



TO: Roger Breed, Ed.D.
Commissioner of Education

FROM: Sharon Katt, Vicki Bauer

SUBJECT: Agreement between DOL and NDE for acceptance of WIA Incentive Funds

Proposed Board Action:

Overview of a proposed funding agreement between Nebraska Workforce Development, Department of Labor (NWD-DOL) and the Nebraska Department of Education to receive federal Workforce Investment Act (WIA) Incentive Grant Funds.

Background Information:

The agreement is between the Nebraska Department of Education and the Nebraska Department of Labor. Nebraska's NDE Adult Education and DOL Workforce Development programs both met their negotiated performance measures for the 2008-2009 program year. As a result, Nebraska is one of ten states to receive WIA Incentive Funds; Nebraska received \$784,251.00. Adult Education proposes to use \$197,840.00 to implement virtual education/distance education for Adult Education learners. Both a GED prep and ESL distance education component will be piloted in up to six programs this summer and we anticipate full implementation of the two components by July 1, 2012. In addition, distance education will be available in Workforce Development Career Centers where Adult Education classes are held. The agreement outlines the services to be provided, a time line for the project, and payment guidelines.

Estimated Cost:

\$197,840.00 from the Nebraska Department of Labor to NDE; no cost to NDE.

Supporting Documentation Included:

Copy of agreement between the two agencies.

For Additional Information on this item:

Vicki Bauer vicki.l.bauer@nebraska.gov 402-471-4807
Sharon Katt sharon.katt@nebraska.gov 402-471-2405

AGREEMENT
Between
NEBRASKA DEPARTMENT OF LABOR
And
NEBRASKA DEPARTMENT OF EDUCATION

.....
Virtual Education Media for ABE & Youth Participants

THIS AGREEMENT is entered into on May 5, 2011 between the Nebraska Department of Labor (NDOL), 550 South 16th Street, Lincoln, Nebraska 68508, and the Nebraska Department of Education (NDE), 301 Centennial Mall, South, 6th Floor, Lincoln, NE 68508.

WHEREAS, based on an initiative from the US Department of Education and the need to best serve the state's adult students and Workforce Investment Act (WIA) participants, it is essential for NDE Adult Basic Education (ABE) and WIA programs to work cooperatively to develop a distance-learning component for said participants; and

WHEREAS, NDOL has applied for and received a \$784,251.00 WIA Title I(B) Incentive Grant based on Program Year 2008 performance (Grant Agreement #PI-20591-10-55-A-31) (CFDA No. 17.267) (PMS Document #PI205917H1) (see *Attachments #1-#2*); and

WHEREAS, the NDOL has agreed to provide \$197,840.00 of said grant to NDE to develop a virtual education media tool for Adult Education & Family Literacy Act (AEFLA) and WIA participants to be used in a group setting or individually to assist in the facilitation of consistent, quality learning that will positively impact participant performance.

NOW, THEREFORE, IT IS AGREED:

I - Services To Be Provided

- A. The product to be developed pursuant to this Agreement, the working papers, all results, and the information obtained, provided or utilized in creating the product shall remain the exclusive property of the NDOL and NDE and shall not be released or utilized for any other purposes without the specific written consent of the parties, unless release is required by public records law.
- B. NDE shall issue a Request For Proposal (RFP) to all Nebraska Adult Basic Education (ABE) providers. Proposals shall be submitted to and evaluated by NDE's ABE staff. Local ABE applicants will be notified within 30 days of submission deadline of the approval or disapproval of the proposal. Funds available from the WIA Title V Incentive Grant PY2008 (Grant agreement #PI-20591-10-55-A-31) (CFDA No. 17.267) shall be awarded to eligible providers on a competitive basis to incorporate distance education into their respective programs.
- C. A description of the virtual education media project is set forth in *Attachment #3*, the Application which was submitted for this grant.
- D. NDE shall submit quarterly narrative updates to the NDOL which are sufficient for federal reporting requirements. Said updates shall be received on August 1, 2011, November 1, 2011 and February 1, 2012.

