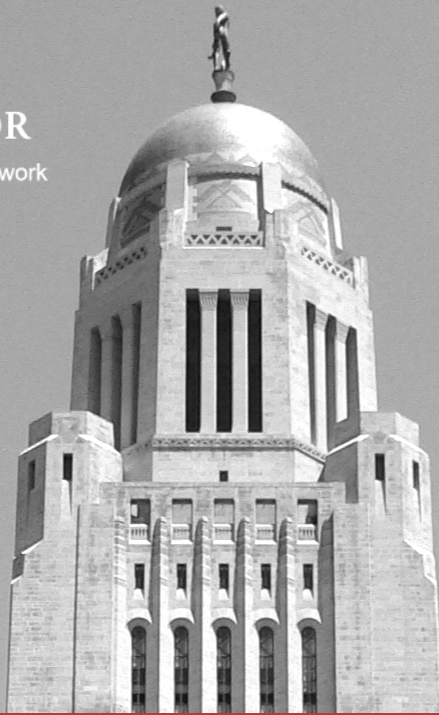




NEBRASKA
DEPARTMENT OF LABOR

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JULY 1, 2012 - JUNE 30, 2013

2012 Annual Report

STATE OF NEBRASKA WORKFORCE INVESTMENT ACT



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This is a publication of the Nebraska Workforce Investment Board (NWIB)
550 South 16th Street ■ Lincoln, NE 68509-4600 ■ Telephone: (402) 471-9903 ■ Fax: (402) 471-9917
Published September, 2013

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Auxiliary aids and services are available upon
request to individuals with disabilities.

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 industries



Governor Dave Heineman

“Economic and education success are directly linked. We need both. We are focused on creating higher paying jobs and developing a more highly educated workforce. Our graduates and young professionals need to be prepared for high-quality, high-skill jobs with dynamic companies here in Nebraska.”

Dave Heineman

“Business, supported by a talented and well-prepared workforce, drives the Nebraska economy. When Nebraskans work together to build and sustain our workforce, our state maintains its standing as an exceptional place to live and work.”

Catherine D. Lang



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

Workforce Investment Board

Information regarding the Nebraska Workforce Investment Board, the Performance Committee and the Executive Committee is located at www.dol.nebraska.gov.

“The Board’s purpose is to bring business, labor, education, and the public sector together to develop strategies and support efforts to meet the needs of Nebraska’s employers and workers.”



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

AGRICULTURE & FOOD PROCESSING

- *M.L. Martin*, Coyote Lake Ranch, Inc. – North Platte

CONSTRUCTION

- *Michael Geary*, Kiewit & Sons – Omaha

FINANCIAL & INSURANCE

- *Tammie Beck*, Cabela’s – Kearney
- *Mathew (Bud) Fleischer*, Columbus Bank – Columbus
- *Liz Mazotta*, Mutual of Omaha – Omaha
- *Bradley Schroeder*, Blue Cross Blue Shield – Omaha
- *Becky Stitt*, Nationstar Mortgage – Scottsbluff

HEALTH SERVICES

- *Bruce Cutright*, Mary Lanning Memorial Hospital – Hastings
- *Terri Ridder*, Franciscan Care Services, Inc. – West Point

MANUFACTURING

- *Vanessa K. Brown*, Valmont Industries, Inc. – Omaha
- *Gayle McClure (Chair)*, Dutton-Lainson Company – Hastings
- *Mark J. Moravec*, Chief Industries, Inc. – Grand Island

RENEWABLE ENERGY

- *Don Nordell*, Black Hills Energy – Lincoln

RESEARCH, DEVELOPMENT & ENGINEERING SERVICES

- *Jim Linderholm (Vice President)*, Alfred Benesch & Co. – Lincoln
- *Mitch Arnold*, Preferred Partners LLC – Omaha

TECHNOLOGY

- *James R. Hanson*, inTouch Communications – Omaha
- *Julie Younkin*, Technologent – Ainsworth

TRANSPORTATION, WAREHOUSING, & DISTRIBUTION LOGISTICS

- *Jennifer Sedlacek*, Union Pacific Railroad – Omaha

LOCAL GOVERNMENT

- *Robert Mueller*, Filmore County Board of Supervisors, A & M Inc./Underwood Realty – Exeter
- *Vern Powers*, Mayor of Hastings – Hastings

PARTNER AGENCIES

- *Dennis Baack*, Nebraska Community College Association
- *Patricia (Sue) Hartwell*, Experience Works, Inc.
- *Mindy Hansen*, Migrant Seasonal Farm Workers
- *Marshall Hill*, Nebraska Coordinating Commission for Postsecondary Education
- *Ronald Johns*, Scotts Bluff County Detention Center
- *Ken Mass*, Nebraska State AFL-CIO
- *Mark Ondracek*, Steamfitters & Plumbers Local Union 464
- *Michelle Olson*, American Business Corporation/JobCorps
- *Clyde Tyndall*, Indian Center, Inc.

STATE GOVERNMENT

- *Governor Dave Heineman*, State of Nebraska
- *Lieutenant Governor Lavon Heidemann*, State of Nebraska
- *Senator Galen Hadley*, Legislative District 37 – Kearney*
- *Senator Steve Lathrop*, Legislative District 12 – Omaha*

PARTNER AGENCIES

- *Dr. Roger Breed*, Nebraska Department of Education
- *Catherine D. Lang*, Nebraska Department of Labor and Nebraska Department of Economic Development
- *John McNally*, Nebraska Department of Veterans Affairs
- *Kerry Winterer*, Nebraska Department of Health and Human Services

