



GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Tuesday, October 27, 2015 at 9:00 a.m.

Nebraska Educational Television, 1800 N. 33rd Street, Boardroom, Lincoln, NE

MINUTES

Board Members Present

Rod Armstrong
Leon Holloway
Joanne Pickrel
Randy Sterns
Gary Unrein
Sherri Wimes

Jessica Bergmann
Paul Illich
Sherla Post
Carol Swigart
Brittany Urias

Cheryl Brandenburgh
Julie Panko Haberman
Cherisa Price-Wells
Gary Targoff
Doug Weinberg

Board Members Absent

Tim Bornemeier
Jane Goertzen
John Markey
Vi See

Angela Caldwell
Pat Haverty
Rich Marshall
Sue White

Debra Cremeens-Risinger
Ron Kaminski
Amy Ostermeyer

Staff

Jan Norlander-Jensen, Urban Development Department
Kristi Nydahl, Urban Development Department

Guests

Becky Buchanan, Nebraska Department of Labor-Unemployment Insurance
Samantha Burkhalter, Job Corps
Dave Landis, Urban Development
Vicki Leech, American Job Center

Call to Order

Carol Swigart called the meeting to order at 9:04 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 August 25, 2015

Carol directed members to the minutes of the August 25th meeting found on pages 1-5 of the packet and emailed previously to all members. Gary Targoff moved to approve the minutes, Julie Panko Haberman seconded the motion, and the motion passed by unanimous voice vote.

Introduction of New Board Members

Carol Swigart introduced new members Brittany Urias, Regional Manager at the Nebraska Department of Labor's Lincoln Employment Services Office and the Virtual Services Unit and Doug Weinberg, Director of the Nebraska Department of Health & Human Services' Division of Children & Family Services.

Shawna Silvius, Director of Talent Solutions for the Lincoln Partnership for Economic Development, attended the meeting and shared information about her new position.

Chairperson's Remarks

Carol Swigart gave a presentation regarding the Nebraska Workforce Development Board. The Board held its first meeting on October 16th and Carol serves on that board representing business. Carol stated that the state board has 25 members which is a similar size to the Greater Lincoln board. She continued by sharing slides that were presented at the meeting covering the following topics:

- WIOA Legislative Reforms
- Current organizational structure for WIOA including current Local Area boundaries and American Job Center locations
- WIOA funding comparison for the state and for the three local areas
- Statewide performance for Program Year 2014 (July 1, 2014 through June 30, 2015) showing that the state is at or above 90% in each measure's goal and above 100% in each aggregate.

Carol then referenced the separate hand-out for Greater Lincoln whose percentages also show successful performance for Program Year 2014 and stated that the Executive Committee has talked with the service provider about the need to increase enrollments. Carol explained that the 9 performance measures are "left-overs" from WIA and there will be new WIOA measures and negotiated standards for July 1, 2016.

At the October 16th meeting, the state board voted to recommend to the Governor that each of the local boards receive certification and there was also discussion on planning regions and local area designations. In addition, staff will be working on a Combined State Plan which is due to the U.S. Department of Labor by March 3, 2016.

What is your top workforce concern?

Members and guests introduced themselves and gave the following responses to the question:

- Pipeline of talent is needed for growth potential
- Fewer candidates mean recruiting from more sources; need good partnerships with UNL, etc.
- Critical skills jobs hard to fill
- Hard to recruit senior executives to Nebraska
- Need to keep new hires from leaving
- Hard to find technical people with soft skills & vice versa
- Youth are more informal than in the past, lack executive presence
- Finding applicants who can pass drug tests, etc. for entry level positions
- Not a lot of youth in Lincoln who are interested in skilled trade work
- Filling in for retiring workforce; need succession planning
- Churn in local labor market
- New recruits only stay for one year
- Attract workers from outside the state
- Entry level workers have a lot of training, use retirees because they want to stay in that position.
- Finding those with good communication skills and patience
- Right person to work with those jobseekers who have very specific & high needs
- Ability to grow business with the current shortage of workers
- Many are at retirement age
- Long term workers not passing tests to move up or to retain new positions
- Need to attract young workers to technical programs
- Need to focus on skill sets for a period of time
- Not enough people; need strategies to attract others to the area
- Demand for health care training exceeds open slots; need more students in the trades
- Encourage students to stay in Lincoln after post-secondary; partnerships between higher education entities to accomplish that
- Wages need to be competitive

- Shortage of talented people for open positions
- Lack of qualified candidates
- Perception of Nebraska being a low-paying state
- Young workers' entry level jobs considered placeholders
- Inter-generational poverty continuance
- No clear progressive pathway/career ladder for staff
- Computer literacy needed for job seekers
- Job seekers having multiple barriers; non-English speaking job seekers who need to master language skills for the workplace
- Getting students to commit to a trade job
- Finding opportunities for apprenticeships
- Dis-incentives to work that exist for those receiving various forms of assistance; if employee wages/hours are increased, critical support items such as daycare may be cut
- Tax climate/structure in Nebraska

Committee Reports

One Stop System Committee—Gary Targoff

Gary reported that the committee met on October 14th and meets next on November 10th. He stated that the quality of the conversation amongst the committee members is wonderful and in order to move the conversation forward, three subcommittees have been identified which align with the federal one stop system vision. The subcommittees are: Excellent Customer Service; Innovative & Effective Service Design; and Integrated MIS/Staffing. Joanne Pickrel, Cherisa Price-Wells and Brittany Urias have agreed to lead these respective subcommittees. The committee will focus in part on recommendations to the board as the board prepares a One Stop System Operator Request for Proposals (RFP) early in 2016.

