing National Emergency Grant On-the-job Training. Clockwise from top left: Kelsey Miller, Regional Manager Region II, North Platte; Karen Stohs, Regional Manager Region IV, Beatrice (left, with Lang); Susan Baumann, Region IV, Nebraska City.



Success Stories

Greater Omaha

Chris Parker

One of the participants in the Greater Omaha WIA Youth program, Chris Parker, was selected to attend the White House Council for Community Solutions summit titled "Community Solutions for Disconnected Youth" held on June 4, 2012, in Washington, DC. Chris lost his mom at the age of 15 and later "fell in with the wrong crowd," eventually having a daughter at age 19. The youth partnership program connected him with training to become a plumber and prepared him for schooling. Chris was nominated to participate in the summit and was one of 25 young people nationwide to be accepted.

Patricia Phelps

"My name is Patricia Phelps. I am participant with the Goodwill Program that is funded by the Workforce Investment Act, and have been placed in a Workforce experience position with the Charles Drew Health Clinic. Before enrolling with the Goodwill Program, I had been out of work since July of 2010. During that time I lost my home, could no longer maintain my car payments and insurance, and lost my car. Slowly I lost everything. I knew my lack of computer skills and being over fifty years old was hindering my job search. Seeking employment became depressing.

One day I went to the Workforce Development Center on 24th and Lake where I saw a flyer for the Adult Career Program which is funded by the Workforce Investment Act, and it gave me a little hope. After applying and completing the intake and orientation process, having my skills assessed, going through resume writing classes and learning interviewing techniques, I started to realize I could get back out there and gain employment and learn new skills.

This program gives you your pride back. I speak with a career specialist every week who keeps me abreast of job fairs and positions I may qualify for, and a case manager that makes sure I am able to get back and forth to work. Even though my job isn't a permanent position, I go to it every day with pride. I am very thankful to the Goodwill Programs and the Workforce Investment Act for helping me get back to work."

Greater Lincoln

Ray

Ray had recently been released after five years in Federal Prison and was having difficulty finding employment because of his criminal record. He applied for WIA services at the Lincoln One-Stop Employment Solutions Office in December 2010 with the hope he could obtain a CDL and find employment as a truck driver. Ray's plan was to enroll in the Professional Truck Driving program at Southeast Community College in Lincoln for the Winter 2011 quarter.

Although Ray successfully completed the WIA assessment, his training was postponed until the Spring quarter due to travel restrictions relating to his probation. He was disappointed, but remained determined and was able to find a part time job until he could enroll in training.

Ray began his training with WIA Adult funding in March and graduated in June 2011 with a CDL and certificate. He was hired by a

local company and drove for them for several months, then moved into a better paying job with another Lincoln firm.

Ray expressed his gratitude for the training he received through the WIA program. "Thanks for taking a chance on me. Your faith in me and help from the WIA program has changed my life."

Alfonso Brown

"My name is Alfonso Brown. I am twenty-one years old. I was released from prison August 26th, 2011, on parole. This required and allowed me to get a job. I applied to over 15 restaurants and five different temp sites. After three and a half months of looking for a job, I found out about the YESS program. An unemployment teacher, Autumn (in the Computer Lab at the One-Stop Career Center) told me about the YESS program which would help me get a job.

After applying I was notified within two weeks that I now had a job (Work Experience) working for the City of Lincoln Public Works on December 8, 2011. Not only did the YESS program help me get a job, they also said they could help me in paying for personal stuff as well. To this day I have been promoted/hired on for another couple of months (directly through the City of Lincoln) for my good job skills and always showing initiative. I thank the YESS program for everything they did to help me."

Greater Nebraska

Lexington Office

"The Lexington office has several success stories that involve the trade program and the requirement to be co-enrolled with WIA for training benefits. Rosa Hernandez, Renay Greenlee and Darin Callahan are three such stories. These individuals were employees of the Tenneco plant in Cozad which closed and moved the jobs to foreign markets. After the layoff, Rosa, Renay and Darin co-enrolled in training with the WIA program where they completed vocational training in nursing, electrical, and office technology through our local community colleges in Lexington, Kearney and North Platte. Upon graduation, they found employment and an On-Job-Job training program was set up for each of them and their new employers: Plum Creek Care Center, Primary Electric and Cornhusker Energy.