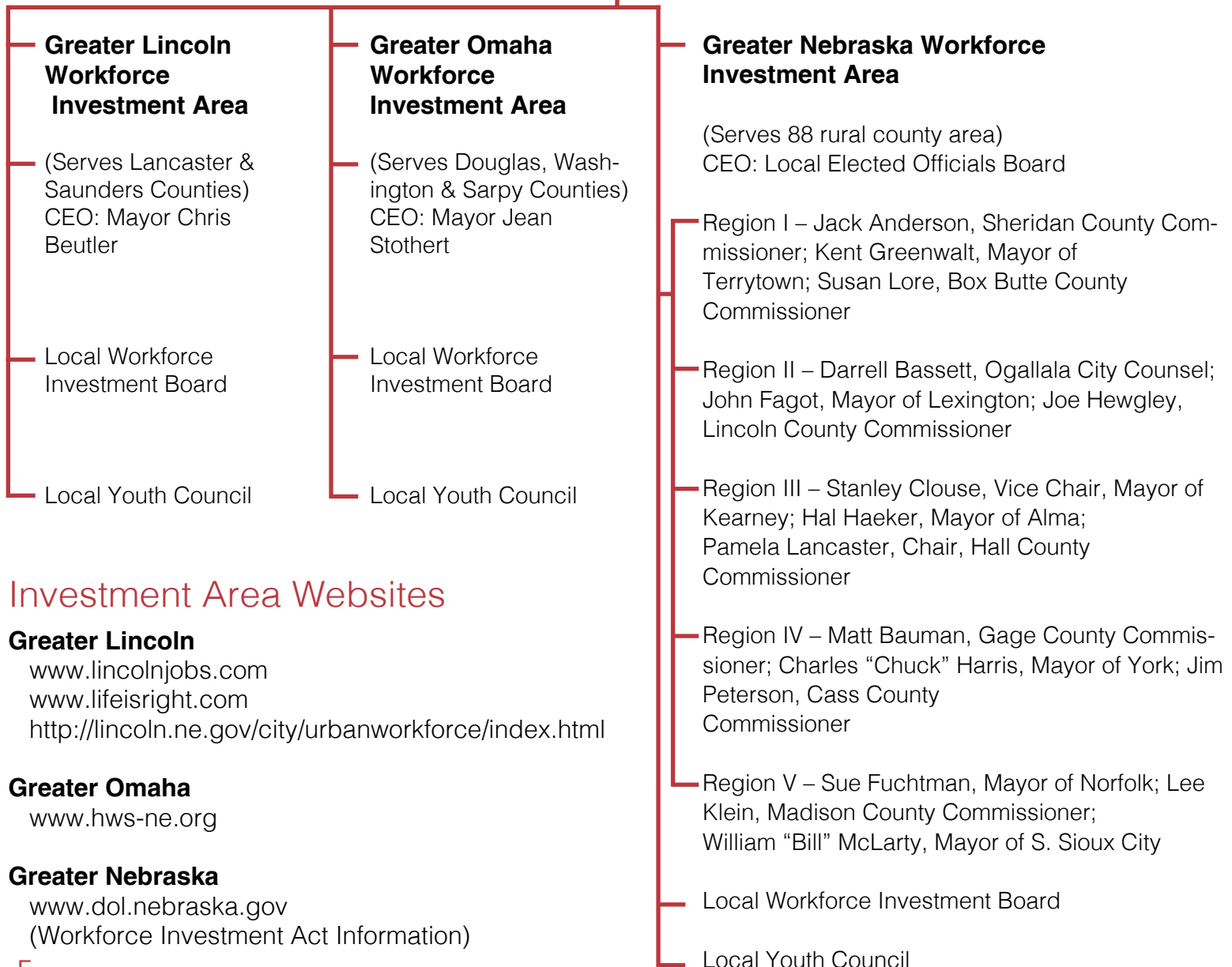
* *Ex-officio*

Workforce Investment Act

Workforce Investment Areas are responsible for creating the local plan and budget; establishing and certifying the American Job Center Delivery System; providing Rapid Response services to laid off and dislocated workers; choosing eligible service providers; establishing the performance accountability system; and establishing reporting and monitoring capabilities.

Governor Dave Heineman

Nebraska Workforce Investment Board



Investment Area Websites

Greater Lincoln

www.lincolnjobs.com
www.lifeisright.com
<http://lincoln.ne.gov/city/urbanworkforce/index.html>

Greater Omaha

www.hws-ne.org

Greater Nebraska

www.dol.nebraska.gov
(Workforce Investment Act Information)

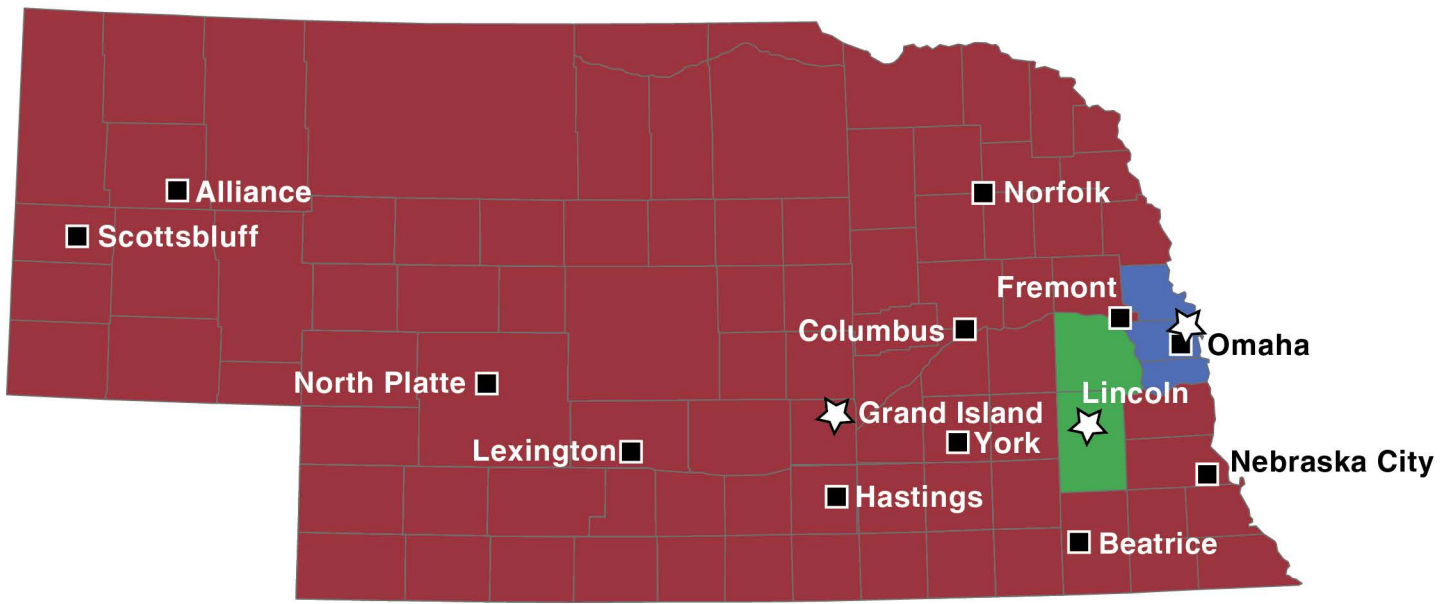
Local Workforce Investment Areas, Comprehensive American Job Centers and Access Sites

American Job 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.

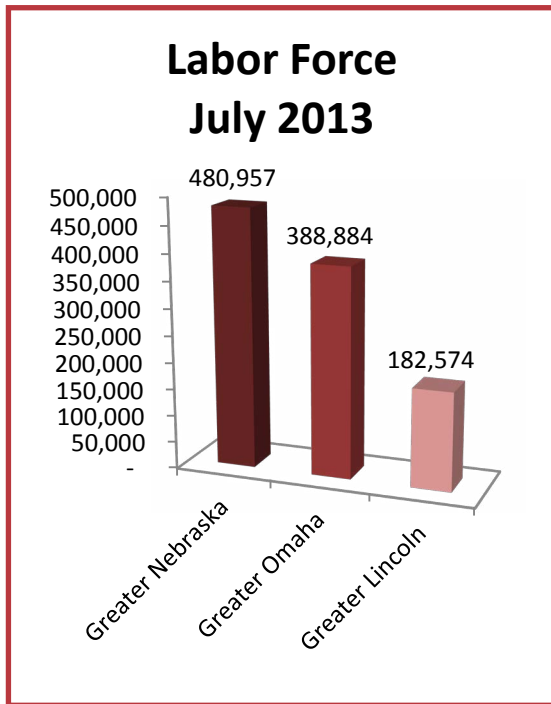
- Greater Nebraska Workforce Investment Area (88 Rural Counties)
- Greater Lincoln Workforce Investment Area (Lancaster and Saunders Counties)
- Greater Omaha Workforce Investment Area (Douglas, Sarpy, and Washington Counties)

