GREATER OMAHA WORKFORCE
DEVELOPMENT AREA AND
METRO REGION

2019 REGIONAL AND LOCAL
PLAN MODIFICATION
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Executive Summary

The Greater Omaha Workforce Development Board (GOWDB) partners and collaborates with community organizations, economic development, businesses, and MOU partners throughout the local and regional area in Nebraska and Iowa. GOWDB serves as the strategic convener of the local area to promote effective collaboration between the workforce development partners, economic development, community partners and education to strategically address the workforce needs and to prepare for tomorrow’s workforce challenges.

This publication of the 2-year modification to the Regional and Local Plan 2017-2021 for the Metro Region is a result of a planning session with partners mentioned above, ongoing partnership development, industry research and process improvement. This is a living document and will change as the workforce needs are identified. This document will drive the vision and goals for the regional and local workforce system and assist us in aligning our strategies to result in economic growth.

Greater Omaha aims to collaborate and innovate to meet the unique needs of the regional planning area which includes Douglas, Sarpy, Washington, Dodge and Cass Counties.

The Metro Region will enhance the system to foster customer service excellence, seek continuous improvement and demonstrate value by enhancing employment opportunities for all individuals, including those with disabilities, English Language Learners, individuals who lack basic academic and computer skills, low-income individuals, veterans and their spouses. Focused and deliberate collaboration among education, workforce and economic development networks will maximize resources and opportunities to foster a competitive community.

The area’s population has shown a steady increase in all of the counties in the coverage area. The concentration of the population is in Douglas and Sarpy Counties, which are also the counties that have exceeded the percent change growth of the state.

In the plan that follows, the Greater Omaha Workforce Development Board describes its strategies and vision for creating a local workforce system that provides business with competitive talent and creates opportunities for the region’s residents to access training and gain employment.

Technical Assistance

If you experience issues with the is document, please request technical assistance by sending an email to asinecio@hws-ne.org.
Regional Plan Elements

1. Provide an analysis of regional economic conditions, including existing and emerging in-demand industry sectors and occupations, based on regional labor market data.

Personal Income – Percent Change from previous year

<table>
<thead>
<tr>
<th>Year</th>
<th>Average, Metro Region</th>
<th>Douglas</th>
<th>Sarpy</th>
<th>Washington</th>
<th>Dodge</th>
<th>Cass</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>3.5</td>
<td>11.0</td>
<td>4.1</td>
<td>1.6</td>
<td>1.7</td>
<td>(0.8)</td>
</tr>
<tr>
<td>2015</td>
<td>5.8</td>
<td>3.3</td>
<td>6.7</td>
<td>5.7</td>
<td>8.2</td>
<td>5.2</td>
</tr>
<tr>
<td>2016</td>
<td>1.4</td>
<td>(0.9)</td>
<td>3.5</td>
<td>2.5</td>
<td>(3.0)</td>
<td>4.8</td>
</tr>
<tr>
<td>2017</td>
<td>3.8</td>
<td>4.1</td>
<td>4.2</td>
<td>3.0</td>
<td>3.7</td>
<td>4.1</td>
</tr>
</tbody>
</table>

Personal Income - All Sources, Percent Change from previous year: Greater Omaha Region, Counties

<table>
<thead>
<tr>
<th>Year</th>
<th>Average, Greater Omaha</th>
<th>Douglas</th>
<th>Sarpy</th>
<th>Washington</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>5.6</td>
<td>11.0</td>
<td>4.1</td>
<td>1.6</td>
</tr>
<tr>
<td>2015</td>
<td>5.2</td>
<td>3.3</td>
<td>6.7</td>
<td>5.7</td>
</tr>
<tr>
<td>2016</td>
<td>1.7</td>
<td>(0.9)</td>
<td>3.5</td>
<td>2.5</td>
</tr>
<tr>
<td>2017</td>
<td>3.8</td>
<td>4.1</td>
<td>4.2</td>
<td>3.0</td>
</tr>
</tbody>
</table>

Nebraska Department of Labor, Labor Market Information

Existing and in-demand industries within the region are reflected in the following tables.

2016 to 2026 Long-term Industry Employment Projections - Omaha Consortium-

<table>
<thead>
<tr>
<th>Industry Title</th>
<th>2016 Annual Employment</th>
<th>2026 Projected Employment</th>
<th>Change in Employment 2016-2026</th>
<th>Percent Change 2016-2026</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>490,488</td>
<td>547,729</td>
<td>57,241</td>
<td>11.67%</td>
</tr>
<tr>
<td>Self-Employed Workers</td>
<td>28,772</td>
<td>32,456</td>
<td>3,684</td>
<td>12.80%</td>
</tr>
<tr>
<td>Total Wage and Salary Employment</td>
<td>461,716</td>
<td>515,273</td>
<td>53,557</td>
<td>11.60%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>62,338</td>
<td>76,151</td>
<td>13,813</td>
<td>22.16%</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>35,206</td>
<td>40,438</td>
<td>5,232</td>
<td>14.86%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>27,158</td>
<td>32,979</td>
<td>5,821</td>
<td>21.43%</td>
</tr>
<tr>
<td>Construction</td>
<td>24,690</td>
<td>28,874</td>
<td>4,184</td>
<td>16.95%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>7,325</td>
<td>8,409</td>
<td>1,084</td>
<td>14.80%</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>32,558</td>
<td>36,455</td>
<td>3,897</td>
<td>11.97%</td>
</tr>
</tbody>
</table>

Nebraska Department of Labor, Labor Market Information

Emerging in Demand Industry Sectors

Our region offers a strong business climate to expand and attract companies in the following industry clusters:

- **Agribusiness** (A regional leader in food, fuel and water industries)
- **Military & Defense** (Home to more than 65 defense-related companies and Offutt Air Force Base)
- **Financial Services** (With one of the highest density clusters - our business climate provides the perfect mix to thrive)
• **Transportation/ Distribution/ Warehousing/ Logistics** (Our central location is the prime position to move people or products)
• **Healthcare and Life Science** (Home to nationally acclaimed medical centers and one of four biocontainment units in the U.S.)
• Manufacturing & Advanced Manufacturing-related occupations
• Information Technology-related occupations
• Construction-related careers

Nebraska continues to struggle, like many states, to provide all its residents with meaningful and gainful employment opportunities.

**Some of these persisting issues throughout our community**

• The extremely high number of underemployed workers who must hold two or more jobs in order to earn a living wage;
• Individuals with barriers or disadvantaged workers such as low-income individuals, individuals with disabilities, ex-offenders, homeless individuals, youth who have aged out of the foster care system, English-language learners, individuals with low levels of literacy, single parents, farmworkers, those within two years of exhausting lifetime TANF eligibility, and the long term unemployed
• The need for a pipeline of workers with the technical skills and work readiness skills desired by employers, particularly related to Nebraska’s high demand, high skill, high wage occupations.

2. Provide an analysis of employment needs of employers in existing and emerging in-demand industry sectors and occupations in the planning region based on regional labor market data.

In looking specifically at those H3 occupations, of the “Omaha Consortium” representing Douglas, Sarpy, Washington, Dodge and Cass Counties; expected to have the greatest number of projected openings by the year 2026.
Greater Omaha’s Regional and Local Plan – 2019 2-year modification

This table shows the top 10 Industries ranked by H3 occupations

<table>
<thead>
<tr>
<th>Demand RANK</th>
<th>H3 Rank</th>
<th>SOC</th>
<th>SOC Title</th>
<th>2016 Estimated Employment</th>
<th>2026 Projected Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>1</td>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>12,719</td>
<td>13,845</td>
</tr>
<tr>
<td>8</td>
<td>2</td>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>11,914</td>
<td>13,957</td>
</tr>
<tr>
<td>12</td>
<td>3</td>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td>7,671</td>
<td>8,685</td>
</tr>
<tr>
<td>15</td>
<td>4</td>
<td>13-2011</td>
<td>Accountants and Auditors</td>
<td>5,703</td>
<td>6,585</td>
</tr>
<tr>
<td>16</td>
<td>5</td>
<td>47-2031</td>
<td>Carpenters</td>
<td>5,443</td>
<td>6,240</td>
</tr>
<tr>
<td>18</td>
<td>6</td>
<td>15-1132</td>
<td>Software Developers, Applications</td>
<td>3,321</td>
<td>4,405</td>
</tr>
<tr>
<td>33</td>
<td>7</td>
<td>47-2111</td>
<td>Electricians</td>
<td>2,780</td>
<td>3,216</td>
</tr>
<tr>
<td>35</td>
<td>8</td>
<td>13-1161</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>2,114</td>
<td>2,638</td>
</tr>
<tr>
<td>36</td>
<td>9</td>
<td>25-2021</td>
<td>Elementary School Teachers, Except Special Education</td>
<td>4,080</td>
<td>4,457</td>
</tr>
<tr>
<td>37</td>
<td>10</td>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>2,884</td>
<td>3,300</td>
</tr>
</tbody>
</table>

Nebraska Department of Labor, Labor Market Information

This table shows the top 10 industries ranked by regional demand occupations

<table>
<thead>
<tr>
<th>Demand RANK</th>
<th>H3 Rank</th>
<th>SOC</th>
<th>SOC Title</th>
<th>2016 Estimated Employment</th>
<th>2026 Projected Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>35-3021</td>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>9,526</td>
<td>11,678</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>41-2031</td>
<td>Retail Salespersons</td>
<td>14,095</td>
<td>14,801</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>12,614</td>
<td>13,772</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>41-2011</td>
<td>Cashiers</td>
<td>9,965</td>
<td>10,304</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>12,719</td>
<td>13,845</td>
</tr>
<tr>
<td>6</td>
<td>35-3031</td>
<td>Waiters and Waitresses</td>
<td>7,235</td>
<td>8,252</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>39-9011</td>
<td>Childcare Workers</td>
<td>7,598</td>
<td>8,924</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>2</td>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>11,914</td>
<td>13,957</td>
</tr>
<tr>
<td>9</td>
<td>37-2011</td>
<td>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</td>
<td>6,728</td>
<td>7,642</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>53-7062</td>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>7,190</td>
<td>7,916</td>
<td></td>
</tr>
</tbody>
</table>

Nebraska Department of Labor, Labor Market Information

3. Provide an analysis of the knowledge and skills needed by job seekers to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.

With an unemployment rate of 2.6% in February 2019, it is imperative that the workforce system understand employers needs and available job openings.

Employers with most job openings
Nebraska Methodist Hospital 297
Catholic Health Initiatives 276
Nebraska Medicine 257
Omaha Public Schools 234
Army National Guard 198
Top Occupations with current Job Openings
Registered Nurse 1,250
Customer Service Representatives 610
Nursing Assistants 583
Retail/Sales 538
First-Line Supervisors/Food Prep 533

Information from Nebraska Department of Labor

Employer needs based on most advertised job skills

<table>
<thead>
<tr>
<th>Rank</th>
<th>Advertised Detailed Job Skill</th>
<th>Advertised Skill Group</th>
<th>Job Opening Match Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Customer Service</td>
<td>Customer Service Skills</td>
<td>10,338</td>
</tr>
<tr>
<td>2</td>
<td>Problem Solving</td>
<td>Basic Skills</td>
<td>4,638</td>
</tr>
<tr>
<td>3</td>
<td>Interpersonal Skills</td>
<td>Interpersonal Skills</td>
<td>3,223</td>
</tr>
<tr>
<td>4</td>
<td>Flexibility</td>
<td>Interpersonal Skills</td>
<td>2,775</td>
</tr>
<tr>
<td>5</td>
<td>Decision Making</td>
<td>Basic Skills</td>
<td>2,151</td>
</tr>
<tr>
<td>6</td>
<td>Time Management</td>
<td>Basic Skills</td>
<td>2,136</td>
</tr>
<tr>
<td>7</td>
<td>Positive Attitude</td>
<td>Interpersonal Skills</td>
<td>2,093</td>
</tr>
<tr>
<td>8</td>
<td>Typing</td>
<td>Office Clerk Skills</td>
<td>1,552</td>
</tr>
<tr>
<td>9</td>
<td>Critical Thinking</td>
<td>Basic Skills</td>
<td>1,300</td>
</tr>
<tr>
<td>10</td>
<td>Mentoring</td>
<td>Interpersonal Skills</td>
<td>1,046</td>
</tr>
</tbody>
</table>

Nebraska Department of Labor, NEworks data

4. Provide an analysis of the regional workforce, including current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce including individuals with barriers to employment.


The tables below show the annual not seasonally adjusted Labor Force, Employment and Unemployment data for 2013-2017 [Source: Nebraska Department of Labor, Labor Market Information, Local Area Unemployment Statistics].