II - Funding / Payment

- A. NDOL agrees to pay to NDE a total sum of One Hundred Ninety-Seven Thousand Eight Hundred and Forty Dollars (\$197,840.00) for this project. The budget for this project is set forth in Attachment #4.
- B. Total expenditures under this Agreement will not exceed One Hundred Ninety-Seven Thousand Eight Hundred and Forty Dollars (\$197,840.00).
- C. Funding for this Agreement has been made available solely through WIA Title I(B) Incentive Grant funds (Grant Agreement #PI-20591-10-55-A-31) (CFDA No. 17.267) (PMS Document #PI205917H1).
- D. Beginning in August 2011, NDE shall submit quarterly invoices to NDOL within 30 days following the end of each quarter for the duration of this Agreement. Said invoices shall set forth all costs incurred, with receipts attached. NDOL's Authorized Representative shall review and approve each quarterly itemized invoice prior to submission for payment.
- E. NDE shall submit a final report of its expenses under this Agreement to the NDOL by June 30, 2012.
- F. NDOL will file its final report of expenses under this Agreement to the US Department of Labor by August 15, 2012.
- G. All expenses under this Agreement shall be incurred prior to April 30, 2012.
- H. It is understood between the parties that NDE's performance must be done to the satisfaction of NDOL and that no payment shall become due and owing until such time as the NDOL has verified, reviewed, approved, and accepted NDE's services.
- I. Due to possible future reductions in state and/or federal appropriations, NDOL cannot guarantee the continued availability of funding for this Agreement notwithstanding the consideration stated above. In the event funds to finance this Agreement become unavailable either in full or in part due to such reductions in appropriations, the NDOL may terminate this Agreement or reduce the consideration upon notice in writing to NDE. Said notice shall be delivered by certified mail, return receipt requested, or in person with proof of delivery. The NDOL shall be the final authority as to the availability of funds. The effective date of such termination of agreement or reduction in consideration shall be specified in the notice as the date of service of said notice or the actual effective date of the state and/or federal funding reduction, whichever is later. Reductions shall not apply to payments made for services satisfactorily completed prior to said effective date. In the event of a reduction in consideration, NDE may cancel this Agreement as of the effective date of the proposed reduction upon the provision of advance written notice to the NDOL.

III - E-Verify Statement

NDE is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. For purposes of this Agreement, federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant

Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

IV - Restriction On Use Of Funds

- A. No funds hereunder shall be used for any partisan activity or to further the election or defeat of any candidate for public office; nor shall they be used to provide services to or the employment or assignment of personnel in a manner supporting or resulting in the identification of programs/projects conducted or operated pursuant to this Agreement with:
1. Any partisan or nonpartisan political activity or any other political activity associated with a candidate, or contending faction or group, in a public election or party office; or
 2. Any activity to provide voters with transportation to polls or similar assistance in connection with an election; or
 3. Any voter registration activity.
- B. NDE assures that no federal appropriated funds have been paid or will be paid on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any member of congress, an officer or employee of congress or an employee of a member of congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of an agency, a member of congress, an officer or employee of congress, or an employee of a member of congress in connection with this federal contract, grant, loan, or cooperative agreement, NDE shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying in accordance with its instructions. NDE shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans and cooperative agreements and that all sub-recipients shall certify and disclose accordingly).
- C. Due to possible future reductions in state and/or federal appropriations, the NDOL cannot guarantee the continued availability of funding for this Agreement notwithstanding the consideration stated above. In the event funds to finance this Agreement become unavailable either in full or in part due to such reductions in appropriations, the NDOL may terminate this Agreement or reduce the consideration upon notice in writing to NDE. Said notice shall be delivered by certified mail, return receipt requested, or in person with proof of delivery. The NDOL shall be the final authority as to the availability of funds. The effective date of such termination of agreement or reduction in consideration shall be specified in the notice as the date of service of said notice or the actual effective date of the state and/or federal funding reduction, whichever is later. Reductions shall not apply to payments made for services satisfactorily completed prior to said effective date. In the event of a reduction in consideration, NDE may cancel this Agreement as of the effective date of the proposed reduction upon the provision of advance written notice to the NDOL.