<p>Alliance 302 Box Butte Ave Alliance, NE 69301 308-763-2935 ndol.alliancewfd@nebraska.gov</p> <p>Beatrice 5109 West Scott Road, Suite 413 Beatrice, NE 68310 402-223-6060 ndol.beatricewfd@nebraska.gov</p> <p>Columbus 3020 18th St., Suite 1 Columbus, NE 68601 402-564-7160 ndol.columbuswfd@nebraska.gov</p> <p>Fremont 835 N. Broad Street Fremont, NE 68025 402-727-3250 ndol.fremont@nebraska.gov</p> <p>Grand Island American Job Center 203 E. Stolley Park Rd., Suite A Grand Island, NE 68801 308-385-6300 ndol.grandisland@nebraska.gov</p>	<p>Hastings 2727 West 2nd St., Suite 338 Hastings, NE 68901 402-462-1867 ndol.hastingswfd@nebraska.gov</p> <p>Lexington 308 North Adams Lexington, NE 68850 308-324-2064 ndol.lexingtonwfd@nebraska.gov</p> <p>Lincoln American Job Center SCC Energy Square Campus 1111 "O" St., Suite 205 Lincoln, NE 68508 402-442-1660 amjobctr@lincoln.ne.gov</p> <p>Nebraska City 917 Wildwood Lane, Suite J Nebraska City, NE 68410 402-873-3384 ndol.nebraskacitywfd@nebraska.gov</p> <p>Norfolk 105 East Norfolk Ave., Suite 100 Norfolk, NE 68701 402-370-3430 ndol.norfolkwfd@nebraska.gov</p>	<p>North Platte 306 East 6th St., Suite 140 North Platte, Ne 69101 308-535-8320 ndol.northplattewfd@nebraska.gov</p> <p>Omaha American Job Center Heartland Workforce Solutions 5752 Ames Ave. Omaha, NE 68104 402-444-4700 admin@hws-ne.org</p> <p>Omaha 5717 F St. Omaha, NE 68117 402-595-3000 ndol.omahawfd@nebraska.gov</p> <p>Scottsbluff 505A Broadway, Suite 300 Scottsbluff, NE 69361 308-632-1420 ndol.scottsbluffwfd@nebraska.gov</p> <p>York 510 Lincoln Ave. York, NE 68467 402-362-5891 ndol.yorkwfd@nebraska.gov</p>
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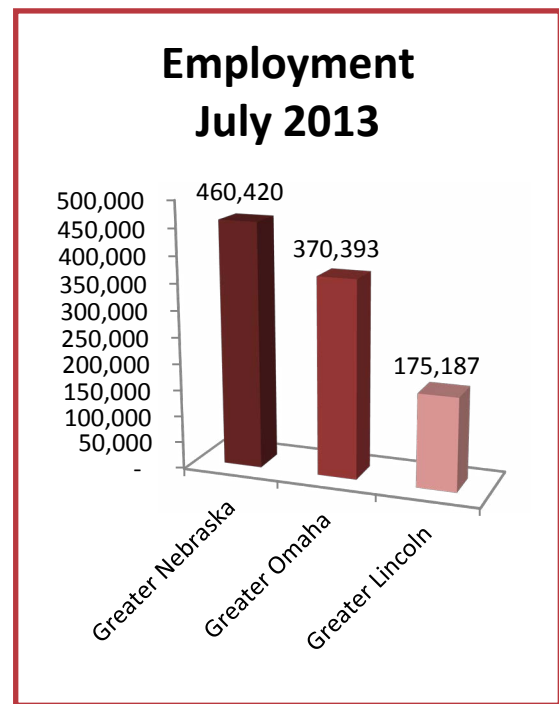
☆ Comprehensive American Job Center ■ Access Site



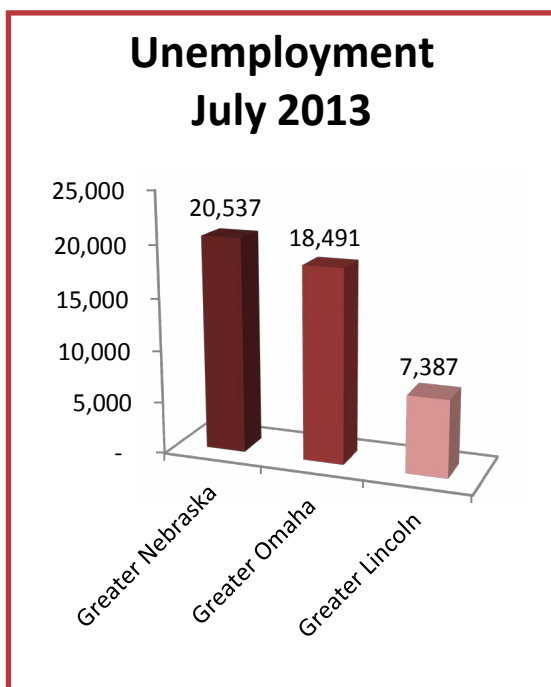
Local Area WIA Customer Base



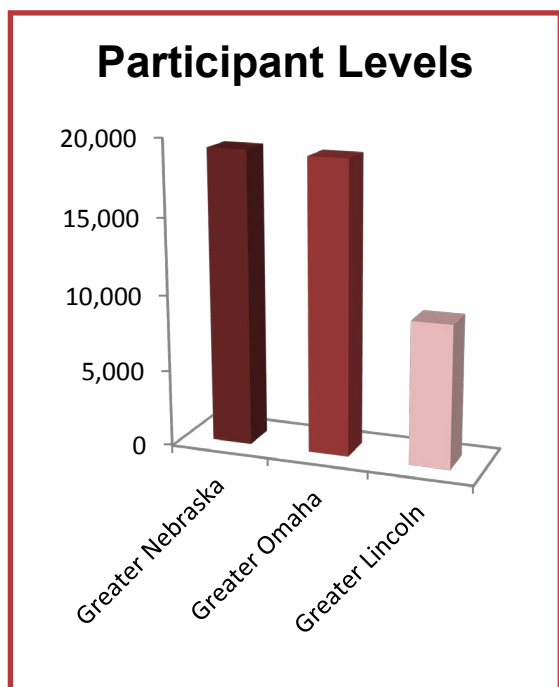
Source: Nebraska Department of Labor
Local Area Unemployment Statistics