<table>
<thead>
<tr>
<th>Region</th>
<th>Time Period</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metro Region</td>
<td>2013</td>
<td>419,567</td>
<td>402,682</td>
<td>16,885</td>
<td>4.00%</td>
</tr>
<tr>
<td>Metro Region</td>
<td>2014</td>
<td>419,578</td>
<td>404,878</td>
<td>14,700</td>
<td>3.40%</td>
</tr>
<tr>
<td>Metro Region</td>
<td>2015</td>
<td>420,459</td>
<td>407,041</td>
<td>13,418</td>
<td>3.10%</td>
</tr>
<tr>
<td>Metro Region</td>
<td>2016</td>
<td>422,725</td>
<td>409,085</td>
<td>13,640</td>
<td>3.20%</td>
</tr>
<tr>
<td>Metro Region</td>
<td>2017</td>
<td>424,342</td>
<td>411,306</td>
<td>13,036</td>
<td>3.00%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Time Period</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater Omaha</td>
<td>2013</td>
<td>386,987</td>
<td>371,490</td>
<td>15,497</td>
<td>3.80%</td>
</tr>
<tr>
<td>Greater Omaha</td>
<td>2014</td>
<td>387,138</td>
<td>373,630</td>
<td>13,508</td>
<td>3.30%</td>
</tr>
<tr>
<td>Greater Omaha</td>
<td>2015</td>
<td>420,459</td>
<td>407,041</td>
<td>13,418</td>
<td>3.10%</td>
</tr>
<tr>
<td>Greater Omaha</td>
<td>2016</td>
<td>390,506</td>
<td>377,897</td>
<td>12,609</td>
<td>3.10%</td>
</tr>
<tr>
<td>Greater Omaha</td>
<td>2017</td>
<td>391,919</td>
<td>379,840</td>
<td>12,079</td>
<td>3.00%</td>
</tr>
</tbody>
</table>
Greater Omaha’s Regional and Local Plan – 2019 2-year modification

Greater Omaha County Breakdown

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Douglas County</td>
<td>2013</td>
<td>286,568</td>
<td>274,688</td>
<td>11,880</td>
</tr>
<tr>
<td>Douglas County</td>
<td>2014</td>
<td>286,332</td>
<td>275,960</td>
<td>10,372</td>
</tr>
<tr>
<td>Douglas County</td>
<td>2015</td>
<td>286,727</td>
<td>277,240</td>
<td>9,487</td>
</tr>
<tr>
<td>Douglas County</td>
<td>2016</td>
<td>287,522</td>
<td>277,952</td>
<td>9,570</td>
</tr>
<tr>
<td>Douglas County</td>
<td>2017</td>
<td>288,566</td>
<td>279,395</td>
<td>9,171</td>
</tr>
<tr>
<td>Sarpy County</td>
<td>2013</td>
<td>89,279</td>
<td>86,071</td>
<td>3,208</td>
</tr>
<tr>
<td>Sarpy County</td>
<td>2014</td>
<td>89,768</td>
<td>86,988</td>
<td>2,780</td>
</tr>
<tr>
<td>Sarpy County</td>
<td>2015</td>
<td>90,635</td>
<td>88,088</td>
<td>2,547</td>
</tr>
<tr>
<td>Sarpy County</td>
<td>2016</td>
<td>91,897</td>
<td>89,213</td>
<td>2,684</td>
</tr>
<tr>
<td>Sarpy County</td>
<td>2017</td>
<td>92,240</td>
<td>89,675</td>
<td>2,565</td>
</tr>
<tr>
<td>Washington County</td>
<td>2013</td>
<td>11,140</td>
<td>10,731</td>
<td>409</td>
</tr>
<tr>
<td>Washington County</td>
<td>2014</td>
<td>11,038</td>
<td>10,682</td>
<td>356</td>
</tr>
<tr>
<td>Washington County</td>
<td>2015</td>
<td>10,935</td>
<td>10,607</td>
<td>328</td>
</tr>
<tr>
<td>Washington County</td>
<td>2016</td>
<td>11,087</td>
<td>10,732</td>
<td>355</td>
</tr>
<tr>
<td>Washington County</td>
<td>2017</td>
<td>11,113</td>
<td>10,770</td>
<td>343</td>
</tr>
</tbody>
</table>

One strength of the Metro region is the diverse network of post-secondary education partners. These partners include state universities and colleges, private schools, and profit and non-profit training providers, technical schools, and adult education providers who are part of the talent development pipeline in the region. Many programs are provided and offered through a variety of methods.

This table demonstrates the median earnings for adults based on education level.

Median earnings in the past 12 months (in 2017 inflation-adjusted dollars) for Nebraska adults (25 years and over), 2017

<table>
<thead>
<tr>
<th>Population Group and Educational Attainment Level</th>
<th>Nebraska Estimated Number</th>
<th>Nebraska Estimated Number - Males</th>
<th>Nebraska Estimated Number - Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population 25 years and over with earnings</td>
<td>$39,578</td>
<td>$46,279</td>
<td>$32,046</td>
</tr>
<tr>
<td>Less than high school graduate</td>
<td>$25,515</td>
<td>$30,165</td>
<td>$18,905</td>
</tr>
<tr>
<td>High school graduate (includes equivalency)</td>
<td>$31,296</td>
<td>$37,366</td>
<td>$24,409</td>
</tr>
<tr>
<td>Some college or associate's degree</td>
<td>$36,349</td>
<td>$44,973</td>
<td>$28,748</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>$50,138</td>
<td>$60,441</td>
<td>$41,701</td>
</tr>
<tr>
<td>Graduate or professional degree</td>
<td>$61,324</td>
<td>$71,750</td>
<td>$55,598</td>
</tr>
</tbody>
</table>


5. Provide an analysis of workforce development activities, including education and training activities, in the region. This analysis must include the strengths and weaknesses of workforce development activities and capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs of employers.

**Education level of Jobs and Candidates**

This section shows the minimum level of education requested by employers on job openings advertised online, as well as the educational attainment of potential candidates in the workforce.
Greater Omaha’s Regional and Local Plan – 2019 2-year modification

system that are looking for jobs in Omaha Metropolitan Statistical Area (2013 Def.) on February 10, 2019. There were 14855 job openings advertised online that did not specify a minimum education requirement.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Education level</th>
<th>Job openings</th>
<th>% of job openings</th>
<th>Potential candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>No Minimum Education Requirement</td>
<td>588</td>
<td>3.30%</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Less than High School</td>
<td>0</td>
<td>N/A</td>
<td>1,636</td>
</tr>
<tr>
<td>3</td>
<td>High School Diploma or equivalent</td>
<td>1190</td>
<td>6.68%</td>
<td>8,840</td>
</tr>
<tr>
<td>4</td>
<td>1 Year of College or a Technical or Vocational School</td>
<td>6</td>
<td>0.03%</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>2 Years of College or a Technical or Vocational School</td>
<td>5</td>
<td>0.03%</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>3 Years of College or a Technical or Vocational School</td>
<td>5</td>
<td>0.03%</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>Some College</td>
<td>0</td>
<td>N/A</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>Vocational School Certificate</td>
<td>12</td>
<td>0.07%</td>
<td>773</td>
</tr>
<tr>
<td>9</td>
<td>Associate degree</td>
<td>155</td>
<td>0.87%</td>
<td>1,215</td>
</tr>
<tr>
<td>10</td>
<td>Bachelor's Degree</td>
<td>925</td>
<td>5.19%</td>
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</tr>
<tr>
<td>11</td>
<td>Master's Degree</td>
<td>55</td>
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</tr>
<tr>
<td>12</td>
<td>Doctorate Degree</td>
<td>19</td>
<td>0.11%</td>
<td>105</td>
</tr>
<tr>
<td>13</td>
<td>Specialized Degree (e.g. MD, DDS)</td>
<td>3</td>
<td>0.02%</td>
<td>54</td>
</tr>
<tr>
<td>14</td>
<td>Not Specified</td>
<td>14855</td>
<td>83.37%</td>
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</tr>
</tbody>
</table>

**Advertised Job Certifications**

This section shows the top advertised certification groups found in job openings advertised online in Omaha Metropolitan Statistical Area in January 2019.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Advertised Certification Group</th>
<th>Advertised Certification Sub-Category</th>
<th>Job Opening Match Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Basic Life Support (BLS) Certification</td>
<td>Medical Treatment and Therapy</td>
<td>2858</td>
</tr>
<tr>
<td>2</td>
<td>Certification in Cardiopulmonary Resuscitation (CPR)</td>
<td>Nursing</td>
<td>1851</td>
</tr>
<tr>
<td>3</td>
<td>Commercial Driver’s License (CDL)</td>
<td>Ground Transportation</td>
<td>1607</td>
</tr>
<tr>
<td>4</td>
<td>Advanced Cardiac Life Support Certification (ACLS)</td>
<td>Nursing</td>
<td>697</td>
</tr>
<tr>
<td>5</td>
<td>Certified Nursing Assistant (CNA)</td>
<td>Nursing</td>
<td>566</td>
</tr>
<tr>
<td>6</td>
<td>Pediatric Advanced Life Support (PALS)</td>
<td>Medical Treatment and Therapy</td>
<td>542</td>
</tr>
<tr>
<td>7</td>
<td>Information Technology Infrastructure Library Certification (ITIL)</td>
<td>Information Technology Management</td>
<td>296</td>
</tr>
<tr>
<td>8</td>
<td>Certification for Adult, Pediatric and Neonatal Critical Care Nurses (CCRN)</td>
<td>Nursing</td>
<td>295</td>
</tr>
<tr>
<td>9</td>
<td>Arbitrator Certification</td>
<td>Legal Support</td>
<td>275</td>
</tr>
<tr>
<td>10</td>
<td>Certified Public Accountant (CPA)</td>
<td>Financial Specialists</td>
<td>261</td>
</tr>
</tbody>
</table>

Labor Market Data is what guides services offered at the American Job Center. By reviewing LMI on an ongoing basis, we are able to better understand and work with businesses, educational institutions, job seekers, and partners.
Strengths in workforce development activities:

- High demand industry sectors are well represented throughout the region. All sectors have employers who are very eager and responsive to convene, explore, and discuss resolutions for labor shortages.
- Local, regional and statewide governmental support for workforce development activities is strong, particularly for funding, and strategic initiatives meant to address specific barriers, industries, or disparities that persist in the area.
- Financial support by philanthropic entities within the region is a strength given that those resources can contribute to capacity building activities, where other funding mechanisms may not allow for certain workforce development activity expenditures.
- Industry Sector Strategies, industry-led partnerships that strengthen regional economies and connect individuals to employment, have begun to be developed in a consistent manner. Effective Industry Sector Strategies and Partnerships will assist high demand industries in developing and executing activities that support growth, expansion and retention.

Weaknesses in workforce development activities:

- Regarding a strategic approach to messaging, marketing, branding and awareness, there is not a concerted message of how employers and job seekers can utilize workforce development resources, programming, and funding. Workforce development activities need to convey clear and concise call-to-action messaging that helps customers better understand when, where, and how to engage. Within the regional workforce system, there are various organizations that provide similar services for employers and job seekers. Overlapping services can contribute to inefficient use of human resources, redundant or unnecessary activities, and dissatisfied or disillusioned customers.
- Lack of an existing shared customer relationship data management tool poses a challenge for the various workforce development systems to collect and interpret data in a consistent way. While there is currently an early stage development for this tool, until it is finalized, introduced, and widely adopted, the lack of generally accepted protocol for inter-organizational data analysis will remain a weakness for regional workforce development activity.
- Regional workforce development center locations and hours of operation, in relation to public transportation routes and service timeframes, pose a challenge for individuals who live in communities such as Sarpy, Washington, and Dodge Counties.
- Workforce development stakeholder engagement: periodic regional planning meetings, and semi-annual strategic planning meetings are well attended and have diverse representation from local and regional workforce development agencies. Representation, by key leaders, from these organizations is crucial for development of common agendas and collaborative approaches to administering workforce development activities throughout the region.
- The local area continues to see high unemployment and high poverty concealed in pockets of the Omaha Metropolitan Statistical Area (MSA). American Community Survey trend data reflect that even as the Omaha MSA’s unemployment rate falls, the number of census tracts at over 10% have increased, with 22 tracts in 2012-2016 compared to 16 tracts in 2000. The
areas of Southeast and Northeast Omaha have areas of unemployment well over 10% which also correlate to the highest level of poverty in the Metro Region.

- The community’s overall response to addressing the re-entry population and coordinating the release of individuals from the various institutions into the local area. Greater Omaha has been a part of a Coordinated Re-Entry Initiative that aims to bring stakeholders together to understand the current state of re-entry, co-create strategic action, and generate state-wide results.

For more information and data go to http://www.category1consulting.com/reentry.

6. Describe the strategic vision of the lead and partnering local board to support regional economic growth and economic self-sufficiency. This must include goals:

   a. for preparing an educated and skilled workforce (including youth and individuals with barriers to employment); and

The Metro Region has agreed to use the State’s vision for a coordinated, proactive, responsive and adaptable approach for the customers served, both job seekers and business, with the overall Mission of promoting a system that results in economic prosperity.

Additionally, through collaboration with partners we have established a Strategic Vision to help us accomplish this. The Workforce Strategy and Innovation Committee will lead the local area in staying true to the following goals & strategies:

**GOAL: Workforce system that is highly coordinated & easily accessible**

**STRATEGIES:**
- Easy to access
- Leverage resources
- Workforce system tools

**GOAL: Workforce system that is results-driven**

**STRATEGIES:**
- Identify pathways for individuals with barriers
- Engage stakeholders

**GOAL: Employers get talent needs filled**

**STRATEGIES:**
- Continued development of industry sector strategies

**GOAL: Career seekers develop professional & technical skills to meet employer needs**

**STRATEGIES:**
- Enhanced access to services
- Enhanced data sharing & analysis
- Referrals & co-enrollments amongst partners
GOAL: Diversified funding streams

STRATEGIES:
- Established protocol for vetting & exploration of opportunities
- Common/shared data & analytics established
- Business professionally approached about investing in the workforce system
The GOWDB has developed strong relationship with public and private sector partners, along with regional economic partners to work together on initiatives that focus on growth opportunities within our region. We will continue to grow and coordinate these partnerships to build a strong workforce; address present and anticipated challenges of the workforce, account for unique characteristics in the regional area, and establish a culture that serves the system and its key stakeholders.