V - Grant Proceeds

Any violation in the terms of this Agreement by NDE may result in loss of any future payments hereunder and may require repayment for any and all amounts already received.

VI - Term Of Agreement

- A. The term of this Agreement shall be from May 5, 2011 through April 30, 2012.
- B. This Agreement may be amended or extended upon written agreement of the parties.
- C. This Agreement shall terminate upon the occurrence of any or all of the following:
 - 1. Exhaustion of designated fund.
 - 2. Upon thirty days' written notice by either party to the other.
 - 3. Should this Agreement be declared void or unenforceable by final order of a court of competent jurisdiction.
 - 4. Expiration of the term of the Agreement.
 - 5. In the event of a default or violation of the terms of this Agreement by NDE or failure to use the funds for only those purposes set forth herein, or failure by NDE to make sufficient progress so as to endanger performance, the NDOL may:
 - a. Suspension: After ten days' notice to NDE, suspend the Agreement and prohibit NDE from incurring additional obligations of funds, pending corrective action by NDE or a decision to terminate.
 - b. Termination: Terminate the Agreement in whole or in part at any time before the date of completion whenever it is determined that NDE has failed to comply with the terms and conditions of the Agreement. The NDOL shall promptly notify NDE in writing of the determination and the reasons for the termination, together with the effective date. Payments made to NDE or recoveries by the NDOL under terminated for cause shall be in accord with the legal rights and liabilities of the parties. Payments and recoveries may include, but are not limited to, payments allowed for costs determined to be in compliance with the terms of this Agreement up to the date of termination. NDE shall return to the NDOL all unencumbered funds. Further, any costs previously paid by the NDOL which are subsequently determined to be unallowable through audit and closeout procedure may be recovered.

VII - Strict Compliance

All provisions of this Agreement and each and every document that shall be attached shall be strictly complied with as written, and no substitutions or changes shall be made except upon written direction from an authorized representative.

VIII - Assignability

NDE shall not assign, transfer, or convey any right, title, or interest to the proceeds of this Agreement.

IX - EEO / ADA / Drug Free Workplace Provisions

NDE acknowledges that this Agreement must be operated in compliance with civil rights laws and statutes, and any implementing regulations, and warrants and assures that:

- A. NDE complies, as applicable to it, with Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1975, the Americans with Disabilities Act of 1990, the Nebraska Fair Employment Practice Act, and the Workforce Investment Act of 1998 (29 CFR 37).
- B. No person shall be discriminated against by NDE on the basis of race, color, religion, sex, national origin, age, political affiliation or belief, or status as a qualified person with a disability.
- C. No person or beneficiary will be discriminated against by NDE on the basis of his/her citizenship/status as a lawfully-admitted immigrant authorized to work in the United States, or to participate in any WIA Title I financially-assisted program or activity.
- D. No person shall be excluded from participation in, denied benefits of, or otherwise be subjected to discrimination under any program or activity by NDE for which he/she receives federal financial assistance.
- E. State Energy Conservation Plan. NDE 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 (PL 94-163). NDE agrees to compliance with all applicable standards, orders, or requirements issued under §306 of the Clean Air Act [42 USC 1857(h)], §508 of the Clean Water Act (33 USC 1368), Executive Order 11738, and Environmental Protection Agency regulations pertaining to contracts, sub-contracts, and sub-grants in excess of \$100,000 (40 CFR 15).
- F. NDE shall comply with all provisions contained in the State Of Nebraska Drug Free Workplace Policy.

X - Merger

This Agreement shall not be merged into any other oral or written agreement, contract, or instrument.