One Stop System Committee members are:

Jessica Bergmann, VR*

Susan Billups-Rabick, Proteus

Samantha Burkhalter, Job Corps

Angela Caldwell, Manpower*

Connie Daly, Nebraska Commission for the Blind & Visually Impaired

Dave Landis, Urban Development

Tate Lauer, SCC-Adult Education

Vicki Leech, American Job Center & WIOA Adult, Dislocated Worker & Youth

Evan Littrell, NDOL-Unemployment Insurance

Joanne Pickrel, Goodwill Industries*

Cherisa Price-Wells, ResCare Workforce Services*

Ann Rouch, ExperienceWorks

Vi See, Community Partnership*

Gary Targoff, NET*

Cristi Thaut, Lincoln Indian Center

Brittany Urias-NDOL Employment Services*

Diane Vesely-Robb, SCC-Adult Education

* Board Member

Youth Committee—Tim Bornemeier

Jan Norlander-Jensen reported in Tim's absence that the committee met on September 16th and is scheduled to meet again on November 12th. The committee will continue to focus on the following: 1) an identified need to increase the recognition of available services for youth; 2) need a review of available resource materials for refreshment and inclusion; 3) Identify others to invite to Youth Committee meetings; and 4) Reach out to Education Quest to evaluate possible collaboration with their events.

Youth Committee members are:

Carol Andringa

Lincoln Public Schools

Rod Armstrong*

AIM

Jessica Bergmann*
Tim Bornemeier*
Samantha Burkhalter
Laurie Colburn
Connie Daly
Sara Druke
Terry Genrich
Mark Hickson
Delonte Johnson
Doug Marthaler
Cristi Thaut
Sue White*
Larry Williams
* Board Member

Vocational Rehabilitation
Cabela's World's Foremost Bank
Job Corps
Vocational Rehabilitation
NCBVI
Community Action Partnership
Parks & Recreation Department
Juvenile Probation
MAXIMUS
Lincoln Housing Authority
Lincoln Indian Center
SourceOne, Inc.
Malone Center

Strategic Planning-Randy Sterns

This committee will hold its first meeting on October 30, 2015 at 8:30 a.m. at LPED and initial membership consists of the following board members:

Rod Armstrong, AIM
Cheryl Brandenburgh, Black Hills Energy
Debra Cremeens-Risinger, Apprenticeship, US Department of Labor
Jane Goertzen, Crete Carrier
Pat Haverty, LPED
Leon Holloway, Duncan Aviation
Paul Illich, SCC
Ron Kaminski, Laborers Union # 1140
Amy Ostermeyer, Bryan Health
Sherla Post, Cornhusker Bank
Richard Marshall, North Central States Reg. Council of Carpenters
Sherri Wimes, Ameritas

Carol Swigart as Board Chairperson authorized appointment of all committee members and thanked the board members who chair these committees. She also thanked Cherisa Price-Wells, Rod Armstrong and Joanne Pickrel for agreeing to serve as the Board's Accountability Team. She then noted that the Transition Committee, composed of officers and committee chairs, plans to meet in mid-November followed by an Executive Committee meeting being planned for December.

Update on The Career Academy

Dr. Dan Hohensee was unable to attend the board meeting so Dr. Paul Illich presented an update on The Career Academy. He reported there are approximately 334 enrolled and recruiting has started for next year with 50 students already signed up. There are several recruiting events being held for both students and for parents. The need to encourage students, especially female students, into the trade pathways was discussed.

Next Steps—Carol Swigart

Carol gave an update on the following:

- Incumbent Worker Policy & Transitional Jobs Policy—drafts will be presented at the next Executive Committee meeting.
- Memorandums of Understanding (MOUs) with each system partner require renewal for the period beginning January 1, 2016.
- Requests for Proposals (RFPs) to select a WIOA Youth Provider and a One Stop System Operator will be developed for public notice in early 2016.

- Discussion around regional sector strategies will begin next year along with developing the Local Area Plan Modification for the period July 1, 2016 through June 30, 2017.
- The Governor will designate economic regions and NDOL will publish a policy on Request for Local Area Designation.

Proposed Meeting Calendar

Meeting dates for 2016 will be January 26th, March 29th, May 17th, August 30th, and October 18th. All meetings are on Tuesdays and will begin at 9 a.m. Locations will be announced.

There being no further business, the meeting was adjourned at 10:21 a.m.