The Metro Region will continue to work with partners and shareholders to ensure that services to individuals with barriers to employment are available in the following ways that include, but are not limited to:

- Accommodations for individuals with disabilities, including but not limited to handicap accessibility and assistive technology;
- Cross training staff of the AJC to use the technology methods available;
- Cross training staff and partners on ADA requirements;
- Staff, interpreter, or accessibility to language line available for English language learners;
- Serving individuals in a mobile way that allows the system to go to where they are located.

b. relating to the performance accountability measures based on the performance indicators described in 20 CFR § 677.155(a)(1).

Regional levels of performance have not yet been established. While these performance levels are being established, the Greater Omaha Board and Greater Nebraska Board will work together to understand how to collectively gather data and evaluate performance for each of the local areas. Once the method is identified, each local area can work through their respective Committees of the Board to be better prepared for conversations on how the regional levels of performance should be negotiated. We will seek technical assistance to prepare for the negotiation process. If regional levels of performance are agreed to, both boards will execute a Memorandum of Understanding (MOU) or similar document to be used to evaluate performance and to interface with the Nebraska Department of Labor.

For the area to achieve, sustain and assess the overall effectiveness and performance of the workforce system, the Board has asked the One Stop Operator (OSO) to be responsible for collaboration with the partners of the system to collect and analyze the data. By doing so, the OSO will be able to provide information to the Board and its committees in a timely manner which will allow necessary and strategic changes in the delivery of services. Community partners and programs will be asked to not only provide data, but also work with the OSO in the analyzation and prioritization of the data for best recommendations to the Committees of the Board.
7. Taking into account the analyses described in items 1 through 5, describe a strategy to work with entities that carry out the core programs and required one-stop partner programs to align resources available to the planning region in order to achieve the strategic vision and goals described in item 6.

The Board will work, together with the OSO, to enhance regional partnerships with community partners and workforce system stakeholders. This can be done by; 1) Utilizing common operational practices to support a seamless customer experience; 2) Strategic alignment of services to maximize program participation and completion rates, credential attainment, and employment outcomes for high barrier to employment population, while better coordinating employer services; 3) Enhanced tracking of program outcomes to improve workforce system activities.

Specifically, through the AJC, the OSO acts as a “functional leader”. As such, they have the responsibility to organize and coordinate partner staff, to optimize and streamline service delivery efforts. Formal leadership, supervision, and performance responsibilities will remain with each staff member’s employer of record. The OSO, in collaboration with the partners, at a minimum is responsible for carrying out the following activities:

- Facilitate integrated partnerships that seamlessly incorporate services for the common customers served by multiple program partners of the AJC.
- Develop and implement operational policies that reflect an integrated system of performance, communication, and case management, and uses technology to achieve integration and expanded service offerings.
- Facilitate the implementation of the “common intake” and communication tool to; integrate partner program services, increase co-enrollments across programs and eliminate duplication of services.
- Organize and integrate AJC services by function (rather than by program), when permitted by a program’s authorizing statute and, as appropriate, through coordinating staff communication, capacity building, and training efforts. Functional alignment includes having AJC staff who perform similar tasks serve on relevant functional teams (e.g., skills development team or business services teams).
- Creating a mobile workforce system that is able to meet the needs of the populations that do not have the ability to go to the AJC. This is evidenced by the work done in Douglas County Corrections, Sienna Francis House, and In-Common.
- Create a model of service integration that focuses on serving all customers seamlessly (including individuals with the highest barriers to employment, including those with disabilities) by providing a full range of services staffed by relevant functional teams, consistent with the purpose, scope, and requirements of each program.
- Facilitate integrated services at the AJC by ensuring:
  - AJC staff are trained and equipped in an ongoing learning environment with the skills and knowledge needed to provide superior service to job seekers, including those with disabilities, and businesses in an integrated, regionally focused framework of service delivery, consistent with the requirements of each of the partner programs
  - AJC staff are cross-trained, as appropriate, to increase staff capacity, expertise, and efficiency. This allows staff from differing programs to understand other partner
programs’ services, and share their own expertise related to the needs of specific populations so that all staff can better serve all customers.

- AJC staff are routinely trained so they are keenly aware as to how their work function supports and contributes to the overall vision of the Local WDB, as well as within the AJC network. This enhances their ability to ensure that a direct linkage to partner programs is seamlessly integrated within the center.
- Ensure that co-enrollments and referrals amongst partner programs are tracked and that the information is analyzed on an ongoing basis.

- Ensuring open communication with the partners in order to facilitate efficient and effective center operations; and
- Evaluating customer satisfaction data and propose service strategy changes to the GOWDB based on findings.

8. Describe regional service strategies established by the lead and partnering local boards, including the use of cooperative service delivery agreements.

The Greater Omaha Board is committed to building a stronger workforce system within the Counties of Douglas, Sarpy, Washington, Cass and Dodge. In order to accomplish this, Greater Omaha is committed to the following:

- Working with local and regional partners from industry and businesses; those working to advance the workforce, social services and education and those entities serving special populations.
- Build stronger partner relationships and a system network to comprehensively serve job seekers and employers. We will continue to identify and develop new partnerships and enhance successful partnerships already in place.
- Continue to increase access to employment opportunities for job seekers through the One Stop system by making all services available.
- Support demand-driven skill attainment and identify career pathways for job seekers.
- Align resources to build a high skill workforce for employers, support trainings leading to industry-recognized credentials and licenses.
- Identify and conduct labor market resources and industry studies for the benefit of all partners to understand the growth of industry, emerging industry and training needs.
- Will work to increase and develop more employer based earn and learn training opportunities for job seekers and employers by understanding the needs of the businesses.
- Conduct evaluations of programs and performance to better serve the workforce system and meet the goals of all the partner programs.

There are currently no cooperative agreements in the Region.

9. Describe the development and implementation of sector initiatives by the lead and partnering local boards for in-demand industry sectors or occupations in the planning region.

The Greater Omaha Board has engaged in sector partnerships that result in positive outcomes for the entire region by working with businesses in specific industries to define workforce priorities.
This year saw the launch of the 1st official Industry Sector Partnership for the Greater Omaha area, Greater Omaha Healthcare Industry Partnership (GOHIP). Utilizing technical assistance from The Woolsey Group, LLC., and the Next Gen Sector Partnerships model, workforce system partners helped to co-convene a strategy that commenced in January. A diverse group of CEOs and executives from healthcare and medical organizations, in the Greater Omaha area, convened to define shared priorities, and a shared action agenda as part of the launch of a new partnership. The gathering was championed by four local area healthcare executives: Cliff Robertson, CEO – CHI Health; Dan DeBehnke, (former) CEO – Nebraska Medicine; Kenny McMorris, CEO – Charles Drew Health Centers; Andrea Skolkin, CEO – OneWorld Community Health Centers. Initially five priority areas emerged and were subsequently narrowed down to three main topics:

- Defining and Creating the Future Skilled Workforce
- Behavioral Health Integration Coalition
- Consumer Engagement

The main discussions and planning are centered around the topics important and urgent enough to drive industry-led action and outcomes.

Key stakeholder agencies involved with the launch planning included: Greater Omaha Chamber, Heartland Workforce Solutions, Metropolitan Community College, Nebraska Department of Labor, Nebraska Department of Economic Development, Nebraska Department of Education, Douglas County Board of Commissioners, and Omaha Public Schools.

The Board will continue to work with healthcare, while continuing to look at other opportunities to convene stakeholders in other industries.

Opportunities exist to partner with other initiatives such as Blue Print Nebraska. The Board is committed to be a part of these and other initiatives which will help lead industry specific focus.

10. Describe how the lead and partnering local boards coordinate transportation and other supportive services.

Supportive services are provided by many different partners within the workforce system. Co-enrolled participants are case managed collaboratively and supportive services are coordinated by the primary case manager to avoid duplication of services and maximize braiding of funding streams.

Coordination and utilization will increase organizations providing various supportive services such as housing assistance, transportation, tools, and child care.
The following is a chart of supportive services currently offered through the partners of the American Job Center (X = offered; -- = not offered).

<table>
<thead>
<tr>
<th>Program</th>
<th>Housing</th>
<th>Utilities</th>
<th>Transportation</th>
<th>Child Care</th>
<th>Medical/Health</th>
<th>Clothing</th>
<th>Tools/Equipment</th>
<th>Food Pantry</th>
<th>Emergency</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIOA - Adult</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>WIOA - DLW</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>WIOA - ISY</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>--</td>
<td>--</td>
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</tr>
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<td>WIOA - OSY</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>NATIONAL</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
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</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NDOL-DVOP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>X</td>
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</tr>
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<td>NDOL - TAA</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
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<tr>
<td>NCBVI</td>
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<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td></td>
<td>--</td>
</tr>
<tr>
<td>TANF</td>
<td>X</td>
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<td>X</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>X</td>
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</tr>
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<td>OHA</td>
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<td>X</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Proteus</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>--</td>
</tr>
<tr>
<td>Voc Rehab</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>X</td>
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<td>--</td>
</tr>
<tr>
<td>Wagner-Peyser</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td></td>
<td>--</td>
</tr>
<tr>
<td>Youth Build</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>X</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

Through collaboration and ongoing partner meetings, every workforce system partner will know what services are being provided to each participant. This will ensure there is not duplication of services and that participants are provided services that enhance their training and employment opportunities.

11. Describe how the lead and partnering local boards coordinate services with regional economic development services and providers.

The Greater Omaha area expects coordination of the regional workforce services with economic development groups, education and training providers, current businesses involved with economic development entities, and targeted business from emerging sectors/industries.

Currently, the following are involved in developing regional strategies:

**Economic Development**
- Greater Omaha Chamber of Commerce
- Greater Fremont Development Council
- Greater Fremont Economic Development

**Education & Training**
- Metropolitan Community College
- Iowa Western Community College

**Business**
- Airlite Plastics
- InTouch Communications
- Truck Center, Inc
We will continue to work with the local areas in the Region for a better understanding and shared solution finding among economic development, education, & training, and business needs in these areas.

12. Describe the agreement established between the lead and partnering local boards regarding how the planning region will collectively negotiate and reach agreement with NDOL on local levels of performance for the performance indicators described in WIOA Sec. 116(c) for local areas or the planning region and report on that performance.

The Greater Omaha Board is interested in understanding from the other local areas how to collect, analyze and report performance measures on a regional level during the term of this plan. This will allow us to understand how we can collectively negotiate to reach agreement on performance levels moving forward.
Public Comments – Regional Plan

13. Describe the process used by the local board to provide a public comment period (no more than 30 days) prior to submission of the plan and modification, including an opportunity for involvement in the development of the local plan, particularly for representatives of businesses, education, and labor organizations.

Legal notices announcing the plan modification would be available for public comment on March 12, 2019 on the local area website was published in the Omaha World Herald, Bellevue Leader, Nebraska City News Press and Fremont Tribune.

The Plan modification was also an Agenda item at the March 26, 2019 Executive Committee meeting for public comment.

Any and all public comments were submitted to Alejandra Sinecio, Manager of Workforce Performance at Heartland Workforce Solutions.

14. Provide comments submitted during the public comment period that represent disagreement with the plan or modification. If disagreeing public comments are not received, indicate that this is the case.

No public comments were received during the public comment period.
Local Plan Elements

1. Describe the one-stop delivery system in the local area, including:

   a. the partners and programs that are included in the system;

The Greater Omaha Workforce Development Board is the local board. The One Stop Operator has been competitively procured and the service provider is ResCare Workforce Services.

The American Job Center is located at:

   Heartland Workforce Solutions
   5752 Ames Avenue
   Omaha, NE 68104

The Greater Omaha area does not have any affiliate or specialized one-stop centers at this time, however we do offer some partner services in the South Omaha Community at:

   Latino Center of the Midlands
   4821 S 24th St
   Omaha, NE 68107

**Required One-stop Partners and Authorizing Legislation**

<table>
<thead>
<tr>
<th>Required One-Stop Partner</th>
<th>Partner Organization</th>
<th>Occupancy Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Adult Education and Family Literacy Act (AEFLA) program</td>
<td>Nebraska Department of Education, Adult Education; Metropolitan Community College;</td>
<td>Not co-located</td>
</tr>
<tr>
<td>2. Adult, Dislocated Worker, and Youth programs</td>
<td>ResCare Workforce Services</td>
<td>Full-Time</td>
</tr>
<tr>
<td>3. Career and technical education programs at the post-secondary level</td>
<td>Metropolitan Community College</td>
<td>Not co-located</td>
</tr>
<tr>
<td>4. Employment and training activities carried out by the Department of Housing and Urban Development</td>
<td>Omaha Housing Authority</td>
<td>Not co-located</td>
</tr>
<tr>
<td>5. Employment and training activities carried out under the Community Services Block Grant</td>
<td>Eastern Nebraska Community Action Partnership</td>
<td>Not co-located</td>
</tr>
<tr>
<td>6. Ex-offender (Second Change Act) programs</td>
<td>Not in our Area</td>
<td>Not applicable</td>
</tr>
<tr>
<td>7. Jobs for Veterans State Grants programs</td>
<td>Nebraska Department of Labor</td>
<td>Full-Time</td>
</tr>
<tr>
<td>Required One-Stop Partner</td>
<td>Partner Organization</td>
<td>Occupancy Status</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>------------------------------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>8. Migrant and Seasonal Farmworker programs</td>
<td>Proteus</td>
<td>Intermittent</td>
</tr>
<tr>
<td>9. Native American programs</td>
<td>Ponca Tribe of Nebraska</td>
<td>Full-Time</td>
</tr>
<tr>
<td>10. Programs authorized under Nebraska’s Unemployment Compensation law</td>
<td>Nebraska Department of Labor</td>
<td>Full-Time</td>
</tr>
<tr>
<td>11. Senior Community Service Employment Program</td>
<td>National Able Network</td>
<td>Part-Time</td>
</tr>
<tr>
<td>12. Trade Adjustment Assistance programs</td>
<td>Nebraska Department of Labor</td>
<td>Full-Time</td>
</tr>
<tr>
<td>13. Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV</td>
<td>Nebraska Commission for the Blind and Visually Impaired</td>
<td>Intermittent</td>
</tr>
<tr>
<td>14. Rehabilitation Act of 1973, Title I, as amended by WIOA Title IV</td>
<td>Nebraska Vocational Rehabilitation Program</td>
<td>Intermittent</td>
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<tr>
<td>15. Wagner-Peyser Act Employment Service program</td>
<td>Nebraska Department of Labor</td>
<td>Full-Time</td>
</tr>
<tr>
<td>16. Work, education, and training activities carried out by the Temporary Assistance for Needy Families (TANF) program</td>
<td>Department of Health &amp; Human Services</td>
<td>Full-Time</td>
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<tr>
<td>17. YouthBuild programs</td>
<td>Goodwill Industries</td>
<td>Not co-located</td>
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**Adult Education and Family Literacy – Not co-located**

The mission of Adult Education is to provide educational opportunities for adults to improve their literacy skills to a level requisite for effective citizenship and productive employment. This includes preparation for and successful completion of the high school equivalency program.

