



GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Tuesday, August 25, 2015 at 9:00 a.m.  
Nebraska Educational Television, 1800 N. 33<sup>rd</sup> Street, Boardroom, Lincoln, NE

**MINUTES**

**Board Members Present**

|                     |                  |                      |
|---------------------|------------------|----------------------|
| Rod Armstrong       | Jessica Bergmann | Tim Bornemeier       |
| Cheryl Brandenburgh | Angela Caldwell  | Pat Haverty          |
| Paul Illich         | Rich Marshall    | Julie Panko Haberman |
| Joanne Pickrel      | Sherla Post      | Cherisa Price-Wells  |
| Vi See              | Liz Shotkoski    | Randy Sterns         |
| Carol Swigart       | Gary Targoff     | Sherri Wimes         |

**Board Members Absent**

|                         |               |                |
|-------------------------|---------------|----------------|
| Debra Cremeens-Risinger | Jane Goertzen | Leon Holloway  |
| Ron Kaminski            | John Markey   | Amy Ostermeyer |
| Gary Unrein             | Sue White     |                |

**Staff**

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

**Guests**

Vicki Leech, American Job Center  
Connie Daly, NCBVI

**Call to Order**

Carol Swigart called the meeting to order at 9:03 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 June 23, 2015**

Carol directed members to the minutes of the June 23<sup>rd</sup> meeting found on pages 1-4 of the packet and emailed previously to all members. Joanne Pickrel moved to approve the minutes, Sherla Post seconded the motion, and the motion passed by unanimous voice vote.

**Chairperson's Remarks & Member Introductions**

Carol Swigart reported on some events that had occurred since the last board meeting. June 30<sup>th</sup> was the annual Economic Development Breakfast which featured a report from Angelou Economics. Pat Haverty will share more on that later.

The last week in July a focus group was hosted by a number of state agencies in Lincoln. Focus groups have been ongoing in various locations across the state and will lay the foundation for the state's vision of Nebraska's workforce system.

The Career Academy opened on August 12<sup>th</sup>. Work is ongoing in the interior of the building. There will be opportunities for internships, mentors, field trips, etc. to establish community involvement and be part of the experience.

Lincoln Vital Signs 2015 continues the work showing that while Lincoln has exceptional strengths, a growing proportion of our population faces poverty. The action phase, known as "Prosper Lincoln" is a way to take data from Lincoln Vital Signs and put it into action plans to improve in those areas where people are struggling. A summit will be held this fall.

Board membership, on page 5 of the packet, shows there are vacancies for representatives from the Department of Health & Human Services and from the Department of Labor-Employment Services. The goal is to have these vacancies filled by the October board meeting.

Carol announced that Liz Shotkoski has left Gallup to accept a new position with Ameritas and will no longer be serving on the board. Carol then appointed Tim Bornemeier to serve as Youth Committee Chair.

Member introductions followed and members shared information on community or workforce initiatives and offered Liz advice on starting a new job. Carol also announced that cake would be served in Liz's honor later in the meeting.

### **Committee Reports**

- **Transition Committee—Julie Panko Haberman**

Julie reported that the Transition Committee met with representatives from the Nebraska Department of Labor, the Mayor's office, Pat Haverty and others to talk about whether the Board's service area will stay Lancaster/Saunders, move to Lancaster/Seward or some other combination. Julie shared a slide presentation of data involving various scenarios. The Governor designates economic regions but the local elected officials, in collaboration with local boards, decide on local service areas and all three will have to agree in order to have any boundary changes. Julie shared that money is a big factor, so we need to pay attention to how funding is impacted. For Lincoln, making the switch to Seward from Saunders really does not make much difference. Members discussed several scenarios with the Lancaster and Seward combination seeming to make the most economic sense.

- **One Stop System Committee—Gary Targoff**

Gary reported that the committee met on August 5<sup>th</sup> and it was one of the best, well thought out discussions he's experienced. A lot of time was spent talking about what the new paradigm involved. It's clear there is a fairly strong sense that this system has to be employer driven because we need to meet their needs. All of the players are part of the system. Creating an employer outreach system was discussed. Common definitions are needed. There is also a need for a common database of employers so everyone has the same information available to them. The need to make the system easier for the employers was identified because they don't have the time, willingness or patience for a system that isn't streamlined. Competency-based common staff training is another need in order to demonstrate expertise.

Gary also mentioned the opportunity to work with incumbent worker training to help move people already employed into higher skill level jobs which may open entry level jobs for work-based training.

There is clearly a commitment on the part of the committee to work on these challenges.

- Youth Committee—Liz Shotkoski

Liz reported that the committee met and looked over what WIOA listed as suggested objectives. The group decided to figure out all the resources available from the American Job Center, the Center for People in Need, etc. and then consider creating a toolbox to present to employers, clients & non-profits. The committee is also interested in creating sustainability in case funding is not available.

- Executive Committee—Carol Swigart

Carol reported that the Executive Committee met the week before. They looked at preliminary performance estimations for the year ending June 30, 2015. The provider predicts that standards will be met, but is waiting for data from NDOL which will be shared when available.

There have been new WIOA enrollments for the first five weeks beginning July 1, 2015. There are several changes to the law—the Youth program requires a minimum of 20% of funds be spent on work experience activities and a minimum of 75% be spent on out of school youth. The provider is working on this and future progress will be shared with the board.