Improvements are a big thing in Lexington. With the City of Lexington, DOL, Lexington Public Schools, Central Community College, Dawson Area Development, the Chamber of Commerce and Health and Human Services housed in the same location, it makes the road to training and employment seamless when an unemployed person can enter a location where the labor, employer and education systems are co-located. The City Of Lexington, Dawson Area Development and the Chamber of Commerce are also working with our Lexington DOL to enhance their web sites. You should come to Lexington and see for yourself how employment assistance should be done

Lexington is the poster child for cooperation and collaboration and we can prove it. Come and take a look."

John Fagot, Mayor of Lexington and member of Greater Nebraska CEO Board

WIA Waivers

In PY 2011, Nebraska received approval of three waivers:

Waiver of the requirement to conduct evaluations of workforce investment activities for adults, dislocated workers, and youth

Waiver of requiring provisions of incentive grants to local areas

Waiver of requiring dissemination of training provider performance and cost information

Nebraska received the waivers as a result of the reduction to 5% in the WIA allotment for PY11 Governor's Reserve funds, which restricted the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. The reduction to 5% was insufficient to cover the cost of evaluations, incentive grants to local areas, dissemination of training provider performance and cost information. The waivers provided NDOL more flexibility in directing the Governor's Reserve funds to those activities that best preserve basic functions of the statewide workforce investment system.

Nebraska also operates under the following waivers:

Waiver to allow the transfer of 50% 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. In PY11, the use of Recovery Act funds was not an option, so this waiver was 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. **Greater Lincoln** transferred \$100,000 from their Adult Program to the Dislocated Worker program due to customer demand.

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

In 2008, Nebraska received a waiver to permit the state to replace the WIA 17 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. For **Greater Omaha**, the use of Common Measures continues to help with putting the focus on employment and minimizing the number of performance reports that need to be generated.

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

NDOL 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 (ETP) 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. For **Greater Omaha**, this waiver has helped to streamline the approval process for ETP course approvals and provides a wider range of training options for participants.

Veterans Services

Veterans receive priority of service at all Nebraska Career Centers where they are registered and provided staff-assisted services through the Career Center delivery system.

Priority of services to veterans is further supported through the use of NEworks, the state's Management Information System, which automatically matches qualified applicants to available jobs through job registration and the creation of an online resume. When a job search is run against any job opening, a list of qualified job seekers is created. All eligible veterans are placed at the top of the list. Career Center staff members then notify eligible veterans of available job openings.

Disabled Veterans' Outreach Program (DVOP) specialists provide intensive services to job seeking veterans, including comprehensive assessment of education, skills, and abilities; in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals; group and individual career coaching; short-term, pre-vocational services; and development of an individual employment plan that identifies employment goals, interim objectives, and appropriate services that will enable the veteran to meet his or her employment goals. DVOPS conduct outreach activities at a variety of sites, and serve as case managers for veterans with serious disadvantages for the job market and for veterans enrolled in federally-funded training programs, such as the Department of Veterans Affairs' Vocational Rehabilitation program.

When veterans are determined to be job ready after receiving intensive services from a DVOP specialist, it is the role of the Local Veterans' Employment Representative (LVER) staff to then focus on individualized job development. This may be facilitated through the use of employer-focused seminars or, in conjunction with employers, may involve veteran-focused job search workshops, Transition Assistance Program (TAP) workshops, and/or the establishment of job search groups. LVERs advocate for employment and training opportunities for veterans with business and industry and community-based organizations. Responsibilities may include planning and participation in job fairs to promote veterans, working with unions and apprenticeship programs and promoting credentialing and training opportunities for veterans, monitoring job listings from federal contractors, and ensuring veterans receive priority in referrals to these jobs.

As the state's primary source of staff-assisted and self-service labor exchange services, all One-Stop Career Centers have fully integrated the Veterans program into their local service delivery system.