Metro Community College is the Adult Education and Family Literacy provider in Greater Omaha. MCC offers instruction to help adults improve their life skills, which includes:

- Basic Skills/GED classes
- Citizenship
- English as a Second Language

For more information visit: [https://www.mccneb.edu](https://www.mccneb.edu)
WIOA Adult, Dislocated Worker, and Youth – Located on site Full Time
ResCare Workforce Services is the WIOA Title IB provider. Assistance is provided for adults, dislocated workers and youth. The purpose of the WIOA Programs is to provide allowable workforce development activities to eligible clients that will increase employment retention and earnings of participants and increase occupational skill level attainment by participants. Services include but are not limited to assessment, labor market information, career planning, work-based training, occupational skills training, and supportive services.

Carl Perkins Career & Tech Ed – Not co-located
The Carl D. Perkins Career and Technical Education Improvement Act supports the development of academic and career and technical skills among secondary education students and postsecondary education students who elect to enroll in career and technical education (CTE) programs, sometimes referred to as vocational education programs. Programs of study incorporate secondary and postsecondary education elements into a coordinated, non-duplicative progression of courses leading to an industry-recognized credential, certificate, or degree.

Omaha Housing Authority – Family Self Sufficiency Program – Not co-located
The Omaha Housing Authority Family Self-Sufficiency (FSS) Program is a five (5) year or less voluntary program that offers an opportunity for residents who are motivated to change their economic future. View brochure.

Eastern Nebraska Community Action Partnership – Not co-located
ENCAP wants the people it serves to lead the positive changes in their lives. We build relationships with clients based on mutual respect and accountability. Through a variety of programs, from behavioral health, to food and nutrition, to family support, and providing transportation, ENCAP uses best practices and innovative programming to make a meaningful difference in the communities that we serve.
For more information visit: https://encapnebraska.org/

Jobs for Veterans State Grant (JVSG) – Located on-site full time
The program is provided through the Nebraska Department of Labor and assists Veterans with significant barriers to employment. Funds are used to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers to fill their workforce needs with job-seeking veterans. These services are provided by the Disabled Veteran Outreach Program (DVOP). The Local Veterans Employment Representative (LVER) provides outreach to area businesses.
For more information visit: http://dol.nebraska.gov

Proteus, Inc – Located on-site as needed
The Migrant & Seasonal Farmworker partner assists migrants and other seasonally-employed farmworkers and their families achieve economic self-sufficiency through job training and other services that address their employment related needs. Migrant and seasonal farmworker services in Nebraska are provided by Proteus, Inc. Proteus provides the services and financial assistance that can remove the barriers to help farmworkers qualify for better jobs and enjoy a higher standard
of living. Programs include educational services, On-the-Job Training, and Job Readiness Assistance.
For more information visit: https://encapnebraska.org/

**Ponca Tribe of Nebraska – Not co-located**
Workforce Innovation and Opportunity Act (WIOA) Section 166 Indian and Native American (INA) grantees and others are interested in economic self-sufficiency through employment and job training programs for Native Americans. The Section 166 programs are designed to support employment and training activities in order to develop more fully the academic, occupational and literacy skills; make individuals more competitive in the workforce; and promote economic and social development in accordance with the goals and values of such communities. These programs are administered in a way that not only meets regulatory requirements, but also in ways that are consistent with the traditional cultural values and beliefs of the people they are designed to serve.

The Ponca Tribe of Nebraska was awarded a grant in 2018, replacing the Indian Center as the previous provider. Programs for adults include Assessments, GED Support, Career Development and Advising, Academic Counseling, Job Coaching, Resume Development, Computer Lab, Supportive Services, Case management, and Occupational Training.
For more information visit: https://www.poncatribe-ne.org

**Unemployment Insurance Benefits – Located on-site full time**
The Unemployment Insurance (UI) program, operated by the Nebraska Department of Labor pays benefits to workers who have lost jobs and meet the program's eligibility requirements.

Services in Lincoln are through direct linkage and a dedicated phone line has been installed in the AJC’s Resource Room.
For more information visit: http://dol.nebraska.gov/

**National Able Network – Located on site part-time**
The Senior Community Service Employment Program is designed to help low-income job seekers age 55 or older. SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers, and senior centers. Participants work an average of 20 hours a week and this training serves as a bridge to unsubsidized employment opportunities for participants. The grantee in Nebraska is the National Able Network. Their programs are designed to assist job seekers from all backgrounds, including the unemployed, career changers, military veterans, seniors, and aspiring IT professionals.
For more information visit: http://www.nationalable.org/jobseekers/

**Trade Act Programs – Located on-site full time**
This program serves individuals who have lost their jobs due to increased foreign imports or shifts in productions to foreign markets and who have been determined to be eligible for federally funded Trade Adjustment Assistance (TAA). Nebraska Department of Labor (NDOL) staff conducts informational meetings for the workers of the closing organizations and coordinates reemployment efforts and classroom training benefits. Additional benefits from the TAA may include job training, income support, job search and relocation allowances, a tax credit to help pay the costs of health insurance, and a wage supplement to certain reemployed trade-affected workers 50 years of age and older.
For more information visit:  http://dol.nebraska.gov/

**Nebraska VR – Located on-site part time**
VR helps people with disabilities prepare for, find, and keep jobs. VR also helps businesses recruit, train, and retain employees with disabilities. Through this "dual client" approach, VR assists individuals with injuries, illness, or impairments achieve competitive employment and increased independence. VR also assists business owners and employers through full-service business consultation on a variety of business and disability-related areas.

Clients meet with a counselor and develop a work plan. Services can include career planning, training, job placement, on the job supports, and counseling.
For more information visit:  http://www.vr.nebraska.gov/

**Nebraska Commission for the Blind and Visually Impaired (NCBVI) – Located on-site part time**
NCBVI operates a comprehensive and coordinated program designed to assist individuals who are blind to gain remunerative employment, enlarge economic opportunities, increase the range and diversity of available occupations, stimulate other efforts that aid blind persons in becoming self-supporting, and provide training in the skills of blindness for independent living.

NCBVI provides the training, counseling, and resources needed for a positive understanding of blindness and visual impairment. The program’s expectations include employment and fulfillment in all aspects of life. The website provides information about the Commission and about blindness in general: for blind and visually impaired individuals, their families, businesses seeking job candidates to fulfill Nebraska employment needs.
For more information visit:  https://ncbvi.nebraska.gov/

**Wagner-Peyser (Employment Services) – Located on-site full time**
This partner program is provided by the Nebraska Department of Labor (NDOL). Employment Services focus on providing a variety of employment related labor exchange services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and a Virtual Services Unit (VSU).

Job seekers who are Veterans receive priority referral to jobs and training as well as special employment services and assistance.

The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for Job Fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring and helping employers deal with layoffs.
For more information visit:  http://dol.nebraska.gov/
Optional One-stop Partners and Authorizing Legislation

<table>
<thead>
<tr>
<th>Optional One-Stop Partner</th>
<th>Partner Organization</th>
<th>Occupancy Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Supplemental Nutrition Assistance Program (SNAP) employment and training programs</td>
<td>NDHHS</td>
<td>Not co-located</td>
</tr>
<tr>
<td>2. Career Readiness To Eliminate Disparities</td>
<td>Heartland Workforce Solutions, Inc.</td>
<td>Full Time</td>
</tr>
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</table>

In addition to its mandatory partners, the One-Stop Delivery system includes several community partners and hosts community partners onsite at the American Job Center. For example, Operation Hope, is a community partner that provides financial and credit management services to individuals within the Omaha area. Operation Hope is onsite, full-time, at the American Job Center. The One-Stop Delivery System aims to partner with community organizations who target populations experiencing the greatest barriers to employment in our region. As such, partners are strategically sought based on providing services to those with the greatest needs. As a workforce system, we have purposely partnered with community organizations who serve the following populations: The Re-entry population, Immigrant families and individuals, those whose primary language is not English, low income and/or underemployed, those with various disabilities, individuals who experience homelessness, Veterans, and youth.

b. how the local board will ensure the continuous improvement of service providers in the system and ensure that the providers will meet the employment needs of local employers, workers, and job seekers;

The Greater Omaha Board will use the MOU as a document to engage the partners in the system. We will have a continued expectation of partners to ensure that they are supplying data that drives the system. Through the Workforce Strategy & Innovation Committee data will be better defined for the partners and they will understand what data is necessary for continuous improvement. We will work towards common data elements that will demonstrate successful results for employers and job seekers.

Performance will be measured to continuously evaluate trainings being offered; employment opportunities; earnings and outcomes that will ensure excellent services and positive economic impact.

c. how the local board will facilitate access to services provided through the one-stop delivery system through the use of technology and other means, including access in remote areas;

The Greater Omaha Board encourages and supports the use of technology to facilitate access to services in remote or less populated areas of the region. The board recognizes the opportunities, especially given the low unemployment rate, to make information more accessible to job seekers and employers. The different technology used currently is NDOL’s NEworks which offers a virtual one stop operating system with LMI, computer-based UI benefits, and ACCESSNebraska.
Access to the American Job Center and partner services, as well as the use of technology to streamline services, will be developed through technology like Skype which will create more access to the local American Job Center in the remote areas of the region. The One-Stop Operator will work with partners to coordinate efforts in underserved, remote areas. Information will be coordinated through the OSO to ensure that we are meeting the needs of job seekers who utilize the technology. With assistance from the board, the OSO will monitor outreach efforts of all mandated partners to ensure technology is utilized to increase services to underserved areas.

d. how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA Sec. 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and

The layout of the AJC supports a culture of inclusiveness. The system is easily accessible, usable by persons with disabilities and is absent of physical barriers as defined by the ADA Standards for Accessible Design and Uniform Federal Accessibility Standards (UFAS). The location of the AJC is accessible by public transportation as it is directly on a bus route. There is dedicated parking for customers and spaces allotted closest to the door for those individuals with disabilities.

The OSO coordinates various trainings to address ADA and accessibility requirements to ensure the One-Stop System complies with WIOA Sec. 188. Local experts including One-Stop partners Vocational Rehabilitation and Nebraska Commission for the Blind and Visually impaired provide trainings to ensure appropriate protocols are followed when servicing individuals with disabilities.

The local American Job Center also works with local experts to ensure the physical layout of the American Job Center is appropriate for all of those who have various disabilities, including those with mobility disabilities. In addition, the American Job Center at Heartland Workforce Solutions maintains up-to-date assistive technology and works closely with IT experts who experience visual and/or hearing impairments.

e. the roles and resource contributions of the one-stop partners.

The partners of the American Job Center (AJC) will make accessibility of basic, individualized, follow up and any other services available through the one-stop delivery system. All services will be made available to those individuals with the greatest barriers to employment, to include, but not be limited to, individuals with disabilities, re-entry population, and English language learners.

The AJC staff, who is comprised of staff from Wagner Peyser and Title IB, has been trained to provide information about all programs, services, and activities that are available. Referrals are made in the electronic file NEworks. Methods to track these referrals will be established and analyzed by the OSO, in collaboration with the partners.
Direct access to the partners is made available at the AJC through real-time technology as described via direct linkage, whenever the partner services are not made available on site. A plan is being developed, in coordination with the partners of the AJC, to create access to Skype accounts that will allow for direct access to services. This will be put into place with all partners and will include any business who would like to use this method for interviewing purposes.

The one stop operator will have the responsibility to organize and coordinate partner staff, to optimize and streamline service delivery efforts. Operational policies that reflect an integrated system of performance, communication, and case management, including uses of technology to achieve integration and expanded service offerings will be created and implemented.

2. Describe how the local board will support the strategic vision and goals identified in the state plan for:

a. preparing an educated and skilled workforce, based on the analyses of regional economic conditions and employer and workforce needs provided in the regional plan; and

The local Board’s strategies focus on improving engagement and service delivery to the region’s business and creating a system that is responsive to their talent needs. By creating a business-driven system, opportunities for training will align with the region’s industry focus and address the need of skilled talent in higher wage positions.

Through the Board’s focus on developing youth in the local area and engaging them with the high growth industries, individuals with barriers to employment and young adults will have access to intentional service delivery and training that will better prepare them with the skills necessary for the workplace.

b. aligning the core programs and other one-stop partner programs, as well as other resources available to the local area.