Source: Nebraska Department of Labor
Local Area Unemployment Statistics



Source: Nebraska Department of Labor
Local Area Unemployment Statistics

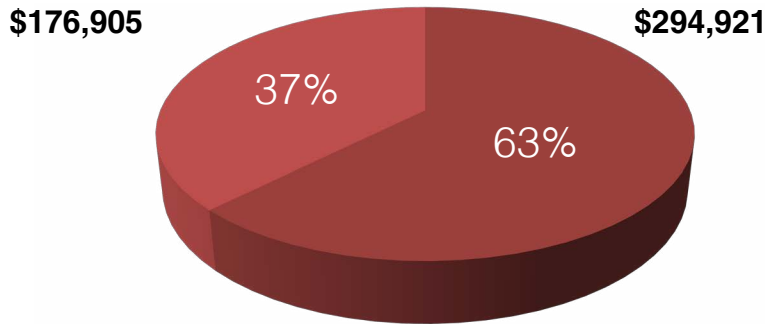


Source: Participation Levels As Reported
On Tables "O" on the ETA Form 9091

State and Local WIA Revenues

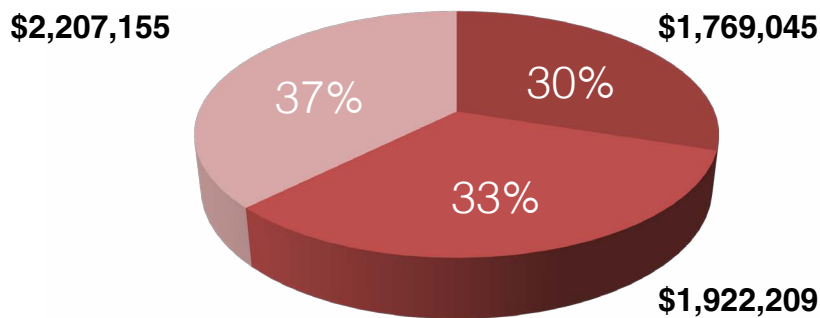
State Level Funding - \$471,826

■ State Administration ■ Rapid Response



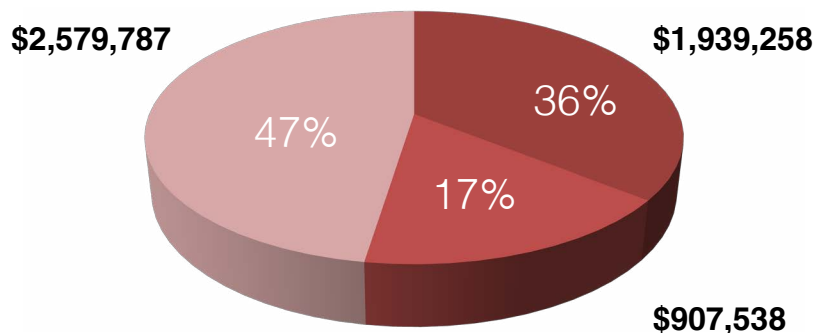
WIA Title 1 Funding - \$5,898,409

■ Dislocated Worker ■ Adult ■ Youth



Local Area Funding - \$5,426,583

■ Greater Nebraska ■ Greater Lincoln ■ Greater Omaha



** The pie charts reflect the PY 2012 WIA allotments.*

WIA Financial Statement

Program	Funds Available	Expended / Obligated	Percent	Balance Remaining
Adult Program - Current Yr	1,863,488	1,355,802	72.8%	507,686
Carry In - Prior Yrs	815,197	812,816	99.7%	2,380
DLW Program - Current Yr	1,133,320	208,459	18.4%	924,861
Carry In - Prior Yrs	1,136,403	990,277	87.1%	146,125
Youth Program - Current Yr	3,731,699	1,723,196	46.2%	2,008,503
Carry In - Prior Yrs	316,618	316,618	100.0%	-
Out of School	2,973,860	1,379,663		
In School	1,074,457	660,151		
Summer Youth		-		
Local Adm - Current Yr	747,608	503,501	67.3%	244,107
Carry In - Prior Yrs	160,701	159,666	99.4%	1,035
Rapid Response - Current Yr	176,905	-	0.0%	176,905
Carry In - Prior Yrs	260,387	60,574	23.3%	199,813
Governors Funds - Current Yr	402,791	-	0.0%	402,791
Carry In - Prior Yrs	1,014,361	817,074	80.6%	197,287
Current Year Totals	8,055,811	3,790,957	47.1%	4,264,854
Carry In totals	3,703,666	3,157,025	85.2%	546,640
Combined Totals	11,759,477	6,947,983	59.1%	4,811,494

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

Report Narrative

Innovative Programs and Accomplishments

Introduction - 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 new ways of thinking utilizing technology as a driving force to meet its workforce needs.

The following programs and recent accomplishments are all part of implementing Nebraska's Five-Year Integrated Plan.

Adopting Nebraska Standards for Career Ready Practice - The Nebraska Standards for Career Ready Practice is a joint initiative of NDOL and the Nebraska Department of Education. Adopted by the Nebraska State Board of Education in December 2011, and by the Nebraska Workforce Investment Board in June 2013, the Standards for Career Ready Practice teach soft skills that all students need to become employable and successful in the workplace. The standards are an outgrowth of the 2009 Nebraska Summit on Career Readiness which defined career readiness as: "A career ready person capitalizes on personal strengths, talents, education and experiences to bring value to the workplace and the community through his/her performance, skill, diligence, ethics and responsible behavior."

Nebraska's Standards for Career Ready Practice were designed in conjunction with the National Career Clusters Framework which has

been developed over the past decade with input from national business and industry committees expressing the most critical skills needed for employee and/or entrepreneur success. The standards provide a valid source of workplace expectations for all students to be career ready, and describe varieties of expertise that educators at all levels should seek to develop in their students. The career readiness standards rest on important "practices and proficiencies" with long-standing importance in career education and should be used over and over again with increasing complexity and relevance by students as they progress through their educational pathway. The eleven standards, accessed at www.education.ne.gov/nce/, are provided as a resource to assist schools, colleges, teachers and faculty members in defining curricular and assessment outcomes. Educators are encouraged to work with local business and industry councils to define learning objectives most appropriate for their situation.

Implementation of Nebraska's Virtual Service Unit - NDOL's Office of Employment and Training has developed a new business model called the Virtual Service Unit (VSU) to provide employer and jobseeker services statewide utilizing NEworks. The unit is comprised of workforce experts operating in an industry consultant role structured around the industry clusters identified in the Nebraska's Competitive Advantage study. Virtual Services staff receive specialized training in web-based services, NEworks, customer service skills, and all Nebraska Department of Labor programs. The Workforce Coordinators in the VSU specialize in data mining information from NEworks to provide quality resumes and referrals to employers and premium employment opportunities to job seekers. Pairing virtual services with NEworks provides improved customer access, consistent customer responses, and improved quality of information. The

consolidation and centralization of expertise has increased the agency's profile, and NDOL has achieved a greater understanding of Nebraska's employer and job seeker needs in an increasingly technological world.



Veterans Services - Veterans receive priority of service at all Nebraska American Job Centers where they are registered and provided staff- assisted services through the American Job 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. American Job 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 American Job 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 American Job 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 American Job Centers. In addition, 5 of the 15 American Job Centers have been identified as Regional American Job Centers with program oversight responsibilities for the American Job Centers within their regional boundaries. All 5 Regional American Job Centers have fully qualified DVOP and/or LVER staff available to provide program support to American Job 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 American Job 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 and other staff within the American Job 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 currently \$1,564 per month. The application phase ends October 1, 2013 and assistance under this benefit program ends on March 31, 2014. The program is promoted to a Veteran one-on-one through verbal communication during the initial assessment. For PY 2012, of the 514 Veterans that applied for the VRAP program, 348 participants have exited the program.

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 American Job Center to receive enhanced intensive services for: job readiness assessment; development of an Individual Development Plan (IDP); career guidance through group or individual counseling; provision of labor market information; referral to 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. In PY 2012, the Gold Card was actively promoted through signs placed in prominent locations throughout the American Job Center, as well as verbally through one-on-one communication with a Veteran. Of the 1,791 Gold Cards issued, 888 Veterans pursued additional services. Services are provided through case management at least monthly for up to six months, mostly through phone calls, emails, and in person contact.

A partnership between NDOL, the Nebraska National Guard, and the U.S. Chamber of Commerce resulted in eight Hiring Our Heroes Career Fairs to help veterans and military spouses find meaningful employment and put to use the diverse skill sets they bring to the workforce. Workshops in preparation for the hiring fairs were also held to help current and former servicemen and women translate their military skills into the civilian job market. Sessions covered resume writing, meeting with employers, professional etiquette and other career topics.

syNErgy Project - The Nebraska Workforce Investment Board (NWIB) was the recipient of a State Energy Sector Partnership (SESP) grant through the U.S. Department of Labor's High Growth and Emerging Industry (HGEI) discretionary grant funds. The \$4,839,511 grant was awarded in Program Year 2009, and was named "syNErgy" to highlight Nebraska's commitment to cooperation and partnership in green jobs trainings. The grant funds were originally set to expire on January 28, 2013, however the U.S. DOL awarded Nebraska a no-cost extension to allow for the continued follow-up of program participants through June 30, 2013.



Veterans at Hiring Our Heroes Events
(Top & Middle - Omaha; Bottom - Lincoln)

During the 3-year life of this project, syNErgy coordinated partnerships, trainings and workforce development efforts with stakeholders from across the state. The focus for syNErgy has been on the Renewable Energy industry and employment opportunities in Wind, Bio-Fuels and Green Building Technology. syNErgy supported the development of new curriculum, enhancement of existing curriculum and the creation of new training opportunities to create a skilled workforce prepared for the Renewable Energy industry in Nebraska.

syNErgy leveraged partnerships with other federally funded grants, such as the Labor Market Information Green Jobs Survey, to maximize resources and information. syNErgy also partnered with training providers, community based organizations and private industry employers to meet training and employment demands throughout the state. Private industry employers were instrumental to the identification of workforce needs. Industry employers were invited to participate on the Blue Ribbon Panel, which met annually to discuss, identify and evaluate Nebraska's workforce needs and training demands.

The steering committee for syNErgy was the SESP Charter committee which was co-chaired by the Chair of the NWIB and the Lieutenant Governor. This leadership structure was identified as a Best Practice by other SESP grantees across the country because of the link to the existing WIA infrastructure and involvement of the State Workforce Investment Board.