At least one fully qualified DVOP and/or LVER staff member is located in 9 of the 15 Career Centers, and at least one Employment Service staff member [trained and certified in Veterans programs by the National Veterans Training Institute (NVTI)] is located in the remaining 6 Career Centers. In addition, 5 of the 15 Career Centers have been identified as Regional Career Centers with program oversight responsibilities for the Career Centers within their regional boundaries. All 5 Regional Career Centers have fully qualified DVOP and/or LVER staff available to provide program support to Career Centers in their region without full-time Veterans staff. The guidelines for the integration, provision, priority, training, placement, and coordination of staff-assisted core and intensive services as well as referral to other partner training programs for the veteran population is provided through the State Veterans' Plan and local Career Center Memorandums of Understanding (MOU) and Business Plans.

The Veteran Retraining Assistance Program (VRAP) has been implemented as part of a provision of the Veterans Opportunity to Work to Hire Heroes Act of 2011 (known as VOW), and is being actively promoted by DVOPS within the Career Centers. VRAP allows qualifying veterans to receive up to 12 months of assistance equal to the full-time Montgomery GI Bill at the Active Duty rate, which is

(Veterans Services Continued)

currently \$1,473 per month. Veterans can apply on a first-come, first-serve basis for VRAP for programs that begin on or after July 1, 2012. Assistance under this benefit program ends on March 31, 2014.

The Gold Card, also being actively promoted, provides unemployed post-9/11 era veterans with the intensive and follow-up services needed to succeed in today’s job market. An eligible veteran can present the Gold Card at his or her local One-Stop Career Center to receive enhanced intensive services (including up to six months of follow-up) for: job readiness assessment, including interviews and testing; development of an Individual Development Plan (IDP); career guidance through group or individual counseling that helps veterans in making training and career decisions; provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions; referral to job banks, job portals, and job openings; referral to employers and registered apprenticeship sponsors; referral to training by WIA-funded or third party service providers; and monthly follow-up by an assigned case manager for up to six months.

Nebraska continues to work toward improving the delivery of intensive services and outcomes for veterans in need.

Veterans staff are enhancing outreach to employers and veteran organizations by providing briefings with local employers and support services staff to educate them on the benefits of hiring veterans. Interest is high, but there remain difficult obstacles with employers to hire veterans based on their understanding of military qualifications cross-walking and the transfer of skills to the private sector. Veterans staff are active with the Interservice Family Assistance Committee and the Brain Injury Task Force in an effort to maintain a network that will assist needy veterans and keep DVOP and LVER staff educated on resources for the various veteran target groups. In coordination with the Yellow Ribbon program, the Veterans Administration, and the Guard and Transition Assistance Advisor, veterans staff continue to support returning OEF/OIF guard members by focusing on employment preparedness and job search techniques. Staff also participated in several Hiring Our Heroes Career Fairs, events which were co-sponsored by the U.S. Chamber of Commerce. Resume critiques were offered and various sessions were aimed at helping translate military skills into the civilian job market.

Outcome Data Reported on ETA 9002’s and VETS 200’s

Measure		Standard	Actual
One-Stop Services	ETA 9002 (D)		
All Veterans EER	Row 6 Column A/Total	50%	57%
All Veterans ERR	Row 9 Column A/Total	78%	81%
Average Earnings	Row 13 Column A/Total	\$13,500	\$14,123
One-Stop Disabled Veteran	ETA 9002 (D)		
Disabled Vets EER	Row 6 Column D	43%	52%
Disabled Vets ERR	Row 9 Column D	74%	80%
Average Earnings	Row 13 Column D	\$13,000	\$13,828
DVOP/LVER – Consolidated Veterans	VETS 200 (C)		
EER/SA – Weighted	(Calculation Tool)	64%	70%
ERR	Row 25 Column C	78%	81%
Average Earnings	Row 26 Column C	\$13,000	\$13,308

State Energy Sector Partnership Grant: syNErgy Project

The Nebraska Workforce Investment Board (NWIB) was awarded a State Energy Sector Partnership (SESP) grant through the U.S. Department of Labor's High Growth and Emerging Industry (HGEI) discretionary grant funds. In PY09, the syNErgy project was developed as the avenue to implement this grant. Since that time, syNErgy has coordinated workforce development efforts across the state in the Renewable Energy sector, including the development of curriculum, training and employment opportunities. syNErgy's focus within the Renewable Energy sector has been on Wind, Bio-Fuels and Green Building Technology.