XI - Conflict Of Interest

No officer, employee, or agent of the NDOL who has or will participate in the selection, the award, or the administration of this program may obtain a personal or financial interest or benefit from the activity or have an interest in any contract, subcontract, or agreement with respect thereto, or the proceeds thereunder either for themselves or those with whom they have family or business ties, during their tenure or for one year thereafter. It is further required that this stipulation be included in all subcontracts to the

Agreement. Upon written request, exceptions may be granted upon a case-by-case basis. These exceptions can only be granted by the NDOL.

XII - Entire Agreement

This Agreement contains the entire agreement of the parties. No representations were made or relied upon by either party other than those that are expressly set forth herein.

XIII - Records And Accounts

- A. Access to Records. NDE shall maintain and shall permit the NDOL and its federal partners access to its personnel for purposes of interviews and discussions related to such records, to inspect and copy portions of its books, files, records, purchase orders, invoices, vouchers, payroll records, accounts, or other primary source documents and data compilations as is deemed necessary by NDOL to determine whether NDE is properly performing hereunder, complying with all terms, conditions, and provisions herein, and that the funds are being utilized, expended appropriately, and in accordance with this Agreement. It is understood and agreed that all such records shall be maintained locally and will be made available for inspection and copying during normal business hours upon ten days' written notice.
- B. Patent Rights, Copyrights and Rights in Data. NDE understands that, pursuant to 29 CFR 97.34, the NDOL and US 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 any work developed under a grant, sub-grant, or contract under a grant or sub-grant; and (b) any rights of copyright to which a grantee, sub-grantee or a contractor purchases ownership with grant support.
- C. All records referenced in this Agreement and all records pertaining to the activities to occur under this Agreement shall be retained for a period of four years from the termination of this Agreement or until all litigation, claims or audit findings involving the records or this Agreement have been finally resolved, whichever is later.

XIV - Applicable Law

Parties to this Agreement shall conform to all existing and applicable city and county ordinances, resolutions, state laws, federal laws, and all existing and applicable rules and regulations. Nebraska law will govern the terms and performance under this Agreement.

XV - Authorized Representatives

The parties hereto expressly agree that for the purposes of notice, during the term of this Agreement, and for any period applicable to the terms expressed herein, designate the following named individuals to be authorized representatives of the parties:

NDOL:

Rebecca Schademann
550 South 16th Street
Lincoln, NE 68508

Telephone: (402) 471-1939
E-Mail: rebecca.schademann@nebraska.gov

NDE:

Vicki Bauer
301 Centennial Mall, South
Lincoln, NE 68508

Telephone: (402) 402-471-4807
E-Mail: vicki.l.bauer@nebraska.gov

XVI - Public Record Statement

This document is a public record.

XVII - Debarment, Suspension Or Declared Ineligible

NDE certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

XVIII - Staffing

- A. This Agreement does not create an employment relationship or establish other employment-related rights. The NDOL's management shall retain all supervisory responsibility over NDOL staff providing services required under this Agreement. Services provided shall be scheduled during regular work hours, be subject to the NDOL's availability, and shall, in no event, limit or restrict the NDOL's ability to provide other essential services. NDE will indemnify and hold harmless the NDOL for any injury NDE or NDE's employees suffer in the performance of this Agreement.
- B. Personnel of NDE are not and will not be considered employees of the NDOL, nor will they be under the supervision of the NDOL. NDE will provide proof of workers' compensation coverage for its employees. The NDOL has no obligation to provide any wages, benefits, insurance or other employment-related coverage for the employees, representatives, guests, or invitees of NDE. However, the NDOL does reserve the right to restrict access to its premises if a problem arises.