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 focused on sustainability of the infrastructure it developed over the previous two years. syNErgy enrolled and trained a total of 1,653 individuals: 892 Incumbent Workers and 761 Unemployed Individuals.

The NWIB and local WIA infrastructure were instrumental to the success of syNErgy across the state. 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

OJT-NEG - NDOL was awarded a National Emergency Grant in June 2010 to focus on putting long-term unemployed dislocated workers back to work. It was a highly effective, statewide venture that paired interested employers with dislocated workers. Individuals were enrolled in an On-the-Job Training Activity with the end goal of having the dislocated worker learn new skills and become an effective employee within the company. When the grant ended September 2012, performance indicated that 100% of participants entered employment at the time of exit; 93.8% of the individuals exited have remained employed for six months, and during that time frame have earned on average \$13,834.50.

Strength In Partnerships

Partner Council – A Partner Council was created in PY 2012 that consists of state level leadership representing employment and training programs and interests. The Partner Council provides a formal structure of communication between agencies which improves program coordination and implementation, planning processes and the leveraging of resources, to ensure subpopulations are being afforded quality work opportunities and employers have a diverse and ready workforce. The Partner Council meets monthly and is comprised of 19 agency leaders.

NELearn - NDOL continues their strong partnership with the Nebraska Department of Education to promote virtual learning to the public through the website nelearn.nebraska.gov. The NELearn website is a collaborative effort with the Carl D. Perkins Career Technical Education Program and Adult Basic Education (GED). This website connects the public with free learning tools to assist them in their careers, and highlights the following programs:



- H3: High Wage, High Skill, High Demand – Combines labor market information, economic development information, and “real time” job market information into an easy, understandable layout for the public to gain a better understanding when determining the high skill, high wage, high demand occupations within Nebraska.
- syNERgy Curriculum – A training program that promotes workforce development in Nebraska’s renewable energy and energy efficiency industries. The goal of this curriculum is to provide the foundation for sustained employment and career advancement in Nebraska’s ‘green collar’ workforce.
- I-Pathways – An interactive online preparation curriculum for the GED exam. Nebraska uses the blended method of delivery, where students study individually off-site and also participate in traditional classroom setting.
- Career Readiness – Online learning modules developed to help individuals improve their basic skills for job readiness. They can strengthen their knowledge on the following topics: 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.



Career Readiness received a Silver in the annual International Cinema in Industry CINDY competitions. The award was conferred in the category of “Website in Education: Guidance, Values, Career Information,” in the CINDY Regional (North Central U.S.) competition. CINDY awards are presented to those who have produced programs that achieve the high levels of excellence in production value and message effectiveness. More than 4,800 entries were judged in 160 subject matter categories of media. NDOL, NET Learning Services, and the Nebraska Department of Education’s Career Education System and Adult Basic Education collaborated on creating the Career Readiness course.

- USA Learns – Virtual instructional program that is committed in assisting English as a Second Language (ESL) students. This is a highly versatile program that can be used in or outside of the classroom, and on various levels of understanding. The program focuses on three main areas of learning: survival skills, workplace skills, and the practice of reading and writing.

Nebraska Broadband Builds Nebraska Communities - The “Nebraska Broadband Builds Nebraska Communities” program started in 2012 as a pilot project through a partnership between NDOL and the Nebraska Library Commission. The project increased broadband capabilities and computer equipment in 147 libraries across the state, enabling them to serve as virtual access sites for labor exchange services. The pilot project, originally implemented with funds from the American Recovery and Reinvestment Act (ARRA) and the Bill and Linda Gates Foundation, has successfully evolved into a statewide program. There have been 58 workshops to train library staff on using NEworks, as well as jobseekers and employers. There are 43 libraries participating in the program and Wagner-Peyser staff will continue to develop and expand the partnership. The broadband project has proven to be beneficial to both NDOL and the libraries across the state. NDOL can leverage the libraries connectivity to the state labor exchange system and local libraries are able to provide additional services to their communities.



NeMAC Social Media Project - Showcasing the new face of manufacturing in the Midwest is the focus of a new social media campaign initiated by NDOL, the Nebraska Department of Economic Development, and the Nebraska Manufacturing Advisory Council (NeMAC), an alliance of Nebraska manufacturers. The idea is to promote high wage, high skill, high demand careers in manufacturing to young adults in secondary education, their parents, and their school counselors. NeMAC’s new pages on Facebook, Twitter, Pinterest, Google+ and Bing are all about taking charge of the public image of manufacturing, connecting with future generations about shortages of skilled labor that manufacturers face, and the education and training necessary to ensure the ongoing prosperity of the whole industry.



Youth Performance Work Group – The State demonstrated its commitment to working with local areas and programs to assure that negotiated performance levels are met by forming a Youth Performance Work Group in PY 2012. The Work Group was established to discuss the challenges meeting performance goals, youth program design, current practices, training and technical assistance needs, and to develop a youth action plan regarding these issues. Consisting of management staff from NDOL’s Office of Employment and Training and WIA youth staff from the three local areas, the Youth Performance Work Group met bimonthly through PY 2012. As a result, youth performance, especially in the measures of Attainment of a Degree or Credential and Placement in Employment and Education, has improved significantly. While no longer meeting on a bi-monthly basis, the group has elected by consensus to meet once a quarter with the goal of continuing to improve youth practices and youth performance.

Evaluation and Performance

Evaluation

In PY 2012, Nebraska was granted a waiver waiving the requirement that the state 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 were followed during PY 2012, 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 32 states and Puerto Rico participating in WRIS2.

For PY 2012, Nebraska exceeded performance for five of the nine WIA common measures and met performance of the other four 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 and Customer Satisfaction Measures

Statewide

Continuous Improvement - Evaluation of NEworks, the virtual one stop system (VOS), was a primary continuous improvement focus in PY 2012. Feedback forums for both internal and external end-users were conducted across the state. This process, along with the customer service surveys already in place, provided quality information and feedback to support the continuous improvement process.

In April, NDOL management invited VOS vendor, Geographic Solutions, to conduct feedback sessions with staff to explore the end user experience and to make suggestions for enhancements or changes. NDOL, Goodwill, Heartland Workforce Solutions and City of Lincoln staff attended sessions facilitated by Geo Solutions staff in Omaha and Grand Island. Ideas and questions captured during the forums may generate systems enhancements and some of the suggestions are already under development. In some cases, the staff discovered that desired features were already in place and the discovery will assist in the delivery of improved services.

In an additional effort to garner beneficial feedback, NDOL staff held seven NEworks feedback forums with employers across the state. Over 100 employers were surveyed and 40 attended the forums to give feedback on the user experience. Overall, employers are impressed with the capabilities of NEworks but many have not developed a great command of the functions. Many are using the site solely for posting jobs. There was, however, strong interest in the additional resources such as the online learning modules and a desire to understand how NDOL's Labor Market Information could be interpreted to assist strategically in their business. There was a direct request for additional education (workshops, one on ones, etc.) on NEworks functions which is an opportunity for NDOL staff to assist employers and promote NEworks.

The Performance Committee of the Nebraska Workforce Investment Board provides oversight of Nebraska's WIA Common Measure performance. "Dashboard" reports, implemented by the Committee in PY 2012, provide a comparison of the current quarter's performance with the same quarter performance for the two previous program years for the Adult, Dislocated Worker, and Youth programs. Additional dashboards compare actual Youth enrollments and exits with planned enrollments and exits, and provide a financial snapshot of the amount of administrative and program funds authorized to each local area with the unspent amount each quarter. Careful examination of the data on a regular basis enables the Performance Committee to make recommendations on performance, as needed, for the consideration of the full Board.