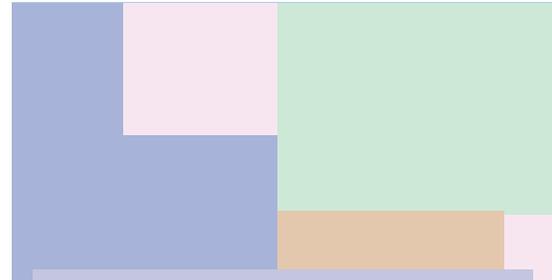
Oversight of the syNErgy project is conducted through the SESP Charter committee, which was appointed by the leadership of the NWIB. The SESP Charter committee is co-chaired by the Chair of the NWIB and the Lieutenant Governor, providing a strong alignment between the SESP Charter committee and the NWIB in the area of renewable energy workforce development goals.

During the first two years of the grant, syNErgy focused on participant enrollments, curriculum development and partnership engagement. In the final year of the grant, syNErgy will focus on sustainability of the infrastructure it has developed over the previous two years.

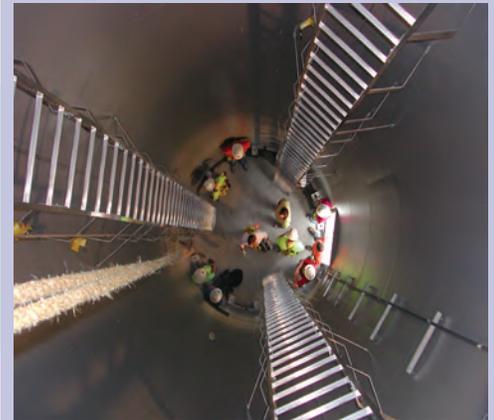
The syNErgy program has utilized over 20 training providers across the state, including community colleges, trade unions, industry associations and employers to provide renewable energy and energy efficiency-related training programs. By the end of PY11, syNErgy enrolled and trained a total of 1,313 individuals: 674 incumbent workers and 639 unemployed individuals.

The NWIB and local WIA infrastructure have been instrumental to the success of syNErgy across the state. syNErgy has utilized over 20 training providers across the state, including Community Colleges, Trade Unions, Industry Associations and employers to provide Renewable Energy and Energy Efficiency related training programs. By the end of PY11, syNErgy enrolled and trained a total of 1,313 individuals: 674 Incumbent Workers and 639 Unemployed Individuals.

Nebraska's Local WIA and One-Stop Delivery Systems are key partners in employer engagement, as well as promoting syNErgy as a valuable resource to provide and upgrade skills trainings for individuals pursuing employment in the Renewable Energy and Energy Efficiency industries in Nebraska.



A Wind Tower Training Program conducted through the Omaha Joint Electrical Apprenticeship Training Committee, the training arm of the IBEW 22



A 10 - week, Saturday morning welding class at Southeast Community College approved through syNErgy



Carl D. Perkins Act

The Carl D. Perkins Career and Technical Education Improvement Act funding coordinates with the Workforce Investment Act program.

Nebraska receives \$6,916,893.00 in funds from the Perkins Federal Legislation. This amount is the same as in the previous fiscal year. The formula is based on the state's population of students age 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 (BIA) 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 (CTE) programs.

Nebraska requires that local eligible recipients collaborate with Workforce Investment Act (WIA) and workforce professionals in the development of their plan for the Perkins resources. There has been a significant increase in collaboration at the state level, especially on the development of new resources for schools and discussion of aligning career technical education more closely with Nebraska's projected workforce needs.

The Nebraska Department of Education (NDE) Career Education staff continues to work with the WIA staff to identify areas of cooperation. The two federal acts serve different populations, but there is continued effort to seek ways to align Nebraska's resources for maximum impact.

Career academy programs have grown rapidly and many innovative activities have taken place.

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. Work has begun on the development of new career technical centers in several communities. These centers are being developed with the collaboration of business and industry, WIA and workforce professionals, postsecondary and secondary educators. They are responding to data provided by the Department of Labor to identify high skill, high wage and high demand jobs in Nebraska.