One-Stop Programs routinely collaborate to ensure strategic alignment. This is done through monthly Partner Meetings, in which best practices to serve jobseekers are addressed, and through Business Service Team Meetings, in which best practices for serving local businesses are addressed. Common collaboration allows One-Stop Partners to work in a coordinated, proactive, and responsive/adaptable manner. Strategic alignment has frequently focused on creating a “no wrong door” workforce system in which partners are able to refer to one another in an efficient and effective manner. In addition, workforce partners largely represent and work with the most heavily barriered population in the Omaha/Metro area. One-Stop partnerships have grown over the past year and include multiple organizations that work with the following populations: Re-entry, Immigrant and Refugee, individuals with disabilities, individuals who experience homelessness, and a wide array of other barriers.

In addition to frequent collaboration with workforce partners, One-Stop Partners commonly provide cross-training. Cross-trainings have been useful in assisting workforce staff to understand the services offered by other workforce partners. Through cross-training, the workforce system is
better able to understand referral processes, eligibility criteria, and barriers respective organizations attempt to resolve.

3. Describe how the local board will work with the entities carrying out core programs and other one-stop partner programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 USC 2301 et seq.) to support service alignment.

The Greater Omaha Board is committed to convening partners to develop a demand driven, intentional, and coordinated system that supports the development of our talent pipeline.

To create this system, coordination of core and partner programs, through the collaboration of the OSO, are essential. The partner programs of the AJC are described above in detail above. We seek to better coordinate current activities with all of the partners to reduce duplication and improve performance. We will identify ways to better align through the development of our MOU with Perkins Career and Technical Education Act, working with Perkins programs and other career programs to better align continued training and employment.

The local area is also coordinating efforts with Omaha Public Schools Career Center programs, to assist with the success and outcomes of the students by leveraging resources of WIOA programs.

4. Described how the local board will work with entities carrying out the core programs to expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.

The Greater Omaha AJC currently has all the core programs either co-located or a direct linkage available for immediate connection. The local board will work, through the OSO, with these essential partners, and other workforce partners to ensure that individuals with the greatest barriers to employment have opportunities available to connect to employment opportunities that are tailored to the individual.

The local area will provide mobile opportunities to individuals by providing services in homeless shelters, individuals who are incarcerated, and Opportunity Youth to assist with their enrollment in programs. We will have targeted outreach in North and South Omaha where poverty rates are the highest.

The Board directs the one stop operator, in coordination with the core partners, to expand access to employment, training, education, and supportive services for eligible individuals, especially for those individuals with barriers to employment.

Expanding access to the workforce system includes integrating services by doing the following:

- Cross-training of AJC staff;
- Meaningful referrals & co-enrollment in other programs;
- Creating virtual sites such as the ones in homeless shelters and Douglas County Correctional facility;
- Using technology to create more training/educational opportunities; and
• Conducting strategic outreach as a system to individuals with barriers to employment.

In order to accomplish these things, the Board will continue to work with the One Stop Operator, both locally and throughout the other areas to streamline these processes.

5. Described how the local board will work with entities carrying out the core programs to facilitate the development of career pathways and co-enrollment in the core programs.

The Workforce Strategy and Innovation Committee of the Board will work with partners and businesses to continue the development of career pathways. The efforts will be made to promote training on the Nebraska Career Connections model to be applied to in demand industries and in local and regional education efforts.

Nebraska’s Career Education Model organizes careers into six career fields and covers 16 career clusters. This model, which was created and is driven by Nebraska Department of Education, provides a framework and associated resources for students, educators, parents, adults, employers, and the workforce development agencies to support development of career pathways.

The American Job Center will integrate this tool into the workforce system, while working with partners, to help individuals with the development of employment goals in order to meet the needs of the employers in the region.

The Board will leverage partnerships with industry leaders, organized labor, workforce professionals, education and training providers, and economic development leaders to encourage the use and development of career pathways to support regional economic growth.
6. Described how the local board will work with entities carrying out the core programs to improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

One of the goals of the Greater Omaha Board is to intentionally partner with businesses to identify talent needs and work with them to fill open positions with the right candidate.

To achieve this goal, the Board will work to:

- Understand recruitment, retention, and training needs of the region’s high growth industries;
- Focus on meeting the businesses needs with pre-screened, qualified candidates; and
- Have an intentional focus on understanding the business culture of the employer to support increased matches to open job orders.

The OSO, through the business service team will expand the number of employment opportunities available through the system. The OSO, through regular partner meetings will be able to share information about the targeted industries to impact how partners prepare and refer individuals to the systems.

Establishing and designing a robust career pathway process for all sectors is needed to better educate career seekers and stakeholders about how to move into high-growth careers, and the need for continual learning, including the need to acquire ongoing industry-recognized credentials. Through partnerships with educational providers, HWS can learn about the career pathways developed through career and technical education programs, certificate programs, and degree programs. By having a clear understanding of how education has developed career pathways, community partners can be more supportive of individuals who need support in identifying their career choice.

The Workforce Strategy & Innovation Committee will analyze completion and placement rates to ensure training programs are meeting the needs of industry partners, and that career seekers are obtaining the skills needed to be competitive. Upon review, if a gap exists or training is needed to respond to an emerging business need, HWS will work with education and business partners to develop customized training options.

HWS will also work with adult education and vocational rehabilitation to accomplish this work. We recognize the need to cultivate significant community collaborations to address the need for additional supports for eligible individuals.

7. Describe the strategies and services that will be used in the local area to facilitate employer engagement with workforce development programs, including small employers and employers in in-demand industry sectors and occupations.

Customer Relationship Management (CRM) Software: The workforce development board has dedicated financial resources to acquiring access to a customer relationship data management
tool. Shared and coordinated usage of the technology will allow various workforce development systems to collect and interpret data in a consistent way.

Nebraska Enterprise Fund Partnership: The Nebraska Enterprise Fund serves small businesses by providing capital, training, and technical assistance to assist with growth, expansion and development. The organization partners with the one-stop to host regularly scheduled trainings and seminars for entrepreneurs and small businesses. The events are provided at no cost to participants and are publicized in English and Spanish across various promotional channels throughout the region.

Strategic Language/Reference/Titles: With assistance from a professional marketing/advertising agency, the workforce board has accepted the recommendation to refer to clients, that are businesses seeking talent, as “Employer-Partners.” Usage of such intentional language is significant because the inference that the business customer is a partner suggests that there is a deeper, mutually-beneficial relationship between workforce stakeholders and the Employer. Further, this is part of a larger strategy that follows the best practice of shared ownership by businesses related to their recruitment of qualified workers for the high-demand positions currently available. Moreover, the term “Career Seeker” will be used in lieu of job seeker, where applicable. The implication here is that individuals who are seeking job opportunities can raise their sights to explore career pathways.

The Greater Omaha area is a part of an emerging redevelopment project that is creating an “innovation campus” in our area. This campus will include veteran supportive housing and an innovation building that will build an innovation center for jobs. For more information on this project, check out this article


8. Describe the strategies and services that will be used in the local area to support a local one-stop delivery system that meets the needs of businesses in the local area.

Business/Employer-Partner Coordinated Outreach: Local area partners will adopt a “Business Response Process” to serve the talent needs of business. The adoption of this process will be a solution to when a business contacts any participating agency to source talent/career seekers. Multiple agencies will agree upon a common standard operating procedure.

Inclusive Culture in the One-Stop: An intentional strategy, to engage and include various agencies in order to ensure that Employer-Partners have a multi-faceted and concerted response to their talent needs, is used throughout the one-stop. As often as possible, workforce development partners are invited and sourced so that systemic progress and partnerships are put in place for the benefit of Employer-Partners and Career Seekers. The collective approach is meant to invite and include as many applicable partners as possible to facilitate meeting the talent needs of local industry.
9. Describe the strategies and services that will be used in the local area to better coordinate workforce development programs and economic development.

ACT Work Ready Communities Initiative: Branded locally as the *Heartland Work Ready Communities Initiative*, the strategy is a framework that partners with Economic Development, K – 12 Education, Community College, Business & Industry, Local Workforce Development Board, and Local Government in order to equip Career Seekers with stackable credentials to articulate their work readiness, and engages businesses across multiple high-demand industry sectors. Achieving the designation as a “*Certified Work Ready Community*” elevates the profile of our entire region, especially to businesses who are looking to relocate or expand in the area. The initiative produces a sustainable infrastructure to close skills gaps and attain a competitive advantage. Most importantly, our city/region benefits by linking education and workforce development, achieving alignment to economic development and matching people to jobs – it is a formula for economic success that benefits all stakeholders.

Achieving the Work Ready Communities certification will result in strengthening existing businesses, attracting new businesses, growing jobs, and developing a strong talent pipeline for the region’s future growth.

For more information, please visit [https://www.workreadycommunities.org/NE](https://www.workreadycommunities.org/NE).

Shared Workforce Board and Economic Development/Chamber Leadership: The Local Workforce Development Board maintains a seat for the region’s economic development leadership to have representation. The Senior Director of Talent & Workforce was appointed by Mayor Jean Stothert, (Omaha), and serves as a member of the board of directors. In turn, the 6-county Regional Economic Development Partnership extends invitation to workforce development stakeholders to join their bi-weekly strategic planning and staff meetings. Familiarity and working relationships have been forged here culminating into a ‘*Regional Economic Development & Workforce Collaborative.*’ The partnership also engages partners in Dodge County/Fremont, NE and Pottawattamie County, IA/ Advance Southwest Iowa Corporation. Workforce service providers and business representatives are also invited to engage.

10. Describe the strategies and services that will be used in the local area to strengthen linkages between the local one-stop delivery system and state’s unemployment insurance programs.

The staff of the AJC has received training from the Unemployment Insurance program to help facilitate the delivery of services onsite within our services delivery area. Within the centers there are four dedicated computers and four dedicated phone lines providing meaningful assistance to the public when applying for Unemployment or tracking services from Unemployment Insurance. We continue to keep open lines of communication with Unemployment about challenges that arise and how we can best serve the clients that are receiving UI services. An area of opportunity with this population includes ensuring that they are aware of all the avenues available to them through the AJC- not just UI services.
Through the OSO, the local area is currently coordinating with UI programs to have an onsite UI staff member who would be available to job seekers onsite. This will help the local area resource room staff leverage their time to better understand the needs of the job seekers that are onsite.

11. Describe the strategies and services that will be used in the local area that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. These initiatives must support the strategies described above in items 7 through 10.

HWS, through the Workforce Strategy & Innovation Committee is committed to strategically engage in special projects that involve industry-specific strategies and opportunities to align career pathways. The focus of these projects should include incumbent worker training, on-the-job training, alignment with industry sectors, and understanding career pathways. Further, the committee will implement these specific strategic measures:

- Analyze and discuss local/region labor market information data to develop a clear picture of the local area’s economic picture. The data will help the WSIC, comprised of members and non-members of the Board with expertise workforce development policy and hiring and workforce needs of employers, to review labor market data and make recommendations based on the information provided. The committee will consider this information to assess employment trends, evaluate wages and earnings, estimate labor availability, measure industrial and occupational projections, analyze business staffing patterns, link career planning, and examine labor force demographics; to ultimately help steer collective efforts toward systemic workforce strategy.

- Invite and promote participation of employers in the workforce system through periodic convenings, facility tours, meet & greet gatherings and Lean coffee networking functions.

- Create a menu of employer services that can be customized to serve business or industry cluster needs

HWS, and other partners agency representatives, will utilize a collaborative business-response model to streamline the process of responding to employer requests for business services. The model was developed to address the need to bring uniformity and consistency to the how workforce partners should be as inclusive and comprehensive, as possible, in partnering with industry to devise solutions for their talent needs. The process starts with a universal business needs assessment, which gets shared across agencies with each of their respective ‘Business Service Representatives.’ The process includes a visual portrayal, Kanban Board, to help illustrate the project lifecycle of each lead/business request. The information and outcomes of each request are shared via a cloud drive that is accessible to all, and the outcomes will be measured against metrics such as ‘employer satisfaction’ and ‘retention rates.’

Industry Sector Strategies will continue to be a focus of the local area. Centered around partnerships of between a business sector-type, from proximal labor market region, the
partnerships develop industry-led agendas, and determine who/how critical public partners; education, economic development, community-based organizations, funders, Department of Labor, and workforce agencies help industry to address workforce and other competitiveness needs within each respective industry sector. The goal for the current year will be to launch two (2) new partnerships.

Case Study Example Highlights: As a resource for industry, the Greater Omaha Chamber of Commerce and Economic Development Partnership will initiate the compilation of examples highlighting how workforce stakeholders partnered to deliver solutions for industry. This process will be developed as a resource for businesses who are looking to relocate or expand in the local area. The collaborative effort will help industry understand how to activate the collaborative resources within the community and allow businesses to be more prescriptive in their requests for support services and/or information.

12. Describe how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services.

The business service team, which is comprised of many partners in the workforce system, remains involved in economic development activities in the region. Information about the community initiatives are shared at the monthly partner meetings. Also, in partnership with Greater Omaha Chamber of Commerce and Metropolitan Community College, the local area will work with the REACH and Nebraska Enterprise Fund programs to continue to make this training available at the local AJC.

- Nebraska Enterprise Fund – NEF is the premier Nebraska small business Community Development Finance Institution providing business development services and financing to micro and small business across the state. Supports Nebraska’s micro and small businesses by providing capital, training, and technical assistance.

- REACH – Mission to build capacity, break down barriers and increase opportunities for certified small & emerging businesses to serve construction-related and professional services companies. To create a substantial group of certified small & emerging business firms with acceptable credit and infrastructure that allows them to access financial resources and grow successfully.