Customer Satisfaction - During PY 2012, Nebraska utilized numerous methods for measuring employer and participant customer satisfaction. These methods were deployed at both the local and state level. Nebraska has a Common Measures waiver, however, in an effort to ensure continuous improvement, the State requires customer satisfaction data be collected regularly and the results consistently reviewed and analyzed. v

The statewide NEworks online, self-service system randomly sends an optional customer satisfaction survey to jobseekers that have used the system to conduct a job search, engage in career planning or occupational research, locate education or training opportunities, or find employer contact information. Responders are asked if they thought information was easy to find and to understand, if they felt the data met their needs, and about their overall satisfaction with their visit to the NEworks website. Over 64% of the 4,287 customers responding to the electronic survey rated their experience as good to excellent.

Nebraska also conducts a statewide customer service survey through Wagner-Peyser. Feedback to questions on timing, services, perceived treatment, and suggestions for improvement are reported to the NWIB at Performance Committee meetings held three times each year. Job seekers are asked to rate their answers to a variety of questions by selecting Strongly Agree, Agree, No Opinion, Disagree, Strongly Disagree, Don't Know, or Not Relative. Of the 3,465 surveys completed in the 2012 Program Year, 89% either agreed or strongly agreed they were treated as a valued individual; where greeted quickly when entering the career center; thought the NEworks registration was easy to complete; thought the NEworks website contained helpful information; felt the staff met their needs that day; thought staff were able to answer questions and make suggestions; would recommend the services to a friend or family member; and were confident they could successfully use NEworks from home.

Oversight of customer satisfaction is conducted by the Performance Committee of the Nebraska Workforce Investment Board. The Performance Committee asked each of the three local areas to give an update of their current customer satisfaction practices. The local areas provided how they collected customer satisfaction information and a copy of the survey tool used. The Committee wanted to know which consumer groups were surveyed (participants, employers, partners, etc.),

and if the surveying was done alone or in collaboration with other partners/agencies. The Performance Committee was especially interested in knowing how each local area utilized the information collected. Since each local area represents a unique geographic region of the state, they individualize their survey tools to their own specific needs rather than using a common survey tool. This individual approach to measuring customer service satisfaction helps highlight each local area's strongpoints.

Greater Lincoln

Continuous Improvement - In May 2013, the Greater Lincoln Workforce Investment Board approved relocation of the American Job Center to Southeast Community College's Energy Square Campus in Lincoln, 1111 O Street, Suite 205. In June the Board conducted a planning session to begin to develop the vision and goals for the Center.

During Program Year 2012, staff and Board members attended numerous training events. Local training opportunities included attendance at the 2013 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 NEworks Feedback and NELearn. Staff also received training in various areas such as Human Trafficking: the Role of the Public Workforce System in the Delivery of Services; The Emerging New Vision for American Job Centers; and Integrated Service Delivery. Greater Lincoln had representation at national and regional workforce conferences as well, such as the 2013 National Association of Workforce Boards (NAWB) and the 2013 Heartland Summit. The Greater Lincoln Workforce Investment Board continued its participation in the Great Lakes Employment & Training Association (GLETA).

Customer Satisfaction - Greater Lincoln surveys job seekers and youth and tailors the methodology for each group to the service delivery approach. Customer satisfaction surveys are available at the front reception desk of the American Job Center. Job seekers receive a written survey at the time of their visit and are asked to rate responses on a sliding scale from Strongly Agree to Strongly Disagree; 961 total responses were collected which represents approximately 10% of the customer base for the 2012 Program Year. Some of the questions asked were:

- I was treated as a valued individual – 89% agreed
- The staff was able to answer my questions and make suggestions – 87% agreed
- I would recommend your services to a friend or family member – 84% agreed

WIA youth applicants and participants were surveyed after attending a work readiness class based on the curriculum, "Bring Your A Game." In rating the class, approximately 80% answered that the material was easy to comprehend and, when asked to evaluate the workshops on a 1-10 scale (10 being highest), the average response was 8.5. Of the 35 youth that attended, 30 earned certificates; 15 of those that earned certificates obtained employment and retained that employment for at least 3 months.

The Greater Lincoln local area applies the results of their customer service activities through a three-tiered approach to improve the program for employers and clients. The survey results are utilized by the American Job Center operator, the Customer Advisory Committee (CAC) and the Greater Lincoln

Workforce Board. The American Job Center operator collects and catalogs the customer comments and responds to any complaints included on the surveys. The survey results are shared with staff and partner agencies for use in staff evaluations and planning data, and provide insight to the CAC who compares survey data from one year to the next which they report to the full board.

Greater Nebraska

Continuous Improvement - Annually, the Greater Nebraska Compliance Committee completes a case management file review of enrolled WIA participants to ensure services are being delivered properly. Findings are reported to NDOL's State WIA Monitor.

Customer Satisfaction - Customer satisfaction surveys are conducted in the American Job Centers within the Greater Nebraska area, and are available in print and accessible in common areas. The surveys are given at the point of service, made available in the Center's resource room and common areas and/or mailed out to the customer with a self-addressed, stamped envelope. The 2,092 surveys collected in PY12 revealed a 90% approval rating. The American Job Center staff compiles results of the surveys in an Access database and runs reports monthly and quarterly per region or career center. Staff addresses, on an individual basis, any items from surveys that require attention.

Greater Nebraska uses customer satisfaction surveys gathered in conjunction with other partners working for the service provider. The survey information is also used in the career center certification/recertification process. As part of an ongoing focus on continuous improvement, Greater Nebraska and partners within the service provider regularly review the use of survey data, method of delivery and questions asked to explore usefulness, value, and leveraging of technology.

Greater Omaha

Continuous Improvement - Continuous improvement efforts for last program year included development of a new American Job Center which opened its doors on September 10, 2012. The enhanced design improves customer flow, includes a computer lab, testing room, multiple conference and interview rooms, a common location for all staff and a shared work room. More partners involved in employment, training and education activities have been added and employers are now using the Center for direct recruitment events. HWS was also designated as the recipient for the annual Suit Drive by the Men's Wearhouse which provides appropriate attire for individuals on interviews and starting new jobs. The Books by the Busload project has enabled the center to offer free books to customers with the goal of enhancing literacy in the community.

The HWS Board evaluated its mission, objectives and goals through a strategic planning session in January 2013. As a result of the self-evaluation, one standing committee was eliminated, more business representatives were identified to serve on the Executive Committee.

Customer Satisfaction - Surveys are handed out in the American Job Center resource room and to individual clients. Collocated partners at the Center also hand out surveys. All surveys are reviewed by the American Job Center manager who follows up on any areas requiring action. Survey results are also shared at the Performance Committee meetings and with the local WIB members, discussed at monthly partner meetings, and made available for review in the Center's resource room. The Center's goal was to have 95% of customers' ratings be "satisfied" and "above satisfactory."

For PY12, over 1,800 surveys were returned and the average satisfaction rate was over 98%. The scorecard showing the partner program goals has been revised during the year based on feedback from partners and board members. This information is reviewed in detail at the Performance Committee meetings and provided for general review at the Executive Committee and full-Board meetings. Heartland Workforce Services (HWS) will continue to look for input from the members to enhance this document as a tool to be used in evaluating the programs served at the Center.

Staff Development

“Connecting the Dots” Spring Conference Careers – Work Ready – Communication – Success

NDOL’s Office of Employment and Training organized a spring conference entitled “Connecting the Dots” for their workforce staff, service providers and administrative staff of the Local Workforce Investment Areas. Focusing on career development, work ready issues, communication and success, the conference featured several national speakers including Spencer Critchley and John Chamberlin. Spencer, a communication consultant with experience in advertising, film, digital media, public relations, and broadcasting, explored the current phenomena of social media and the importance of not just communicating, but communicating with impact. John, a workforce development consultant and attorney, has designed and managed workforce development programs, economic development initiatives, and education and welfare reforms. He shared his extensive knowledge and experience on the topics of maintaining high quality service with shrinking budgets, the future of federal programs, wrap-around services, youth best practices, on-the-job-training, internships and work based learning. Other conference sessions aimed at “connecting the dots” between “careers, work ready, communications and success” included an employer panel with representatives from Cabela’s, Lincoln Surgical Group and the Nebraska State Patrol who addressed questions and offered their view of the hiring process, the current hiring environment, and the assistance their companies provide to employees once hired.