Standards, benchmarks and performance indicators have been rewritten over the past three years and are now all complete. This process involved a meeting of business and industry, postsecondary and secondary education along with workforce professionals to determine what students should know and be able to do to be ready for postsecondary education and/or employment. This session guided the development of Nebraska's new programs of study and corresponding standards.

The federal incentive funds Nebraska has received based on performance has 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. The new NE Learns portal (nelearn.nebraska.gov) with the Career Readiness and Professional Development Modules and the H3 website (h3.ne.gov) are great tools to assist career technical education teachers and school counselors.

Note: The Performance Committee reviewed and accepted the information submitted by the Nebraska Department of Education, Nebraska Career Education, on coordination with the Federal Carl D. Perkins Career and Technical Education Improvement Act of 2006.

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Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.8%	67.3%	Numerator 237
			Denominator 352
Employment Retention Rate	83.1%	87.4%	Numerator 285
			Denominator 326
Average Earnings	\$10,000	\$10,768	Numerator 2,734,977
			Denominator 254

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
		NUM DEN		NUM DEN		NUM DEN		NUM DEN
Entered Employment Rate	65.9%	120 182	60.0%	15 25	62.2%	23 37	71.4%	10 14
Employment Retention Rate	85.0%	147 173	81.8%	18 22	96.4%	27 28	92.9%	13 14
Average Earnings	\$9,994	1,299,270 130	\$10,856	162,833 15	\$10,171	233,941 23	\$11,667	128,336 11

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
		NUM DEN		NUM DEN
Entered Employment Rate	70.7%	191 270	56.1%	46 82
Employment Retention Rate	89.2%	231 259	80.6%	54 67
Average Earnings	\$10,921	2,238,787 205	\$10,126	496,190 49

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	89.0%	86.6%	NUM 400
			DEN 462
Employment Retention Rate	90.0%	94.4%	NUM 419
			DEN 444
Average Earnings	\$13,000	\$15,276	NUM 5,789,652
			DEN 379

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	84.6%	NUM 33	72.7%	NUM 8	83.8%	NUM 57	0.0%	NUM 0
		DEN 39		DEN 11		DEN 68		DEN 1
Employment Retention Rate	95.2%	NUM 40	80.0%	NUM 8	93.1%	NUM 67	0.0%	NUM 0
		DEN 42		DEN 10		DEN 72		DEN 1
Average Earnings	\$15,770	NUM 583,492	\$16,480	NUM 115,362	\$14,797	NUM 843,424	\$0.0	NUM 0
		DEN 37		DEN 7		DEN 57		DEN 1

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	87.7%	NUM 355	78.9%	NUM 45
		DEN 405		DEN 57
Employment Retention Rate	93.8%	NUM 366	98.1%	NUM 53
		DEN 390		DEN 54
Average Earnings	\$14,798	NUM \$4,883,321	\$18,497	NUM 906,331
		DEN 330		DEN 49

Table H.1 - Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	76.0%	68.0%	NUMERATOR 170
			DENOMINATOR 250
Attainment of Degree or Certificate	73.0%	59.6%	NUMERATOR 202
			DENOMINATOR 339
Literacy and Numeracy Gains	38.0%	52.4%	NUMERATOR 77
			DENOMINATOR 147

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages At Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	NUM	DEN			NUM	DEN			NUM	DEN
Adults	82.7%	248	\$4,569	1,174,109	7.6%	18	\$4,455	971,280	31.9%	61
		300		257		237		218		191
Dislocated Workers	94.9%	391	96.1%	5,623,372	6.8%	27	\$6,714	2,504,140	54.4%	193
		412		5,849,989		400		373		355

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	52,449	41,007
Total Adults (self-service only)	50,861	40,127
WIA Adults	51,710	40,568
WIA Dislocated Workers	749	444
Total Youth (14-21)	764	366
Younger Youth (14-18)	313	166
Older Youth (19-21)	451	200
Out-of-School Youth	491	237
In-School Youth	273	129