- Small Business Association – SBA Connects entrepreneurs across the State with capital, counseling, and contracting services, supporting a vast network of highly successful small business ventures, ranging from home-grown, self-employment operations to larger businesses of up to 500 employees.

The one stop center will be where members of clients of the collaborative organizations will be directed for services related to talent-seeking. The collaborative will be a referral conduit to the local workforce engagement opportunities, particularly where entrepreneurs are convening to learn how one stop resources/partners can be a catalyst for growth and expansion.
13. Describe and assess the type and availability of adult and dislocated worker employment and training activities in the local area.

Greater Omaha provides employment and training services to assist job seekers with acquiring the necessary skills to compete for jobs in high demand industries by providing innovative approaches to delivery of employment and training services.

The Greater Omaha Board has determined that fifty percent (50%) of the Adult and Dislocated Worker training activities during the program year will be for H3 occupations. Individuals must select a program that is directly linked to employment opportunities either in the local area or in an area to which the individual is willing to relocate.

The WIOA Adult program is specifically targeted toward individuals, 18 and older, in need of employment and career advancement. Dislocated worker programs are in place to assist workers who have been displaced due to a loss of work.

Some of the employment and training activities will be targeted to:

- Provide job seekers with the skills and credentials to compete and secure employment at a self-sustaining wage;
- Help job seekers access supportive services to address barriers to employment such as homelessness, a criminal background, and/or lack of adult education;
- Provide businesses and employers with skilled talent and access to other human resource services to grow their business; and
- Meet regularly with One-Stop partners to identify best practices and strategies that would work better to continuously improve local one-stop operations.

There are a variety of training activities for adults and dislocated workers that include: career planning, job placement assistance, training and work-based training opportunities such as on-the-job training and internships which facilitate rapid employment for the individuals enrolled in the programs.

There are three types of "career services" available for adults and dislocated workers in the American Job Center: basic career services, individualized career services, and follow-up services.

Basic Career Services

Basic Career Services are universally accessible to all individuals seeking employment and training services. Staff will:

- Determine eligibility for WIOA Adult and Dislocated worker services;
- Provide outreach, intake (including worker profiling), and orientation to information and other services available through the one-stop delivery system, including an opportunity to initiate an application for Temporary Assistance for Needy Families (TANF) assistance.
and non-assistance benefits and services, which could be implemented through the provision of paper application forms or links to the application website;

• Provide an initial assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive service needs;

• Provide labor exchange services, including job search and placement assistance and career counseling when needed by an individual, including provision of information on:
  a. in-demand industry sectors and occupations; and
  b. nontraditional employment

• Provide referrals and coordinate activities with other programs, including programs within the local workforce delivery system, and when appropriate, other workforce development programs.

• Provide workforce and labor market employment statistics information, including provision of accurate information relating to local, regional, and national labor market areas, such as:
  a. job vacancy listings;
  b. information on job skills necessary to obtain the vacant jobs listed; and
  c. information relating to local in-demand occupations and the earnings, skill requirements, and opportunities for advancement for those jobs

• Provide performance information and program cost information on eligible providers of education, training, and workforce services, delineated by program and type of providers

• Provide information, in usable and understandable formats and languages, on how the local area is performing on local performance accountability measures, as well as any additional performance information relating to the area's one-stop delivery system

• Provide information, in usable and understandable formats and languages, relating to the availability of supportive services or assistance and appropriate referrals to those services and assistance, including: child care; child support; medical or child health assistance available through the state's Medicaid program and Children's Health Insurance Program; benefits under Supplemental Nutrition Assistance Program (SNAP); assistance through the earned income tax credit; and assistance under a state program for TANF and other supportive services and transportation provided through that program

• Provide information and meaningful assistance to individuals seeking assistance in filing a claim for unemployment compensation

• Provide assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA

**Individualized Career Services**

Individualized career services must be made available to individuals enrolled in local adult and dislocated worker programs. If staff determines that they are appropriate for an individual to obtain or retain employment, staff will:

• Conduct a comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include:
a. diagnostic testing and use of other assessment tools; and  
b. in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals

- Develop an individual employment plan (IEP) that identifies the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the list of, and information about, the eligible training providers
- Make available group counseling
- Make available individual counseling
- Provide career planning
- Make available short-term pre-vocational services including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training
- Make available internships and work experiences that are linked to careers, including transitional jobs
- Provide workforce preparation activities
- Make available financial literacy services
- Make available out-of-area job search assistance and relocation assistance
- Make available English language acquisition and integrated education and training programs

Eligibility for individualized career services must be based on an initial assessment of skill levels, including:
- literacy and numeracy;
- English language proficiency;
- aptitudes and abilities, including skills gaps; and
- supportive service needs.

In addition, for adult program participants only, eligibility for individualized career services must also be determined according to priority of service requirements established in the local policy on priority of service.

Follow-up Services

Follow-up services must be made available for adults and dislocated workers who are placed in unsubsidized employment for a minimum of 12 months after the first day of employment.

All participants must be offered an opportunity to receive follow-up services unless the participant declines to receive follow-up services, or the participant cannot be located or contacted. Types of follow-up services provided, and the duration of follow-up services must be determined based on the needs of the individual. Therefore, the type and intensity of follow-up services may differ for each participant.
IMPORTANT. Follow-up services must be more than just an attempt to contact the participant and must not be just an attempt to secure documentation to support or report a performance outcome.

Training Services

One-stop center staff may determine training services are appropriate for adult and dislocated worker program participants, regardless of whether the individual has received basic or individualized career services.

There is no sequence-of-service requirement for training services. Training services must be made available to eligible individuals enrolled in the adult and dislocated worker programs. Types of training services that may be funded by adult and dislocated worker programs are as follows:

- Occupational skills training, including training for nontraditional employment
- On-the-job training
- Incumbent worker training
- Programs that combine workplace training with related instruction, which may include cooperative education programs
- Training programs operated by the private sector
- Skills upgrading and retraining
- Entrepreneurial training
- Transitional jobs
- Job readiness training provided in combination with 1 or more of the training services above
- Adult education and literacy activities, including English language acquisition and integrated education and training programs provided concurrently or in combination with 1 or more of the training services listed above
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training

The following are identified strengths of the current activities:

- There is a variety of options for talent development in the workforce system including internships, on-the-job training, transitional jobs, and incumbent worker training.
- The local area works closely with secondary and post-secondary education which provides eligible participants access to build skills for in demand occupations.
- The local area collaborates with a diverse array of community partners and agencies to provide job readiness and training services to remove significant barriers to employment.

The following are identified weaknesses that are opportunities for improvement:

- While there are diverse community partners there is still a lack of understanding of each organization’s mission and strengths that support employment and training activities.
- Integration and alignment of workforce programs that serve specific populations with high barriers.
• Data collection strategies between partners to track common measures
• Lack of common intake system amongst partners.

The assessment and SWOT of the local area will be done by the standing committees of the Board throughout the year. The Board also assesses the local area during its strategic planning meetings.

14. Describe how the local board will coordinate workforce investment activities carried out in the local area with statewide Rapid Response activities.

The Greater Omaha area will follow the direction of the State entity responsible for providing rapid response activities. The HWS Board has authorized the One Stop Operator to assist the State entity in providing information and services to all individuals impacted by a dislocation.

The local area will ensure that we will:

• Notify the State Rapid Response Coordinator at ndol.rapidresponse@nebraska.gov when a local partner becomes aware of a potential layoff or closure;
• A representative of the dislocated worker program provides program specific information at all onsite meetings;
• When an onsite meeting cannot be arranged, content for outreach to employees and employers is provided to the Rapid Response Unit;
• The American Job Center will provide additional follow-up with employees when needed;
• Workshops and career fairs, based on identified affected workforce needs, are coordinated in partnership with the Wagner-Peyser Program;
• Additional community resources are identified; and
• State Rapid Response team will make referrals to the dislocated worker program.

The local area will follow the rapid response timeline as described in Rapid Response Manual as three potential timelines that will be followed based on the Rapid Response Services provided to the employer

15. Describe and assess the type and availability of youth workforce investment activities in the local area including activities for youth who are individuals with disabilities, which must include identification of successful models of such activities.

Greater Omaha works with partners to prepare youth and young adults for successful careers through continued education and work-based learning in targeted industries. The program is designed to serve eligible youth through high-quality case management which supports educational and credential attainment that includes career exploration, summer programming, year-round work experience, and skills training that takes the youth down a career pathway for in-demand occupations, all while providing the supportive services needed for successful outcomes.

The Board works with the service provider to ensure that the fourteen (14) youth program elements required under WIOA Sec. 129(c)(1)(2) are made available to all eligible youth participants. The Board does not require the provision of all fourteen (14) elements by the service provider, however, we work with the service provider to ensure that there is access through either direct service
delivery, or by leveraged resources. The Youth Committee will oversee and monitor the list of eligible youth service providers and update as needed.

Assessment of the program elements and the initiatives in the local area is done by the Youth Standing Committees who review outcomes and make recommendations.

The following is a table of the current method of making the 14 program elements available to the youth in the local area:

<table>
<thead>
<tr>
<th>Name of Youth Service Agency</th>
<th>Youth WIOA Program Element Number</th>
<th>Method of Procurement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Omaha Public Schools</td>
<td>1 2 4</td>
<td>Leveraged Resource – ISY only that are attending that school system</td>
</tr>
<tr>
<td>Ralston High Schools</td>
<td>1 2 4</td>
<td>Leveraged Resource – ISY only that are attending that school system</td>
</tr>
<tr>
<td>ResCare Workforce Services</td>
<td>2,5,6,7,8,9,10,11,12,13,14</td>
<td>Competitive Proposal</td>
</tr>
<tr>
<td>North Omaha Economic Development Corp.</td>
<td>3</td>
<td>Leveraged Resource – OJT Contract w/ Service Provider</td>
</tr>
<tr>
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<td>3</td>
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</tr>
<tr>
<td>Youth Build Omaha</td>
<td>2,5,6</td>
<td>MOU Partner</td>
</tr>
<tr>
<td>Omaha Street School</td>
<td>2</td>
<td>Referral Program – Has a wait list</td>
</tr>
<tr>
<td>Operation Hope</td>
<td>11</td>
<td>Leveraged Resource</td>
</tr>
<tr>
<td>Vocational Rehab</td>
<td>5</td>
<td>MOU Partner</td>
</tr>
<tr>
<td>Metro Community College</td>
<td>2,5,11,12</td>
<td>ETPL MOU Partner</td>
</tr>
<tr>
<td>D2 Center</td>
<td>2</td>
<td>Leveraged Resource</td>
</tr>
<tr>
<td>Gateway to College</td>
<td>2</td>
<td>Leveraged Resource</td>
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<td>MOU Partner</td>
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</tbody>
</table>


The following are some of the current initiatives in the local area:

**OPPORTUNITY YOUTH**

Greater Omaha is engaged in the Opportunity Youth (OY) initiative which is connecting disconnected youth to sustainable pathways and positive futures. The Hub is housed and staffed at Project Everlast. Through the hub providers can access community resources for their young clients and provides direct navigation services to OY in three ways:
Ensure Stability: To help an OY achieve stability, a coach connects the youth to community resources such as housing supports, health services, clothing assistance, food access and more.

Re-Connect the Youth: Once a youth has secured basic supports, the Hub coach leverages local partnerships to connect him or her to education, training and employment prospects.

Provide A Safety Net: The young adult will face continued barriers while he or she develops the skills and knowledge necessary to succeed. Therefore, the Hub and the OY’s assigned coach also act as a safety net while the youth continues down the path to stability.

Through this work and partnership, we seek to develop and implement a youth program model that focuses on career pathways that are targeted at high growth sectors. These efforts are supported by culturally competent career coaches who are proficient in workforce development and youth engagement principles. For more information visit www.unitedwaymidlands.org/OpportunityYouth.

Step-Up Omaha!

The local area also partners on a local initiative called Step-Up Omaha!. This is a program that was launched by the Empowerment Network and North Omaha community in 2008. The program serves youth and young adults, ages 14-21 with career exploration, job training, and internships. The primary mission is to help meet the short-term and long-term employment demand and workforce needs in Greater Omaha and the Metro Region. Participants ages 16-18 in the Step-Up Omaha Jobs, Careers, and Intern program gained valuable work experience at over 80 work sites, including American National Bank, First Data, UNMC, Omaha Public Schools, Omaha Police Department, Jimmy Johns and others. Interns worked in jobs and internship positions ranging from banking, information technology, and healthcare to landscaping, construction and child development.

Participants ages 19-21 in the Step-Up Omaha Connect program worked full time and part time in opportunities with the potential of long-term employment. Some participants made as much as $11 per hour for the summer and earned opportunities to stay on with their employer as they proved themselves to be valuable assets.

More information on this program can be found at www.empoweromaha.com/ste-up-omaha.

Dream It Do It

HWS partners and businesses work with Dream It Do It to address the critical shortage of skilled laborers by building a comprehensive community partnership with industry and education.

Dream It Do It has these four goals:

**GOAL 1** Brand DIDI as the organization that represents manufacturers, industry and educators in providing information and training to reduce the skills gap.

**GOAL 2** Change youth’s perception of manufacturing and industry careers. Broaden youth’s knowledge of varying industries.
GOAL 3  Construct an efficient and well-organized network to advocate for industry and manufacturing.

GOAL 4  Raise funds to achieve goals and objectives for filling skills gaps.

16. Describe how the local board will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to align strategies, enhance services, and avoid duplication of services.

The Greater Omaha Board seeks to enhance employer engagement between secondary and postsecondary education institutions and training programs to better meet employers’ workforce needs through industry-driven strategies. These strategies will incorporate the proactive use of available workforce and industry data to help determine future industry needs, potential workforce disruptions, and to ensure the availability of a skilled workforce to drive growth within the state’s high-wage, high-skill and high-demand industries, and occupations.