Spencer Critchley,
Managing Partner of Boots Road
Group LLC



John Chamberlin,
Workforce Development Consultant and
Attorney

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

A Celebration of Service was held for Jim Linderholm who retired from the Greater Lincoln Workforce Investment Board. Jim was appointed to the Board in December 1999 by then Mayor Don Wesely and had served as its only Chairperson until his retirement. Mayor Chris Beutler presented Jim with a city medallion and thanked him for his leadership, integrity, and dedicated spirit. Former Mayors Don Wesely and Coleen Seng were in attendance along with current and retired Board members, community leaders, and city and state staff.

Julie Panko-Haberman, WIB member and employee of Lincoln Electric System, reported the receipt of the Community Action Partnership of Lancaster and Saunders Counties' Community Action at Work award. The award recognizes LES' partnership since 2002, during which it provided the agency \$1.8 million to assist those in Lincoln facing utility disconnection which is often a barrier experienced by the WIA eligible population.



Jim Linderholm, Chair, Greater Lincoln WIB,
and Chris Beutler, Mayor, City of Lincoln

Greater Nebraska

Pam Lancaster was nominated to the National Association of County Officials' Credentialing for Veterans Released from Active Duty committee. This will be a great appointment as she can represent the GNWIB and advocate for veterans in the rural parts of the state.

Grand Island Career Center was relocated and recertified as the comprehensive American Job Center in Greater Nebraska. The Grand Island Community Foundation and Chamber of Commerce have expressed their continued support for the recertification.

Greater Omaha

Wendy Boyer, current Board Chair, received the Non-Profit Association of the Midlands Catalyst Award for her work as Vice-President of Community Affairs at the Greater Omaha Chamber and strategic efforts to improve the business climate and quality of life in the Omaha Metro area. Wendy championed the ideals that created a new workforce model for Omaha, helped secure grant funding, and engaged the Board around a concept that effectively meets the needs of employers and future workers.

Goodwill Industries, which serves as the One-Stop Operator for the American Job Center and is also the service provider for the WIA Adult, Dislocated Worker and Youth Services, received the following awards in PY 2012: 2012 Better Business Bureau Non-Profit Integrity Award; 2013 Big O! Non-Profit of the Year Excellence Award; and the 2013 AMA Pinnacle Gold Citation Excellence Awards for Communications and Video for Not-for-Profit organizations.

Success Stories

Greater Lincoln

Brandon had numerous barriers to employment when he applied for the Adult program. He had a criminal record, a history of drug and alcohol problems, and had served time. He committed himself to the classes, activities and volunteering requirements of "Drug Court," met regularly with his parole officer and became a full time student at Southeast Community College-Lincoln in the Automotive Technology program. Brandon graduated with a nearly perfect 4.0 GPA, he applied at two different shops and was offered a job at both places. He is currently employed full time, is a Drug Court volunteer, and participates with the AA community to help maintain his sobriety. Now he and his wife are both earning good wages and supporting their family of four.

Greater Nebraska

Jorge joined the Army Reserves in 2008 where he gained skills in leadership, teamwork and accountability. When the 443rd Transportation Company out of Lincoln was mobilized, he was sent to Iraq to drive trucks hauling supplies. While deployed, what Jorge valued most was the teamwork of the unit and the accomplishment of the mission they were sent to do. When he came home to Schuyler, Nebraska, he struggled to find employment as a driver because he lacked a CDL. He sought vocational and career guidance at the American Job Center in Columbus. A Kuder assessment revealed that Jorge had strong mechanical aptitude so he was co-enrolled in WIA as a dislocated

worker. His case managers helped Jorge explore educational opportunities and enroll in a Mechatronics program at Central Community College in Columbus. In May 2013, Jorge received an Associate's Degree in Mechatronics. He is currently employed with Camaco LLC as a Mechanic Technician with pay of \$19.50 an hour. Jorge is thankful for the Veterans assistance, the WIA program, and his case managers for helping him accomplish his educational goals.

Greater Omaha

Jacque was looking for a career but was unsure of what he wanted to do. He was tired of bouncing from job to job and struggling to pay his bills. He wanted to obtain a skill that would allow him to provide for himself. He was a high school graduate; however, he tested Basic Skills Deficient. He enrolled in education classes through the Youth Partnership program and raised both his math and reading scores. He also completed the Career Workshop, created a resume, and secured an interim job at Omaha Steaks. While working with a Career Specialist, Jacque identified an interest in obtaining a Commercial Drivers License (CDL). With the help of bus passes provided by WIA, Jacque made the two hour long bus ride to and from class. Jacque completed his training, obtained his CDL, and started a job at Asphalt Maintenance driving materials to and from worksites. Jacque is a good reminder of the success a young adult can achieve with a little assistance.

WIA Waivers

In PY 12, Nebraska operated under the following waivers:

Waiver Of Period Of Initial Eligibility For Training Providers – Waiving subsequent eligibility requirements bring a larger number of training provider choices to the state's Eligible Training Provider (ETP) list so that customers (especially in rural areas) have a broader range of approved providers from which to select. It reduces training provider's reporting burden and encourages them to add programs.

Waiver Of The Requirement To Conduct Evaluations Of Workforce Investment Activities For Adults, Dislocated Workers, And Youth – This Waiver allows the State to accept the Local Areas' customer satisfaction surveys as the approved tool to evaluate continuous improvement.

Waiver Of Requiring Provisions Of Incentive Grants To Local Areas – This Waiver allows the State to prioritize the use of Governor's Reserve funds for required statewide activities in order to operate within a reduced budget.

Waiver of the Required Maximum 50% OJT Employer Reimbursement – Allowing Nebraska to reimburse On-the-Job Training employers on a graduated scale based on the size of the business creates more incentive for small employers to participate in OJT that achieves high skill, high demand, high wage attainment and family sustaining jobs. The graduated scale for reimbursement is:

- Up to 90% of the trainees wages for employers with 50 or fewer employees
- Up to 75% of the trainee wages for employers with 51 – 250 employees
- 50% of the trainee's wages for employers with 250 or more employees

Waiver to Replace Performance Measures with Common Measures – Replacing the WIA 17 performance measures with the Common Measures has streamlined administrative processes, fostered greater flexibility when negotiating performance measures with the local Boards, simplified service delivery, improved consistency and reliability of data collection, reporting and validation.

Waiver of Transfer Authority – By allowing transfer of up to 50% of a program year allocation for either Adult or Dislocated Worker funds between the two funding streams, local Boards are able to respond to changes in local labor markets and economic conditions more efficiently, help maximize recruitment and customer service, and allow the needs of communities and business to be met as timely as possible.

5% Funds

During Program Year 2012, Nebraska utilized the WIA 5% discretionary funds to support state staff in carrying out the oversight and regulatory requirements of WIA, maintain the Eligible Training Provider List, host the State's Management Information System, coordinate State Workforce Investment Board activities and provide staff support to the newly formed Partner Council.

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. Nebraska has reached the hold harmless level, which represents the same allocation as we received in 1998 from the Federal Government for investment in career education at the secondary and post-secondary levels.

A maximum of 15% of the allocation may be retained at the state level for administration and state-wide 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 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 CTE programs.

Nebraska requires that local eligible recipients collaborate with WIA and workforce professionals in the development of their plan for the Perkins resources. We have had 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 collaborated with NDOL staff to provide professional development on the NELearn website. Participants received an overview of Nebraska's Career Cluster Model, Economic Industry Clusters, H3 (High Skill, High Wage and High Demand) Data, Career Readiness and Professional Development training modules, i-Pathways and USA Learns. Participants gained an understanding of the free materials and how they can apply the resources to their daily work within the NELearn.nebraska.gov website.

