



## GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

**Tuesday, June 23, 2015 at 9:00 a.m.**  
**Southeast Community College, 8800 O Street, V-104, Lincoln, NE**

### **MINUTES**

#### **Board Members Present**

Rod Armstrong  
Angela Caldwell  
Ron Kaminski  
Cherisa Price-Wells  
Carol Swigart  
Sue White

Tim Bornemeier  
Jane Goertzen  
Joanne Pickrel  
Liz Shotkoski  
Gary Targoff

Cheryl Brandenburgh  
Paul Illich  
Sherla Post  
Randy Sterns  
Gary Unrein

#### **Board Members Absent**

Jessica Bergmann  
Pat Haverty  
Rich Marshall  
Vi See

Debra Cremeens-Risinger  
Leon Holloway  
Amy Ostermeyer  
Sherri Wimes

Susan Fallon  
John Markey  
Julie Panko Haberman

#### **Staff**

Margaret Blatchford, City Attorney's Office  
Jan Norlander-Jensen, Urban Development Department  
Kristi Nydahl, Urban Development Department

#### **Guests**

Dan Hohensee, The Career Academy  
Scott Hunzeker, Department of Labor  
David Landis, Urban Development  
Diane Vesely Robb, SCC Adult Education

#### **Call to Order**

Carol Swigart called the meeting to order at 9:06 a.m. by welcoming everyone to the meeting of the Greater Lincoln Workforce Development Board. She stated that the board follows federal and state guidelines for open meetings and referenced an on-site copy of the Nebraska Open Meetings Act.

#### **Minutes from May 19, 2015**

Carol directed members to the minutes of the May 19<sup>th</sup> meeting found on pages 1-4 of the packet and emailed previously to all members. Joanne Pickrel moved to approve the minutes, Tim Bornemeier seconded the motion, and the motion passed by unanimous voice vote.

#### **Member Introductions**

Cherisa Price-Wells introduced Agenda Item III which addresses how board members see their professional and economic connections to Saunders and Seward Counties. Members referenced the number of clients served, the number of employees, and their organizational ties to each county.

#### **Evaluation of the Local Workforce Service Area and the Economic Region**

The Greater Lincoln local workforce area consists of Lancaster and Saunders Counties. Funding is based on data elements of this two county area (various unemployment measures, number of disadvantaged

individuals, number of dislocated workers, etc.). This was the area designated under the Workforce Investment Act (1998) and also served as a service delivery area under the previous legislation, the Job Training Partnership Act.

Scott Hunzeker with the Labor Market Information unit of the Nebraska Department of Labor (NDOL) presented statistics on Saunders and Seward Counties. Maps were displayed which showed the Metropolitan Statistical Areas (MSAs) in the state, the commuting patterns, and the new economic development regions adopted by NDOL, which now defines Lancaster and Seward as an economic region. This is important because a data-driven approach reduces outside influence and allows for more representative data to be released. Various facts about the two counties were shared such as there are slightly more business establishments in Saunders which also has a greater population and a higher unemployment rate. For statistical purposes, Seward County is part of the Lincoln MSA while Saunders County is in the Omaha MSA. Most recently Gage County is a part of the Lincoln Combined Statistical Area. The PowerPoint used for this presentation is available [HERE](#).

Jan Norlander-Jensen referenced page 6 of the packet. Under WIOA, a State shall identify regions after consultation with local boards and chief elected officials. The State shall identify which regions are comprised of 1 local area that is aligned with the region; which regions are comprised of 2 or more local areas that are collectively aligned with the region (referred to as planning regions) and which of the regions are interstate areas, economic development areas, or other appropriate contiguous subareas.

The Nebraska Department of Labor has developed the following calendar:

July/August 2015	Local consultations with Chief Elected Officials and WDB Chairs on local area designation/economic regions
By October 2015	Economic Regions determined
October 2015	Request for Local Area Designations Due
November 2015	Governor designates Local Areas

Jan stated that the missing information is the impact on funding and also how the process is intended to play out among the elected officials. As more information is received, it will be shared.

### **WIOA & Standing Committee Information**

Carol Swigart relayed that at the June 5, 2015 Executive Committee meeting of the Nebraska Workforce Development Board, the Greater Lincoln local area plan modification was approved contingent upon the submission of all required documents. NDOL has now received all required documents and the approved Signature Sheets will be sent to Lincoln soon.