Requirements have been increased for formal monitoring by local boards so policies are in the process of being developed with more information to be made available at future meetings. There will be two RFPs coming in early 2016—One Stop Operator and Youth Service Provider. Both terms will begin July 1, 2016. There is a real emphasis on a competitive bid process so staff will make sure we are in compliance.

Official actions taken by the Executive Committee included: (1) A motion passed to approve the Board's expectation of the provider to meet 85% of planned WIOA enrollment figures inclusive of enrollments from all counties; (2) Motion passed to request Urban Development to provide to the board a monthly itemized listing of expenses covering all one stop operator functions for the period of September, October and November 2015; and (3) Motion passed to ask Urban Development to research first the RFI and RFQ processes for possible use in the financial literacy provider procurement process, and if not allowable, to proceed with the RFP process to include a board member on the selection team, and with an emphasis on outcomes and cost per participant.

### **Update on the Lincoln Vision Plan—Pat Haverty**

Pat reported that the Lincoln Partnership for Economic Development (LPED) engaged Angelou Economics (AE) from Austin, Texas to develop a community vision plan. They asked him to create a plan to make Lincoln a globally competitive city. Lincoln benefited from an earlier Angelou study by creating a Young Professionals Group and a Development Services Center.

An extensive community engagement process took place which included over 2500 surveys being sent out to households, 400 business surveys and over 100 people in focus groups. The team did 60 one-on-one interviews with community members. The plan was rolled out on June 30 at the LPED annual breakfast. The document is available on the LPED website:

<http://www.selectlincoln.org> under "What's Next?"

The firm made a market assessment which showed the top four industries we should be targeting are finance & insurance, life sciences, advanced manufacturing, and IT and business services. The challenge mentioned most in the plan is workforce attraction and retention.

To ensure the economic prosperity and global competitiveness of Lincoln, AE recommended the community should focus on three broad, overarching strategic objectives:

- Develop world class workforce, recruit talent, and infrastructure
- Nurture a globally competitive entrepreneurial ecosystem
- Strengthen collaboration among key economic assets

Specific strategies include:

- Improving coordination – between large and small businesses; the public and private sector; and training facilities and research facilities with the business community.
- Expansion of talent attraction and retention efforts
- Establishing specialty areas within tech
- LPED and Nebraska Innovation Campus collaborating to attract international entrepreneurs

Three task forces are being developed and will meet and prioritize over the next 3-4 months and put together action steps to help move forward. These groups will center around Entrepreneurial, Infrastructure, and Workforce. Jan Norlander-Jensen will serve on the Workforce Task Force to represent the board.

Pat reported that LPED is also collaborating with Prosper Lincoln. A recent Prosper Lincoln survey touched on economic development. Responses are being tabulated and LPED will see what rises to the top.

### **Southeast Community College Vision—Dr. Paul Illich**

Dr. Illich reminded the audience members that SCC is going through four very distinct planning phases: enrollment management, the five year strategic plan, the ten year facilities master plan and organizational structure.

Dr. Illich stated that when we talk about the vision for Southeast Community College, we have one very basic vision: to meet the demand from both employers and students for higher education. Systems are being put in place to know exactly what the demand is. Surveys have been distributed to find out what the current employer demand is for what SCC does and what the demand is for programs that are not offered.

For all nine strategic goals, an expanded project is attached to support a particular initiative. This started with almost \$9 million of new projects which had never been done before. The SCC Board asked Dr. Illich to back it down and they agreed with a \$6 million approach. The SCC Board recently agreed and authorized the new budget which provides the funds to hire up to 50 faculty this year. Twenty will be in the Career Academy and the other 30 will be related to areas where they cannot offer courses because the faculty is not in place.

New initiatives include over \$1 million being spent on one of the welding bays, which resulted in one of the top welding spaces in the country. SCC is dedicating about \$1 million in new funds to support six learning centers throughout the 15 county area.

Dr. Illich described a 15 county tour he took last year to talk to all of the different areas. The message he heard was the common theme that there are 3 campus locations and no physical presence in the other 12 areas and those areas all pay taxes. It was clear it needed to be addressed. The SCC board authorized moving in that direction and work was begun to determine where the learning centers should be to serve the largest number of people with a goal of having everyone within southeast Nebraska be within 35 miles of a learning center.

Clark Enersen was hired last October to look at all campuses to update facilities. They want to make sure they have the best possible learning spaces. Clark Enersen was provided with data

on what SCC thinks the demand is and will be. It is hard to grow and meet demand if the facilities are not up to date.

Modernization and expansion are needed in several locations. Clark Enersen has been very clear with the SCC board on what they need to hear about the facilities. The board will decide what they want to do and develop a plan to pay for all of the projects.

Dr. Illich said he prefers a comprehensive approach to meet all the demand and thinks projects could take 5-7 years to complete. Once the SCC board has made some key decisions, Dr. Illich said he would share them with the Workforce Board.

#### **Next Steps—Carol Swigart**

Carol gave an update on the following:

- Board Certification and Local Area Plan Modification—responses are pending from the Nebraska Department of Labor.
- Board Orientation and FAQs—Part I should be ready for distribution this week.
- Committee memberships—continue to form; will be formally announced at the October 27<sup>th</sup> Board meeting.
- Incumbent Worker Policy & Transitional Jobs Policy—will be presented at the next Executive Committee meeting.
- Strategic Planning—discussion will begin at the October 27<sup>th</sup> Board meeting.

There being no further business, the meeting was adjourned at 10:38 a.m.