[signature page to follow]

XIX - Signatures

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, each duly authorized to do so, effective the day and year of the signature by the parties.

| | |
|------|---|
| Date | CATHERINE D. LANG, Commissioner Nebraska Department of Labor |
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| | |
|------|---|
| Date | ROGER BREED, Commissioner Nebraska Department of Education |
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REVIEWED AND APPROVED:

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| DEBBIE KAY WARD, Controller Nebraska Department of Labor | Date |
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| JOAN MODRELL, E&T Executive Director Nebraska Department of Labor | Date |
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| JOHN H. ALBIN, Agency Legal Counsel Nebraska Department of Labor | Date |
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| SHARON KATT, Team Administrator Adult Program Services Nebraska Department of Education | Date |
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Grant Modification / Notice of Obligation

U.S. DEPARTMENT OF LABOR / EMPLOYMENT AND TRAINING ADMINISTRATION

| | | | | |
|---|-------------------|---|---------------------------|--|
| GRANT MODIFICATION | | No. 0 | PROJECT: WIA Incentive | |
| GRANT NUMBER: PI-20591-10-55-A-31 | EIN: 470491233 | EFFECTIVE DATE: 06/30/2010 | PAGE 1 | |
| GRANTEE: NE DEPARTMENT OF LABOR 550 SOUTH 16TH STREET LINCOLN, NEBRASKA 68509-4600 | | ISSUED BY U.S. DEPARTMENT OF LABOR / ETA DIVISION OF FEDERAL ASSISTANCE 200 CONSTITUTION AVENUE NW - ROOM N-4716 WASHINGTON, DC 20210 | | |

Action:

Grant funding obligation action per referenced WIA Title V Grant Agreement, Clause 6 and approved State Plan. The approved Grant Period is June 30, 2010 through June 30, 2012.

| YEAR / CFDA PROGRAM ACCOUNT ID | CURRENT LEVEL | Mod 0 MODIFICATION | NEW LEVEL | PMS DOC # |
|--|------------------|-----------------------|--------------|------------|
| PY 09 / 17.267 WIA INCENTIVE GRANTS - REIMB 10-1630-2010-0501740910AR201001740901105IG0001041CAOWI00AOWI00-A90200- 410023-ETA-DEFAULT TASK- | \$0.00 | \$784,251.00 | \$784,251.00 | PI205917H1 |
| TOTAL FUND AVAILABILITY | \$0.00 | \$784,251.00 | \$784,251.00 | |

Except as modified, all terms and conditions of said grant /agreement remain unchanged and in full effect.

Approved by



Date Signed

06/30/2010

THOMAS C MARTIN

Grant Officer

ATTACHMENT #1

PY 2008 WIA 503 Incentive Awards State Application Summaries

Because Perkins III performance is no longer being collected, it was determined that states that exceeded their WIA Title I and Title II (AEFLA) performance goals can receive PY008 awards. PY09 funds are used to make these grant awards.

Colorado

Contact: Kathryn Otten
Colorado Department of Labor and Employment (CDLE)
633 17th Street, Suite 700
Denver, CO 80202
Phone: 303-318-8846
E-Mail: Kathryn.otten@state.co.us

Award Amount: \$870,920

Proposed Activities

The Colorado Department of Education proposes utilizing incentive grant funds to increase postsecondary and workforce readiness for students outside of the educational mainstream. This will be accomplished by supporting three tiers of services: 1) Dropout Intervention Services, to include postsecondary transition planning, 2) Dropout Outreach and Recovery Services with a focus on student engagement and school completion; and, 3) Universal Support Services to include resources and referrals for students and families and technical assistance and training for community service providers and school personnel. The approach is based on enhancing and expanding best practices and effective strategies while working collaboratively with partner programs to ensure optimal use of resources.

Key partners in this effort include school districts, current AEFLA funded sites, community colleges, workforce centers, non-profit organizations and community members. The program will be implemented over two years and will be sustained through the increase in the capacity of school districts and AEFLA sites to access state grants and per pupil revenue funding.

Connecticut

Contact: Mr. Mark Stankiewicz
Connecticut Department of Labor
200 Folly Brook Boulevard
Wethersfield, CT 06109
Phone: 860-260-6798
E-Mail: Mark.Stankiewicz@ct.gov

ATTACHMENT #2

Award Amount: \$844,169

Proposed Activities

The Connecticut Department of Education in conjunction with the Connecticut State University System, Connecticut Distance Learning Consortium, and the Department of Labor will utilize the incentive grant award for the Developing Tomorrow's Professionals program (DTP). The DTP is designed to create, improve and sustain a student approach to learning, college matriculation and career potentialities.