In a few areas more information is requested by NDOL and one of those areas is the On-the-Job Training (OJT) Policy. Carol asked members to take a few minutes to read the handout on OJT reimbursements to employers. Per state policy and federal law, the local board may increase the reimbursement rate for OJT contracts up to 75% when taking into account the following:

- a. The characteristics of the participants taking into consideration whether they are “individuals with barriers to employment,” as defined by the local plan;
- b. The size of the employer, with an emphasis on small businesses;
- c. The quality of employer-provided training and advancement opportunities, for example if the OJT contract is for an in-demand occupation and will lead to an industry-recognized credential; and
- d. Other factors the local board may determine to be appropriate, which may include the number of employees participating, wage and benefit levels of the employees (both present and after completion), and relation of the training to the competitiveness of the participant.

To transition to WIOA, Greater Lincoln proposes an employer reimbursement rate of up to 75% dependent on the size of the business. Businesses with 1 – 200 employees can receive up to 75% reimbursement; businesses with over 200 employees can receive up to 50% reimbursement. Reasons to select the size of the employer as the factor determining reimbursement rate include:

Greater Lincoln is new to developing OJT contracts and category b-employer size seems the most straight forward data to start with; as stated this is the factor selected to transition to WIOA and other factors could be added later based on staff experience and employer feedback. Let's start simple, and evaluate as we go. Also, this is Greater Omaha's proposed policy and there's benefit to having the Lincoln and Omaha policies match. Some employers may have sites in each of the metro areas; consistency would make sense.

Members discussed other good reasons for increasing the reimbursement rate to 75% such as for female and minority owned businesses and for OJT contracts for individuals with disabilities. After further discussion, Carol summarized that to transition to WIOA with staff who are new to developing OJT contracts, a simplified reimbursement tied to employer size will be local policy. Board members also asked for more information on the OJT success rates of Omaha and Greater Nebraska, as well as what is the Greater Nebraska reimbursement policy under WIOA. Jan said she would attempt to get that information.

Carol informed the members that with all that needs to be developed under WIOA, she is asking the Executive committee to function as a WIOA transition discussion group much as they did under WIA and she's appointing Julie Panko-Haberman as a member of the Executive Committee with responsibility to organize these continued transition discussions.

Carol also reiterated that discussion groups and standing committees serve to gather information and input but they do not take action on behalf of the Board or the Executive Committee. Instead they may forward recommendations for action by either the Board or the Executive Committee.

Gary Targoff has been appointed to chair the One Stop System Committee and presented plans for this committee. The idea is to alternate meeting in person and by conference call the first week of every month beginning in August. Further information will be sent by email this week. Liz Shotkoski is chair of the Youth Committee. All board members and past Youth Council members will receive information regarding the first meeting on July 30<sup>th</sup>, 9:00 AM at Gallup-Fallbrook.

### **Update on the Career Academy**

Dr. Dan Hohensee provided an update on The Career Academy which is scheduled to have a ribbon-cutting event on August 10, 2015. The Career Academy (TCA) is a partnership between Lincoln Public Schools and Southeast Community College. LPS students can explore their specific interest in any one of 16 different career pathways. Juniors and seniors attend TCA for two hours a day, earn high school and SCC credits through dual credit courses, and will have a distinct advantage on applications for jobs, internships, scholarships, and/or college.

As of June, there are 399 confirmed students with about 315 having completed registration into the SCC system. Time will be spent tracking down the others and the goal is to try to make it an easy transition for students and parents alike. The Pathways support teams will get together with instructors soon to connect the academics to the real world to get to that piece where kids are experiencing school in an entirely different way. The construction timeline has been moved back by about 5 days. Parent orientations will be August 3<sup>rd</sup> & 4<sup>th</sup> and opening day will be August 12<sup>th</sup>. If board members are interested in supporting the TCA, they can go to: [tinyurl.com/TCASupport](http://tinyurl.com/TCASupport).

### **Vision for Southeast Community College**

Dr. Paul Illich distributed the Southeast Community College 2015-2019 Strategic Plan. The mission of SCC is to empower and transform its students and the diverse communities it serves. The core values that drive the decisions and actions of SCC are:

- Excellence
- Integrity
- Innovation
- Inclusion, and
- Stewardship and Accountability

The six goal areas identified in the plan are enrollment and program growth, partnerships, financial strength, organizational environment, faculty and staff excellence, and student success and development. Due to running short on time, the SCC Facilities Plan will be presented at the August board meeting.

### **Next Steps/Adjourn**

Carol called members' attention to some of the next steps listed on page 8: board certification, committee memberships, incumbent worker policy, etc. There being no further comments from members or the public, the meeting adjourned at 10:45 a.m. The next meeting is Tuesday, August 25<sup>th</sup> at 9:00 AM at NET, 1800 N 33<sup>rd</sup> Street, Lincoln, NE.