Secondary and postsecondary education are core partners of the workforce system. The public-school systems and community colleges are primary providers for secondary and postsecondary education strategies. As a region, our plan is to continue to integrate these systems and enhance the services provided through the local workforce system.

Through the Workforce Strategy & Innovation Committee we will identify opportunities to enhance services and improve program alignment with targeted industries to develop talent that meets the needs of businesses. Through the local OSO, we will partner with education providers to collect necessary information to analyze program performance that includes enrollments, completion of program, placements in employment, and program costs.

The local area will continue to work with the local school districts to identify intentional ways of connecting to the Career Academies that have been created in our local area to support and leverage resources that lead to successful outcomes for the youth in these programs.

17. Describe how the local board will coordinate WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

The Greater Omaha Board recognizes the need to address barriers that affect the chances for the individuals that we serve to access and engage in employment opportunities. Transportation continues to be a barrier for many individuals in our region due to limited access in many parts of the region and bus schedules that are complicated for the individuals served.

Greater Omaha is a part of the Heartland 2050 initiative which is a community-driven initiative, pulling in stakeholders from across the region to think big picture and work towards a common vision for the Omaha-Council Bluffs metro area. One of the areas of focus is the lack of transportation access to jobs and education. Work is being done with this group to increase options for multi-modal transportation, such as walking, biking and public transit. More information on this initiative can be found at http://heartland2050.org/.
Resources are allocated through supportive services to provide program participants with bus passes and mileage reimbursement, etc. These supports are limited and require additional collaboration with other community partners to leverage this resource. Referrals to other community partners to provide transportation resources is a requirement of the program.

18. Describe plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the one-stop delivery system.

Participants who arrive at the AJC are greeted and served by a team of staff members who coordinate together with the OSO and Wagner-Peyser staff to deliver services that are collaborative and proactive to meet the needs of the job seeker & businesses. Detailed processes have been identified by the OSO, in collaboration with the Wagner-Peyser leadership team, to avoid duplication of services and ensure co-enrollment in the programs, when eligibility has been determined. The leadership team for these partners will continue to meet to maximize the services provided and create an environment of shared service goals.

Work on this structured partnership in our resource room ongoing to better direct customers to the most appropriate program, core or partner, that will address their needs with the highest level of customer service. This will allow the career seekers to services quickly that will best meet their individual employment goals. These efforts will avoid duplication, decrease time delays to access services, and create a more tailored service strategy for the clients we serve.

We are working towards a project that will re-design our business services team with a more intentional focus to deliver customized solutions, training, and qualified talent to businesses by better understanding business needs. We will look at alignment of our priority to deliver recruitment and hiring services to business. This strategy will require alignment of processes and staff functions across the programs to support the focus on identifying qualified talent to fill the needs of the businesses.

19. Describe how the local board will coordinate WIOA Title I workforce investment activities with adult education and literacy activities provided under WIOA Title II. This description must include how the local board will carry out the review of local adult education service provider applications, consistent with WIOA Secs. 107(d)(11)(A) and (B)(i) and 232.

The Greater Omaha Board will carry out the review of local applications submitted under WIOA Title II by eligible service providers seeking a grant or contract for the provision of adult education and literacy activities to determine whether such applications are in alignment with the local plan.

The Boards of all three (3) local areas, and the Adult Education State Director worked together to develop this review process and procedure. No less than 60 days prior to the deadline for Board review, the Adult Education State Director at the Nebraska Department of Education will provide in writing to the Executive Director, or designee, (Administrative Entity) the time line for receipt of grant proposals at the state level and an expected forwarding date to the local board.

The Board Chair will designate a review team of no less than three board members to participate with the Executive Director, or designee, in the review of 100% of the applications. Applications
will be reviewed using a rubric developed by the Adult Education State Director. The State Director or an Adult Education representative will meet with, or provide guidance to, the review committee to provide explanation and guidance prior to the review process. Criteria may include coordination strategies, co-enrollment opportunities, projected enrollment by site, and evidence of partnerships with one stop partners and the One Stop Operator(s).

The review team will produce a written evaluation for each application indicating whether the application was found to be consistent with the local plan. These evaluations will be provided to the Board Chair for final recommendations to the AE State Director. On behalf of the local Board, the Board Chair will notify the AE State Director in writing of the final recommendations no later than 15 working days after receipt of the applications. NDE will make final determination on all grants from USDOE.

The Board will make recommendations to the eligible agency to promote alignment with this plan during MOU negotiations, during evaluation of the local workforce delivery system, and as a part of the AJC certification process. The eligible agency will be a core partner and will be charged with maximizing local and regional community resources to meet the needs of employers and job seekers.

20. Provide copies of executed cooperative agreements,1 as attachments to the local plan, which define how all local service providers will carry out requirements for integration of and access to the entire set of services available in through local one-stop delivery system. This includes cooperative agreements, as defined in WIOA Sec. 107(d)(11), between the local board or other local entities described in WIOA Sec. 107(a)(11)(B) and the local office of a designated state agency or designated state unit administering WIOA Title IV programs with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

Greater Omaha does not currently have any cooperative agreements in place. At such time, that an agreement is needed, we will work with the other local areas to enhance the provision of services and access to all services available through the local one-stop delivery. Any and all agreements will be posted on our website at www.hws-ne.org.

21. Identify the entity responsible for the disbursal of grant funds described in WIOA Sec. 107(d)(12)(B)(i)(III), as determined by the CEO or NDOL under WIOA Sec. 107(d)(12)(B)(i).

The City of Omaha is the entity responsible for disbursal of grant funds.

22. Describe the competitive process that will be used to award local area subgrants and contracts for WIOA Title I activities.

A competitive process for procurement of the One Stop Operator and WIOA Title IB service provider is done through a Request for Proposals (RFP) following the requirements found in the

1 Cooperative agreements is defined at 20 CFR § 675.300.
Uniform Guidance in §200.317 through §200.326. All RFP’s and contracts are posted on the Boards website at www.hws-ne.org.

Introduction
Heartland Workforce Solutions, Inc. conducts a Request for Proposals (RFPs) for the Greater Omaha Workforce Development Area’s Workforce Innovation and Opportunity Act (WIOA) Adult-Dislocated Worker Program, Youth Program, and One Stop Operator.

Selection Process
The vendor chosen to write RFPs for the selection of vendor(s) for WIOA Adult and Dislocated Worker Services, WIOA Youth Services, and a One Stop Operator, will facilitate the following processes:

a. Solicitation of input from local stakeholders and the Local Workforce Development Board representatives.

RFP Writing
b. The RFP writing will be done through a third-party vendor to select a provider(s) for the Greater Omaha Workforce Development Area’s WIOA Adult and Dislocated Worker Services; WIOA Youth Services; and One Stop Operator.

Public Notice
c. Public notice regarding RFP and Pre-Bid Conference will be published in the Omaha World-Herald and on HWS’ Website.

Notification of RFP Opportunity
d. Notification of potential vendors of the RFP opportunity. Potential vendors will be notified by the third-party contractor via several different methods, including but not limited to, the Metro Area Continuum of Care for the Homeless listserv, Nonprofit Association of the Midlands listserv, contact list provided by United Way of the Midlands, Workforce Development Board email contact list, National Association of Workforce Development Board.

Bidders’ Conference
e. A bidder’s conference will be coordinated, and notifications will be sent by the third party contractor.

Closed Bids
f. Closed bids will be received at the HWS office and the time/date of receipt will be logged for each. Bids will be retained in the office unopened and all bids will be opened in a public format.

Bid Review
g. Bid Review. A Review Team will be and will submit preliminary scores to the third-party contractor who will incorporate them and have available for reviewers.
h. Interviews and presentations will be held at the request of the reviewers.

Selection Recommendation
i. The Review Team will come to a consensus and make a recommendation. The Board will review and vote on the recommendation.

23. Describe the local levels of performance negotiated with NDOL, consistent with WIOA Sec. 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where applicable), WIOA Title I service providers, and the local one-stop delivery system.

The Metro Regional Area will follow the negotiated Performance Measures set for program years 2018 and 2019 which are as follows:

<table>
<thead>
<tr>
<th>Adult Program Performance Measures</th>
<th>PY18</th>
<th>PY19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Rate Q2 after Exit</td>
<td>78.0%</td>
<td>78.0%</td>
</tr>
<tr>
<td>Employment Rate Q4 after Exit</td>
<td>79.0%</td>
<td>79.0%</td>
</tr>
<tr>
<td>Median earnings Q2 after Exit</td>
<td>$6,000.00</td>
<td>$6,000.00</td>
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<tr>
<td>Credential Attainment Rate within 4 quarters after Exit</td>
<td>56.0%</td>
<td>56.0%</td>
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<table>
<thead>
<tr>
<th>Dislocated Worker Program Performance Measures</th>
<th>PY18</th>
<th>PY19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Rate Q2 after Exit</td>
<td>87.0%</td>
<td>87.0%</td>
</tr>
<tr>
<td>Employment Rate Q4 after Exit</td>
<td>88.0%</td>
<td>88.0%</td>
</tr>
<tr>
<td>Median earnings Q2 after Exit</td>
<td>$7,500.00</td>
<td>$7,500.00</td>
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<tr>
<td>Credential Attainment Rate within 4 quarters after Exit</td>
<td>60.0%</td>
<td>60.0%</td>
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</table>

<table>
<thead>
<tr>
<th>Youth Program Performance Measures</th>
<th>PY18</th>
<th>PY19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment or Placement Rate Q2 after Exit</td>
<td>78.0%</td>
<td>78.0%</td>
</tr>
<tr>
<td>Employment or Placement Rate Q4 after Exit</td>
<td>77.0%</td>
<td>77.0%</td>
</tr>
<tr>
<td>Credential Attainment Rate within 4 quarters after Exit</td>
<td>68.0%</td>
<td>68.0%</td>
</tr>
</tbody>
</table>

The Board expects the service provider to continue outreach to targeted populations, including those with the highest barriers to employment and those living in high poverty and unemployment areas. Timely eligibility determinations and enrollment to the program is crucial for this vulnerable population. The service provider will be expected to evaluate the process and provide continuous improvement measures to ensure efficiency and coordination with partner programs.

For the area to achieve, sustain and assess the overall effectiveness and performance of the workforce system, the Board has asked the One Stop Operator (OSO) to be responsible for collaboration with the partners of the system to collect and analyze the data. By doing so, the OSO will be able to provide information to the Board and its committees in a timely manner which will allow necessary and strategic changes in the delivery of services. Community partners and programs will be asked to not only provide date, but also work with the OSO in the analysis and prioritization of the data for best recommendations to the Committees of the Board.
24. Describe the actions the local board will take toward becoming or remaining a high-performing local board, consistent with the factors developed by the state board.

The Greater Omaha Board is awaiting the criteria for high-performing local boards. Per the current Nebraska Department of Labor’s “Workforce Development Boards and Chief Elected Official Policy,” that criteria are currently under development and will be provided through a change in the policy.

The Workforce Strategy and Innovation Committee will review the criteria, once the change is made, and make recommendations to the Board on steps that should be taken to become and maintain a high-performing board status.

25. Describe how training services outlined in WIOA Sec. 134 will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts, and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

All training providers in the local area will be identified through the Eligible Training Provider List. This list will be made available through the resource room staff and all program staff.

At this time contracts are not used for training services for WIOA funded programs.

Consumer Choice Requirements

Training services, must be provided in a manner that maximizes informed consumer choice in selecting an eligible training provider in accordance with the goals and objectives outlined in the participant’s individual employment plan:

1. The local board, through the one-stop center will make the ETPL available to customers.

2. An individual who has been determined eligible for training services may select a provider from the ETPL after consultation with a career planner.

3. Consultation with a career planner must include:
   a. Either an interview, evaluation, or assessment and career planning informed by local labor market information and training provider performance information;
   b. Appraisal of the participant’s need for training services based on an interview, evaluation, or assessment and career planning informed by local labor market information and training provider performance information or any other career service received; and
   c. Documenting the participant’s need for training services in the participant’s case file.

4. There is no requirement that career services be provided as a condition for receipt of training services. However, if career services are not provided before training, the career
planner must document the circumstances that justified the decision to provide training services without first providing the services described in item 3 above.

5. Priority consideration must be given to programs that:
   a. Lead to recognized postsecondary credentials; and
   b. Are aligned with in-demand occupations in the local area.

6. Unless the program under which the participant is eligible has exhausted training funds for the program year, the career planner must refer the individual to the selected provider and establish an ITA for the individual to pay for training.

7. The costs for training services paid through an ITA to a training provider must be funded by out-of-school youth, adult, or dislocated worker program funds, depending on the program in which the participant is enrolled or co-enrolled.

8. The local board, through the one-stop center, may coordinate funding for ITAs with funding from other Federal, state, local, or private job training programs or sources to assist the individual in obtaining training services, subject to requirements for coordination of WIOA training funds.

26. Describe how the local area one-stop center(s) is implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by other one-stop partners.

The Greater Omaha Board continues to work with the OSO to restructure its resource room of the one-stop center to support system goals that are not tied to a specific program. In order to achieve this, cross-functional teams are being developed for assessment and referrals through the NEworks system.

The local area continues to explore the features available that will support these operational strategies and is currently using the VOS Greeter functionality of the system. We will continue to look for technology solutions for all partners in the system to increase efficiency and data collection.

The Workforce Strategy and Innovation Committee will work on data collection protocols for the system.

27. Describe the direction given by NDOL and the local board to the one-stop operator to ensure that priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, consistent with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600.