Table N - Cost of Program Activities

Program Activity		Total Federal Spending	ARRA	Combined
Local Adults		\$1,520,917		\$1,520,917
Local Dislocated Workers		\$1,097,699	\$382	\$1,098,081
Local Youth		\$2,115,003	\$135	\$2,115,138
Rapid Response		\$338,426		\$338,426
Statewide Required Activities	Incentives Distributed to Local Areas	\$90,780	\$931	\$91,711
Statewide Allowable Activities <small>WIA Section §134 (a) (3)</small>	Program Activity Description			
	Capacity Building	\$2,896		\$2,896
	Technical Assistance	\$15,358		\$15,358
	MIS	\$72,470		\$72,470
	Software System	\$84,819		\$84,819
	Statewide Capacity Building	\$39,216		\$39,216
	Miscellaneous	269,054	\$28,779	\$297,833
Total of All Federal Spending Listed Above		\$5,646,638	\$30,227	\$5,676,865

Table O - Local Performance (Greater Nebraska Workforce Investment Area)

Table O - Local Performance (Greater Nebraska Workforce Investment Area)			
Local Area Name Greater Nebraska Workforce Investment Area	Total Participants Served	Adults	20,496
		Dislocated Workers	413
		Older Youth (19-21)	111
		Younger Youth (14-18)	114
ETA Assigned # 31015	Total Exiters	Adults	17,373
		Dislocated Workers	257
		Older Youth (19-21)	78
		Younger Youth (14-18)	96
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	78.8%	75.4%
	Dislocated Workers	89.0%	86.1%
Retention Rate	Adults	83.1%	90.1%
	Dislocated Workers	90.0%	93.5%
Average Earnings (Adults,DWs)	Adults	\$10,000	\$10,380
	Dislocated Workers	\$13,000	\$13,649
Placement in Employment or Education	Youth (14-21)	76.0%	71.0%
Attainment of Degree or Certificate	Youth (14-21)	73.0%	60.0%
Literacy and Numeracy Gains	Youth (14-21)	38.0%	71.0%
Description of Other State Indicators of Performance [WIA §136 (d)(1)]			
N/A			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Performance (Greater Omaha Tri County Workforce Investment Area)

Local Area Name	Total Participants Served	Adults	19,843	
Greater Omaha Tri County Workforce Investment Area		Dislocated Workers	213	
		Older Youth (19-21)	262	
		Younger Youth (14-18)	164	
		Adults	14,359	
ETA Assigned # 31010	Total Exiters	Dislocated Workers	103	
		Older Youth (19-21)	85	
		Younger Youth (14-18)	58	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	78.8%	61.3%	
	Dislocated Workers	89.0%	81.4%	
Retention Rate	Adults	83.1%	85.4%	
	Dislocated Workers	90.0%	94.4%	
Average Earnings (Adults,DWs)	Adults	\$10,000	\$10,958	
	Dislocated Workers	\$13,000	\$18,804	
Placement in Employment or Education	Youth (14-21)	76.0%	63.0%	
Attainment of Degree or Certificate	Youth (14-21)	73.0%	57.0%	
Literacy and Numeracy Gains	Youth (14-21)	38.0%	45.0%	
Description of Other State Indicators of Performance [WIA §136 (d)(1)]				
N/A				
Overall Status of Local Performance			Not Met	Met
				X
				Exceeded

Table O - Local Performance (Greater Lincoln Workforce Investment Area)

Local Area Name		Total Participants Served	Adults	11,371	
Greater Lincoln Workforce Investment Area				Dislocated Workers	105
		Older Youth (19-21)		78	
		Younger Youth (14-18)		35	
		ETA Assigned #		31005	
		Total Exitters	Adults	8,835	
			Dislocated Workers	74	
			Older Youth (19-21)	37	
			Younger Youth (14-18)	12	
Reported Information			Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	78.8%	93.8%		
	Dislocated Workers	89.0%	97.2%		
Retention Rate	Adults	83.1%	95.0%		
	Dislocated Workers	90.0%	98.3%		
Average Earnings (Adults,DWs)	Adults	\$10,000	\$10,972		
	Dislocated Workers	\$13,000	\$14,951		
Placement in Employment or Education	Youth (14-21)	76.0%	74.0%		
Attainment of Degree or Certificate	Youth (14-21)	73.0%	77.0%		
Literacy and Numeracy Gains	Youth (14-21)	38.0%	67.0%		
Description of Other State Indicators of Performance [WIA §136 (d)(1)]					
N/A					
Overall Status of Local Performance			Not Met	Met	Exceeded
				X	