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. Work has continued on the new American Job Center to be jointly facilitated by Lincoln Public Schools and Southeast Community College.

Standards, benchmarks and performance indicators have been rewritten over the past three years and are now all complete. This process involved starting with 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 NELearn portal with the Career Readiness and Professional Development Modules and the H3 website are great tools to assist career technical education teachers and school counselors. Although we do not receive incentive funds in PY 2012, we continue to find ways to collaborate.

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.

Tables

Source: ETA Form 90901

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Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance		
Entered Employment Rate	74.0%	75.6%	$\frac{235}{311}$	$\frac{\text{NUMERATOR}}{\text{DENOMINATOR}}$
Employment Retention Rate	87.0%	84.6%	$\frac{270}{319}$	$\frac{\text{NUMERATOR}}{\text{DENOMINATOR}}$
Average Earnings	\$10,500	\$10,109	$\frac{2,446,324}{242}$	$\frac{\text{NUMERATOR}}{\text{DENOMINATOR}}$

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	67.6%	$\frac{100}{148}$	88.0%	$\frac{22}{25}$	78.30%	$\frac{18}{23}$	70.6%	$\frac{12}{17}$
Employment Retention Rate	82.1%	$\frac{110}{134}$	64.7%	$\frac{11}{17}$	81.80%	$\frac{18}{22}$	72.7%	$\frac{8}{11}$
Average Earnings	\$9,321	$\frac{932,083}{100}$	\$12,573	$\frac{100,587}{8}$	\$11,951	$\frac{191,219}{16}$	\$7,083	$\frac{49,584}{7}$

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	79.5%	$\frac{198}{249}$	59.7%	$\frac{37}{62}$
Employment Retention Rate	84.9%	$\frac{242}{285}$	82.4%	$\frac{28}{34}$
Average Earnings Rate	\$10,535	$\frac{2,254,431}{214}$	\$6,853	$\frac{191,893}{28}$

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	89.0%	90.7%	$\frac{332}{366}$
Employment Retention Rate	94.0%	95.2%	$\frac{375}{394}$
Average Earnings	\$14,600	\$14,528	$\frac{4,896,013}{337}$

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	97.4%	$\frac{37}{38}$	100%	$\frac{8}{8}$	82.7%	$\frac{43}{52}$	100%	$\frac{1}{1}$
Employment Retention Rate	97.1%	$\frac{33}{34}$	100%	$\frac{9}{9}$	97.7%	$\frac{42}{43}$	100%	$\frac{1}{1}$
Average Earnings Rate	\$17,088	$\frac{512,645}{30}$	\$17,718	$\frac{141,744}{8}$	\$15,327	$\frac{551,777}{36}$	\$7,876	$\frac{7,876}{1}$

Table G - Other Outcomes for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	91.3%	313 ----- 343	82.6%	19 ----- 23
Employment Retention Rate	95.0%	342 ----- 360	97.1%	33 ----- 34
Average Earnings Rate	\$14,397	4,448,762 ----- 309	\$15,973	447,251 ----- 28

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	76.0%	67.8%	120 ----- 177
Attainment of Degree or Certificate	62.9%	67.5%	154 ----- 228
Literacy and Numeracy Gains	52.0%	58.4%	87 ----- 149

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults & Older Youth) 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 Training Received of Those Who Completed Training Services	
Adults	83.0%	289 ----- 348	\$ 3,778	1,174,834 ----- 311	4.3%	10 ----- 235	\$4,501	985,780 ----- 219	49.5%	98 ----- 198
Dislocated Workers	95.1%	427 ----- 449	96.9%	5,672,389 ----- 5,856,286	7.2%	24 ----- 332	\$6,797	2,086,601 ----- 307	66.5%	208 ----- 313

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	46,949	42,532
Total Adults (self-service only)	45,689	41,786
WIA Adults	46,499	42,201
WIA Dislocated Workers	454	337
Total Youth (14-21)	698	260
Younger Youth (14-21)	286	94
Older Youth (19-21)	412	166
Out-of-School Youth	426	189
In-School Youth	272	71

Table N - Cost of Program Activities

PROGRAM ACTIVITY		Total Federal Spending
Local Adults		\$ 2,168,619
Local Dislocated Workers		1,191,882
Local Youth		2,039,814
Rapid Response		60,437
Statewide Required Activities	Incentives Distributed to Local Areas	6,854
	Capacity Building	-
	Technical Assistance	-
	MIS	114,416
Statewide Allowable Activities	Software System	88,090
	Statewide Capacity Building	32,394
	Miscellaneous	246,776
Total of All Federal Spending Listed Above		\$ 5,949,282

Table O - Local Performance - Greater Nebraska Workforce Investment Area

Local Area Name:	Total Participants Served	Adults	18,800
Greater Nebraska Workforce Investment Area		Dislocated Workers	260
		Older Youth (19-21)	97
		Younger Youth (14-18)	97
ETA Assigned #:	Total Exitters	Adults	16,644
31015		Dislocated Workers	190
		Older Youth (19-21)	33
		Younger Youth (14-18)	25
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	79.5%	86.3%
	Dislocated Workers	89.0%	90.1%
Retention Rate	Adults	87.0%	86.5%
	Dislocated Workers	94.0%	94.1%
Average Earnings (Adults, DLWs)	Adults	\$10,000	\$10,366
	Dislocated Workers	\$13,600	\$13,410
Placement in Employment or Education	Youth (14-21)	76.0%	88.9%
Attainment of Degree or Certificate	Youth (14-21)	64.9%	72.5%
Literacy and Numeracy Gains	Youth (14-21)	52.0%	100%
Overall Status of Local Performance			Not Met
			Met
			Exceeded
			X

**Table O - Local Performance -
Greater Lincoln Workforce Investment Area**

Local Area Name:	Total Participants Served	Adults	9,155		
Greater Lincoln Workforce Investment Area		Dislocated Workers	65		
		Older Youth (19-21)	73		
		Younger Youth (14-18)	39		
ETA Assigned #:	Total Exitters	Adults	8,768		
31005		Dislocated Workers	34		
		Older Youth (19-21)	34		
		Younger Youth (14-18)	22		
Reported Information		Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	Adults	93.8%	100%		
	Dislocated Workers	95.3%	98.1%		
Retention Rate	Adults	95.0%	93.8%		
	Dislocated Workers	98.3%	98.6%		
Average Earnings (Adults, DLWs)	Adults	\$10,090	\$15,287		
	Dislocated Workers	\$14,900	\$17,079		
Placement in Employment or Education	Youth (14-21)	76.0%	46.7%		
Attainment of Degree or Certificate	Youth (14-21)	71.9%	75.9%		
Literacy and Numeracy Gains	Youth (14-21)	52.0%	53.3%		
Overall Status of Local Performance			Not Met	Met	Exceeded
			X		

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

Local Area Name:	Total Participants Served	Adults	18,544		
Greater Omaha Tri County Workforce Investment Area		Dislocated Workers	126		
		Older Youth (19-21)	242		
		Younger Youth (14-18)	150		
ETA Assigned #:	Total Exitters	Adults	16,789		
31010		Dislocated Workers	109		
		Older Youth (19-21)	99		
		Younger Youth (14-18)	47		
Reported Information		Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	Adults	70.0%	68.2%		
	Dislocated Workers	90.3%	88.3%		
Retention Rate	Adults	85.4%	79.7%		
	Dislocated Workers	94.4%	95.4%		
Average Earnings (Adults, DLWs)	Adults	\$10,900	\$8,284		
	Dislocated Workers	\$16,757	\$15,607		
Placement in Employment or Education	Youth (14-21)	76.0%	67.8%		
Attainment of Degree or Certificate	Youth (14-21)	61.8%	61.1%		
Literacy and Numeracy Gains	Youth (14-21)	52.0%	60.2%		
Overall Status of Local Performance			Not Met	Met	Exceeded
			X		