The established priority will be used in the provision of individualized career and training services regardless of funding levels.

Priority for receipt of individualized career services and/or training services must be applied in the following order:
1. First, to Veterans and eligible spouses of Veterans who are:
   B. recipients of public assistance;
   C. low-income; or
   D. basic-skills deficient;
2. Second, to individuals who are not Veterans and eligible spouses of Veterans but are:
   A. recipients of public assistance;
   B. low-income; or
   C. basic-skills deficient;
3. Third, to Veterans and eligible spouses of Veterans who are not:
   A. recipients of public assistance;
   B. low-income; or
   C. basic-skills deficient
4. Fourth, populations established by the Board
   A. All other individuals with barriers to employment as defined in WIOA Sec. 3(24)
5. Last, to persons who are not:
   A. recipients of public assistance;
   B. low-income; or
   C. basic-skills deficient.

For more information on priority of service, please visit the local website at www.hws-ne.org.
Public Comments – Local Plan

28. Describe the process used by the local board to provide a public comment period (no more than 30 days) prior to submission of the plan and modification, including an opportunity for involvement in the development of the local plan, particularly for representatives of businesses, education, and labor organizations.

Legal notices announcing the plan modification would be available for public comment on March 12, 2019 on the local area website was published in the Omaha World Herald, Bellevue Leader, Nebraska City News Press and Fremont Tribune.

The Plan modification was also an Agenda item at the March 26, 2019 Executive Committee meeting for public comment.

Any and all public comments were submitted to Alejandra Sinecio, Manager of Workforce Performance at Heartland Workforce Solutions.

29. Provide comments submitted during the public comment period that represent disagreement with the plan or modification. If disagreeing public comments are not received, indicate that this is the case.

No public comments were received during the public comment period.
Regional Plan Signature Sheet

This regional plan is submitted with the agreement and approval of the CEOs of the Lead and Partnering Local Workforce Development Areas (each a Local Area) and Lead and Partnering Local Workforce Development Boards (each a Local Board), as identified below, based on the signatures of the:

- CEO of the Lead Local Area and Chair of the Lead Local Board; and
- CEO of the Partnering Local Area and Chair of the Partnering Local Board.

Name of Lead Local Area: Greater Omaha Workforce Development Area
Printed name of CEO: Jean Stothert, City of Omaha Mayor
Signature of CEO: [Signature]
Date of CEO's signature: 01/13/18

Name of Lead Local Board: Greater Omaha Workforce Development Board
Printed name of Chair: Brian Turner
Signature of Chair: [Signature]
Date of Chair's signature: 01/10/19

Name of Partnering Local Area: Greater Nebraska Workforce Development Area
Printed name of CEO: Pamela E Lancaster
Signature of CEO: [Signature]
Date of CEO's signature: May 23, 2019

Name of Partnering Local Board: Greater Nebraska Workforce Development Board
Printed name of Chair: [Signature]
Signature of Chair: [Signature]
Date of Chair's signature: 01/23/19
Local Plan Signature Sheet

This local plan is submitted with the agreement and approval of the CEO of the Local Workforce Development Area (Local Area) and Local Workforce Development Board (Local Board), as each are identified below, based on the signatures of the:

- CEO of the Local Area; and
- Chair of the Local Board.

Name of Local Area: Greater Omaha Workforce Development Area

Printed name of CEO: Jean Stothert, City of Omaha Mayor

Signature of CEO: [Signature]

Date of CEO’s signature: 6/13/19

Name of Local Board: Greater Omaha Workforce Development Board

Printed name of Chair: Brian Turner

Signature of Chair: [Signature]

Date of Chair’s signature: 6/10/19
Local Plan Assurances
1. **Access to Records**

The Grantee and the Local Board assure that each will give the U.S. Department of Labor or its representatives and the Nebraska Department of Labor or its representatives access to, and the right to examine, all documents related to the grant agreement.

2. **Administration**

The Grantee and the Local Board assure that each will fully comply with all Grantor instructions and relating to the administration of funds.

3. **Administration and Fiscal Systems**

The Grantee and the Local Board assure that each has adequate administrative and fiscal systems necessary to promote effective use of the grant funds, which comply with the provisions for Fiscal Controls by States in Section 184 of the Workforce Innovation and Opportunity Act of 2014 (WIOA), and the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards in 2 CFR Part 200. This includes, but is not limited to, a financial management system that satisfactorily accounts for and documents the receipt and disbursement of WIOA funds, including information pertaining to subgrants and contract awards, obligations, unobligated balances, assets, expenditures, and income. Effective internal controls must be in place to safeguard assets and ensure their proper use (including property location and usage). All source documentation must be maintained to support accounting records that will permit the tracking of funds to a level of expenditure adequate to establish that funds have not been used in a violation of the applicable restrictions on the use of such funds.

4. **Audit Resolution File**

The Grantee and the Local Board assure that the Local Board will maintain an audit resolution file documenting the disposition of reported questioned costs and corrective actions taken for all findings.

5. **Bonding**

The Grantee and the Local Board assure that all persons and/or subrecipients who are authorized to receive or deposit WIOA funds, or to issue financial documents, checks, or other instruments of payment for WIOA program costs, are bonded in accordance with Federal and state regulatory requirements for protection against loss.

6. **Cash Management**

The Grantee and the Local Board assure that no excess cash will be kept on hand; and procedures are in place for maintaining and monitoring the minimum amount of cash on hand necessary to efficiently improve the timing and control of disbursements.

7. **Compliance with Nebraska Revised Statutes §§ 4-108 through 4-112 and 48-114**

The Grantee and the Local Board assure that all agreements with contractors must include a certification that the contractor has registered with and is using a Federal immigration verification system, as defined in Neb. Rev. Stat. § 4-114, to determine the work eligibility status of all new employees performing services within the State of Nebraska. Upon reasonable notice, the
contractor must provide documentation to the Nebraska Department of Labor proving the contractor is, or was at all times during the term of the contractor's agreement, in compliance with this assurance. If the contractor is an individual or sole proprietorship, the contractor must complete the U.S. Citizenship Attestation Form, accessible on the Nebraska Department of Administrative Services website at das.state.ne.us. If the contractor indicates on such attestation form that he or she is a qualified alien, the contractor must agree to provide to the U.S. Citizenship and Immigration Services the documentation required to verify the contractor's lawful presence in the United States using the Systematic Alien Verification for Entitlements (SAVE) Program. Verification of lawful presence in the United States and qualified alien status must also be established, pursuant to Neb. Rev. Stat. §§ 4-111 and 4-112, if the contractor has applied for public benefits, as defined in Neb. Rev. Stat. § 48-108. The Grantor and the Local Board must ensure that the contractor understands that lawful presence in the United States is required and that the contractor may be disqualified or the contract terminated if such lawful presence cannot be verified.

8. Compliance with WIOA

The Grantee and the Local Board assure that each will fully comply with the requirements of WIOA.

9. Confidentiality

The Grantee and the Local Board assure each will comply with the confidentiality requirements of Section 116(i)(3) of WIOA and Section 444 of the General Education Provisions Act (20 USC § 1232g).

10. Consultation

The Grantee and the Local Board assure that this local plan has been developed in consultation with local elected officials, the business community, the partnering local workforce development board assigned to the Local Board's planning region, labor organizations, and other local area workforce system partners.

11. Expending Funds

The Grantee and the Local Board assure that funds will be spent in accordance with the WIOA and the Wagner-Peyser Act and their respective rules and regulations, all written U.S. Department of Labor guidelines, and all other applicable Federal and state laws, rules, and regulations, and statutes, and all state policies.

12. Governor's Grant Procedures

The Grantee and the Local Board assure that all use of funds allocated to the Grantee and the Local Board will comply with the grant procedures prescribed by the Governor that are necessary to enter into grant agreements for the allocation and payment of funds under WIOA. The procedures and agreements will be provided by the Governor and will specify the requirements, terms, conditions, assurances and certifications and must include, but not be limited to, the following:

a. General Administrative Requirements:
b. Assurances and Certifications:
   i. Standard Form 424 B - Assurances - Non-Construction Programs.
   ii. 29 CFR Part 2 Subpart D - Equal Treatment in Department of Labor Programs for Religious Organizations.
   iii. 29 CFR Part 31 - Nondiscrimination in Federally Assisted Programs of the Department of Labor.
   iv. 29 CFR Part 32 - Nondiscrimination on the Basis of Handicap in Programs and Activities Receiving or Benefiting from Federal Financial Assistance.
   vi. 2 CFR Part 180 Subparts F, G and H - Suspension and Debarment Actions.

13. Grievances/Complaints

The Grantee and the Local Board assure that each will comply with Federal, state, and local policies and procedures for the handling of grievances and complaints from employees and WIOA Title IB (Adult, Dislocated Worker, and Youth) program participants.

14. Human Trafficking

The Grantee and the Local Board understand that the Grantor may terminate the grant award, without penalty, as a result of actions by the Grantee, the Local Board, Grantee's employees or subrecipients, or local area staff based on noncompliance with the Trafficking Victims Protection Act of 2009, as amended, and as implemented by 2 CFR Part 175.15(b).

15. In-demand Occupations or Industries

The Grantee and the Local Board assure that training provided for WIOA Title IB (Adult, Dislocated Worker, and Youth) program participants will be provided only for those occupations that are directly linked to an in-demand industry sector or occupation in the local area or the planning region, as those terms are defined in Sections 3(23), 3(32), and 3(48) of WIOA, or in another local area or planning region to which a WIOA Title IB (Adult, Dislocated Worker, and Youth) program participant is willing to relocate.

16. Licensing, Taxation, and Insurance

The Grantee and the Local Board assure that each will comply with all Federal, state, or local laws, rules, and regulations governing applicable licensing, taxation, and insurance requirements.

17. Nondiscrimination

The Grantee and the Local Board assure that each will comply with the nondiscrimination and equal opportunity provisions of Section 188 of WIOA, which prohibits discrimination:

   a. on the basis of race, color, or national origin under Title VI of the Civil Rights Act of 1964;
   b. on the basis of age under the Age Discrimination Act of 1975;
   c. on the basis of sex under Title IX of the Education Amendments of 1972; and
d. on the basis of disability under Section 504 of the Rehabilitation Act of 1973.

The Grantee and the Local Board further assure each will comply with the nondiscrimination and equal opportunity provisions of Section 184 of WIOA, which includes prohibitions against discrimination on the basis of any individual's participation in programs or activities funded or otherwise financially assisted under WIOA, and discrimination on the basis of citizenship status for certain noncitizens.

18. Patent Rights, Copyrights and Rights in Data

The Grantee and the Local Board assure that each understands that NDOL and the U.S. Department of Labor reserve a royalty-free, nonexclusive, and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use, for Federal government purposes:

a. the copyright in and to any work developed under a grant, subgrant, or contract under a grant of subgrant; and
b. any rights of copyright to which a grantee, subrecipient, or a contractor purchases ownership with grant support.

19. Regional Planning

The Local Board assures that it will participate in regional planning.

20. Reporting

The Grantee assures that it will submit complete, accurate, and timely reports as specified by the Governor.

21. Responsibility Matters

The Grantee and the Local Board assure that each will enforce standards and procedures to ensure against fraud and abuse, including standards and procedures against nepotism, conflicts of interest, lobbying, kickbacks, drug use, political patronage (Hatch Act) and provisions which govern debarment, suspension, and other responsibility matters.

22. Retention of Records

The Grantee and the Local Board assure that each will retain all financial and program records, books of account, and other documents related to the grant agreement for a period of three (3) years after grant closeout. The Grantee and the Local Board also assure that if, prior to the conclusion of the three (3) year retention period, any litigation or an audit has begun, the records, books of account and documents relating to the grant agreement must be maintained until the litigation is complete and audit findings are resolved.

23. Salary and Bonus Limitations

The Grantee and the Local Board assure that funds appropriated under WIOA or prior legislation under the heading "Employment and Training Administration" that are available for expenditure on or after June 15, 2006 will not be used by a recipient or subrecipient of such funds to pay the salary and/or bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of the annual rate of basic pay prescribed for level II of the Executive Schedule (WIOA Sec.
194(15)(A)), except as provided under WIOA Sec. 194(15)(B) which states that the limitation must not apply to vendors providing goods and services as defined in 2 CFR Part 200 Subpart B.

24. Sole-source Procurement

The Grantee and the Local Board assure that, if the one-stop operator for the local area is procured on a sole-source basis, the Grantee and the Local Board have prepared and will maintain documentation concerning the entire process of making the selection.

25. Special Clauses/Provisions

The Grantee and the Local Board assure that each understands that other special assurances or provisions may be required under Federal law or policy, including specific appropriations legislation, WIOA, or subsequent Executive or Congressional mandates.

26. State Energy Conservation Plan

The Grantee and the Local Board assure that each recognizes mandatory standards and policies relating to energy efficiency, which are contained in the State Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act of 1975. The Grantee and the Local Board each agree to comply with all applicable standards, orders, or requirements issued under § 306 of the Energy Policy and Conservation Act, § 508 of the Clean Water Act, Executive Order 11738, and the Environmental Protection Agency regulations pertaining to contracts, subcontracts, and subgrants in excess of $100,000 (40 CFR Part 15).

27. Sunshine Provision

The Local Board assures that the public, including individuals with disabilities, has and will have access to minutes of its meetings.

28. Union Organizing

The Grantee and the Local Board assure that no funds received under WIOA will be used to assist, promote, or deter union organizing.

29. Veterans

The Grantee and the Local Board assure that use of funds received under WIOA will comply with the Veterans' priority provisions established in the Jobs for Veterans Act.

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