



GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD

Tuesday, January 26, 2016 at 9:00 a.m.
The Career Academy, 8800 O Street, Room 200, Lincoln, NE

MINUTES

Board Members Present

Rod Armstrong	Jessica Bergmann	Tim Bornemeier
Debra Cremeens-Risinger	Jane Goertzen	Leon Holloway
Paul Illich	Julie Panko Haberman	Sherla Post
Vi See	Randy Sterns	Carol Swigart
Gary Targoff	Brittany Urias	Doug Weinberg
Sue White		

Board Members Absent

Cheryl Brandenburgh	Angela Caldwell	Pat Haverty
Ron Kaminski	John Markey	Rich Marshall
Amy Ostermeyer	Joanne Pickrel	Cherisa Price-Wells
Gary Unrein	Sherri Wimes	

Staff

Margaret Blatchford, Law Department
Jan Norlander-Jensen, Urban Development Department
Kristi Nydahl, Urban Development Department

Guests

Becky Buchanan, Nebraska Department of Labor-Unemployment Insurance
LeAnn Fry, American Job Center
Dan Hohensee, The Career Academy
Vicki Leech, American Job Center
Cynthia Nigh, American Job Center

Call to Order

Carol Swigart called the meeting to order at 9:07 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 October 27, 2015

Carol directed members to the minutes of the October 27th meeting found on pages 1-5 of the packet and emailed previously to all members. Sherla Post moved to approve the minutes, Randy Sterns seconded the motion, and the motion passed by unanimous voice vote.

Consent Agenda

Items listed on the consent agenda are considered non-controversial. The consent agenda provides a method for expeditious handling of items that do not require discussion. The items listed on the consent agenda will be approved by a single roll call vote. Any item on the consent agenda may be removed by the Chairperson if a member of the public requests to speak on the matter or if there is a request by a board member. Items removed from the consent agenda will be placed as the next item on the agenda for the board's discussion and vote.

- 1.1 Staff recommendation to revise the Greater Lincoln Local Plan to accept \$1,820.04 of dislocated worker program funds; \$8,870.93 of unexpended funds were re-captured from Greater Omaha and are being re-allocated by the Nebraska Department of Labor by formula to Greater Nebraska and Greater Lincoln.

There being no discussion, Gary Targoff moved approval of the item, Sherla Post seconded the motion and the motion passed by roll call vote 16-0.

Chairperson Carol Swigart then referred the members to the responses gathered at the October 27, 2015 board meeting to the question: What is your top workforce concern? She asked board members to introduce themselves and to prioritize those concerns listed and asked if employers had implemented any new methods to attract and retain its desired workforce or any comments on local/regional initiatives which contain elements of workforce development.

Members responded as follows:

- Doug Weinberg-Intergenerational poverty
- Tim Bornemeier-Pipeline of talent; ability to hire in labor market in Lincoln
- Leon Holloway-Attracting workers from outside of state
- Sherla Post-Retention of new hires; necessary soft skills to serve customers
- Rod Armstrong-Talent pipeline
- Paul Illich-Creating and maintaining a qualified workforce
- Julie Panko-Haberman-Talent pipeline; Girls in the Trades
- Jessica Bergmann-Helping young people to be interested in skilled trades
- Deb Cremeens-Risinger-Apprenticeships, build on skills
- Carol Swigart-Pipeline to talent
- Gary Targoff-Ability to grow, maintain business with current shortage of workers
- Sue White-Retaining new hires in technical fields
- Brittany Urias-Recruiting out of state talent and enhancing the talent we have
- Vi See-Job seekers having multiple barriers
- Jane Goertzen-Filling vacancies; need diesel tech program; retention; supervisor training
- Randy Sterns-Finding skilled workers; working as a team rather than independent thinking
- Guest comments included concerns with individuals with multiple barriers; filling entry level jobs to promote growth; computer literacy barriers; identifying employers to work with those with very specific needs

Chairperson's Remarks

Carol Swigart shared that our board membership is the same as from the last meeting but our committee memberships have changed slightly. Sherrie Spilde from Health & Human Services has agreed to serve on the Youth Committee and Tate Lauer from Southeast Community College has left the One Stop System Committee. As Chairperson, Carol approved these changes.

The Board has received an extension until April 1st to submit the Greater Lincoln Oversight and Monitoring Policy to the Nebraska Department of Labor which in turn forwards it to the USDOL-Region V office. The Board is under federal corrective action for lacking adequate program and fiscal monitoring procedures. The Accountability Team is charged with working with Jan to draft a policy. The team is chaired by Cherisa Price Wells and includes Joanne Pickrel and Rod Armstrong. Carol thanked these members for their on-going service.