Furthermore, the DTP is a carefully constructed program of training, assessment and support services designed to address the needs of young men of color (Black and Latino), providing year-round overlapping mentoring, academic skill set training, university linkage, and technology training as it relates to academic performance and assessment. With the single parent domestic setting increasing annually, especially in Connecticut's urban cities and towns, we must embrace the consequences of those environments and how they impact the growth and development of our urban youth.

All activities will be crafted to reflect and develop a professional demeanor and an improved academic achievement level for each student, leading to matriculation to a four year college.

Iowa

Contact: Lori Adams
Iowa Workforce Development
1000 E. Grand Avenue
Des Moines, IA 50319
Phone: 515-281-9322

Award Amount: \$806,297

Proposed Activities

Iowa's plan focuses on integrating adult literacy skills and workplace skills within the context of Iowa's Adult Literacy program model. The expectation is that by integrating basic skill training with employment skill training and opportunities, Iowa's adult literacy participants will be better prepared for work or to seek post secondary education and build their capacity to meet the labor market demands of the 21st century.

Iowa plans to provide these services through The Reengagement Center and hopes to serve 800 clients between July 1, 2010, and June 30, 2011. The central Iowa Reengagement Center opened in August, 2009 and targeted Central Iowa high school drop-outs ages 16 and up. This Reengagement Center is in a welcoming, non-traditional setting in a very accessible location in Des Moines. Reengagement staff members have

significant experience working in education and human services with clients having multiple barriers to achieving educational success through traditional paths. By June 30, 2011, the center projects to have at least 110 of the 800 clients complete their GED credential, along with 80 clients who have completed at least one of the required five GED tests.

Funding comes from the United Way and Central Iowa Works in addition to the WIA incentive grant.

Illinois

Contact: Ray Parrack
 Department of Commerce and Economic Opportunity
 620 East Adams
 Springfield, IL 62701
 Phone: 217-558-2420

Award Amount: \$1,238,005

Proposed Activities:

The incentive award will enable Illinois to continue to align state, regional and local linkages between economic development, workforce development, and education. Our goals are to provide a trained, reliable pipeline of job seekers in critical skill shortage occupations that pay high wages and to explore new approaches for targeted populations, including those with literacy and language barriers, non-traditional populations formerly incarcerated individuals, disadvantaged adults and youth, and people with disabilities.

The state will build from the use of incentive funds from the previous years. This planned use of funds will be:

- Innovative- Illinois will use these funds to go beyond those state activities that Illinois now conducts with regular federal and state funds by promoting new sector/career cluster models and regional pipeline solutions. Illinois also will explore new approaches to using data to improve workforce pipeline performance.
- Comprehensive and Coordinated –Illinois will use these funds to develop and implement new models and solutions that integrate and coordinate how ICCB, ISBE, and DCEO and other state and local partners use their funds to build comprehensive pipeline solutions in key career cluster areas.
- Targeted to System Performance—Illinois will develop, pilot-test and evaluate the implementation of these new sector/cluster program models and pipeline solutions with the dual objectives of improving the performance of state systems of employment, training and education linking to critical career clusters representing “high-growth industries” including those with significant

concentrations of “green occupations” and improving performance by expanding access to targeted populations. These efforts will focus on those areas that will have the most impact on system performance.

Kentucky

Contact: Beth Brinly
 Education and Workforce Development Cabinet
 500 Mero Street
 Frankfurt, Kentucky 40601
 E-Mail: Beth.Brinly@ky.gov
 Phone: 502-564-0372

Award Amount: \$964,785

Proposed Activities

Kentucky has planned to use their incentive funds (1) to strengthen the career counseling and transition services for customers in the adult education and secondary vocational technical programs to postsecondary options and the workforce development system; and (2) Increase the outreach and awareness of Kentucky’s workforce development system and its partners during this economic downturn. These initiatives meet the grant criteria for projects which are innovative, comprehensive and coordinated, and targeted to improving system performance.