The local area designation requests have been sent over to the Governor's Office for review and approval. The Greater Nebraska local area requested the same county configuration as they previously had under WIA. Therefore, the initial designation of the local areas under WIOA will remain as it was

under WIA through June 30, 2017 meaning Greater Lincoln is composed of Lancaster and Saunders Counties.

The Nebraska Department of Labor, the Nebraska Department of Education and the Nebraska Commission for the Blind and the Nebraska Department of Health and Human Services have released a Combined State Plan applying to the Nebraska Workforce Innovation and Opportunities Act. They are seeking public comment for 30 days. It is available at <http://dol.nebraska.gov/>. There is a public hearing to be held on February 5th. Carol asked Jan Norlander-Jensen to email this information out to all members.

Memorandums of Understanding

At the December 15th meeting of the Executive Committee, it was decided to use the same cost sharing model as was used in 2015 to cover the salary of one Triage Navigator position at the American Job Center. The differences in 2016 is that there is a range of costs based on possible provision of health insurance and partners will be billed quarterly for actual expenditures. The majority of the MOUs were emailed to partners last week and the remaining two should go out this week. Carol thanked Community Action Partnership for being the first to sign the MOU renewal and noted that VR was a close second.

Requests for Proposals

Carol Swigart directed members to Page 9 of the materials which summarizes the plan to develop and implement two Requests for Proposals: one for a One Stop System Operator and one for a WIOA Youth Service Provider. Carol has appointed an RFP Committee whose names are listed on page 9 and she thanked these members for agreeing to serve. They are Gary Targoff, lead on the One Stop System RFP; Tim Bornemeier as lead on the Youth RFP; Cheryl Brandenburgh and Doug Weinberg as committee members; and Sherla Post and Jane Goertzen as alternates. There's a lot of work to be done on these RFPs so thanks go out to these members.

Carol also noted that at the December 15th Executive Committee meeting, the Committee recognized that Jan Norlander-Jensen has an organizational conflict of interest in regards to this project since she is an Urban Development employee and Urban Development is a possible bidder on these RFPs. Therefore, the committee will be staffed by Margaret Blatchford of the City Attorney's Office who will work with the City Purchasing Office.

Margaret Blatchford provided information on the process and added there will be committee meetings held on February 11th and Feb 24th. Right now it looks like the following time line is workable:

The **draft time line** is:

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| March 11 | Public notice and release of RFPs |
| March 29 | Update to the board at their regular meeting |
| April 15 | Due date for proposals |
| April 28 | Proposal presentations to the RFP Committee |
| May 17 | Presentation of recommendations to the GLWDB for action |
| July 1 | New contracts in place |

Vi See moved for full board approval to authorize the RFP Committee to develop and implement the RFP process as described, Leon Holloway seconded the motion, and the motion passed by roll call vote 16-0.

WIOA Adult, Dislocated Worker, Youth Performance

Carol Swigart called members attention to page10 of the agenda-WIOA Common Measures Program Year 2015 Quarter 1 Provisional Performance. Carol indicated it is too early in the year for current quarter and cumulative 4 quarter numbers to necessarily indicate trends but on the whole, the data is very positive.

Update on The Career Academy

Dr. Dan Hohensee presented a second semester update on The Career Academy. He referenced the Jerry Rice quote that "these kids are doing what others won't so they can accomplish what others can't." He said he emphasizes to the kids to find phrases to inspire them to be that kind of person.

Dan provided some general information on the students:

- 51% on scholarship
- 1 ELL Student
- 4 Pathway switches at second semester
- 76% retention rate (276/364)
- 40+ Speakers & 40+ Field Trips
- 1900+ Credits Earned

He also showed statistics by Pathway from Sophomore Applications. Lots of meetings have been held at TCA and throughout LPS to inform and educate parents and students about TCA and to encourage early application.

The kids are making connections to the community already. The TCA has a goal for every senior to have a mentor in the business community to connect back to the pathway support teams. They will work together throughout the semester and will have a final Capstone project. A mentor fair will take place at TCA for the students and mentors. Mentors will provide a list of their interests and expertise, the students will have questions and walk through and chat and then administration will match the mentors to the students. Additional information will be made available in the next week, and Dan will send this to Jan for sharing with the Board.

There being no further business, the meeting was adjourned at 10:21 a.m. and members toured The Career Academy.