Both projects will be coordinated with other programs and projects funded through ARRA stimulus dollars:

- Career counseling and transition services will support enhanced individual employment plans in high growth occupations that will be issued to tap training resources made available through ARRA.
- A communications and outreach strategy will ensure that low-skilled youth, adults and dislocated workers in the Commonwealth are informed and can take advantage of training resources and services available via ARRA funding.

The projects selected will afford Kentucky the opportunity to use these funds for one-time, high-impact, statewide improvements to our workforce development system. Through the use of these funds, we anticipate that significant short-term actions will produce long-term benefits to our workforce development system.

Minnesota

Contact: Bonnie Elsey
 Minnesota Department of Employment and Economic Development

332 Minnesota Street, Suite E200
 St. Paul, MN 55101
 Phone: Bonnie.Elsey@state.mn.us
 E-Mail: 651-259-7563

Award Amount: \$881,593

Proposed Activities:

The proposed 2010 WIA incentive grant will address Minnesota WIA Tile I and II efforts by addressing two interrelated components that strengthen and build capacity for the Minnesota FastTRAC initiative. These two components are:

- Regional ABE – Workforce Partnership Projects – Ten Regional Transition Coordinators (RTC's) will develop ABE client service projects in required collaboration with their local WorkForce Centers to address three or more areas of need of unemployed and underemployed individuals.
- FastTRAC Support and Enhancement—Add to the pool of FastTRAC implementation grant funds for the FY2011 program year. This grant pool already has multiple contributors including ABE, DEED, MNSCU (projected), Greater Twin Cities United Way and possible others. Additionally, these funds will continue the FastTRAC efforts to align data system activities to track clients from ABE into and through the MnSCU system and between the ABE system and the Workforce Development System including co-enrolled ABE and WIA clients. These funds will be used to develop tracking methodologies and provide specific, adult-client focused direction to the Longitudinal Data System effort that is being proposed between MDE and MNSCU, with DEED involvement.

Missouri

Contact: Steve Coffman

Missouri Department of Elementary and Secondary Education
 205 Jefferson
 Jefferson City, MO 65101
 Phone: 573-522-5465
 E-Mail: Steve.coffman@dese.mo.us

Award Amount: \$988,456

Proposed Activities

The Department of Elementary and Secondary Education and Department of Economic Development identified incentive grant activities that are comprehensive, coordinated, and targeted at improving system performance. Additionally, the incentive funds will be

used for programs services, and activities that support education, workforce development and economic development.

The Department of Elementary and Secondary Education is continuing efforts toward the U.S. Department of Education Race to the Top reform initiative. With a year of intense planning, data-gathering and writing, nearly 350 Missouri school districts have declared their initial interest in participating in the challenge. The plan focuses on creating practical tools and policies that will strengthen Missouri's schools, which Includes:

- Creating a model curriculum, including all the curricular and instructional tools that districts, schools and teachers need;
- Providing professional development to support the model curriculum;
- Identifying best practices in instruction, turnaround strategies and closing achievement gaps;
- Developing state models for educator evaluation;
- Developing a Missouri-specific model for providing turnaround assistance for struggling districts and schools; and
- Developing a model for “braided” systems of support for children and families.
- Action steps include, but are not limited to:
- Developing approaches to public engagement, plan development and implementation;
- Establishing and sustain communication channels that encourage transparency and build ownership;
- Convening improvement teams to develop plan strategies;
- Developing benchmarks and dashboard to measure progress; and
- Convening communications teams for plan dissemination and deployment.

Nebraska

Contact: Joan Modrell, Director
Office of Employment & Training
Nebraska Department of Labor
550 South 16th Street, PO Box 4600
Lincoln, NE 68509-4600
Phone: 402.471.9948
Email: joan.modrell@nebraska.gov

Award Amount: \$784,251

Proposed Activities

Nebraska intends to implement distant learning capabilities to adult and youth participants with the federal incentive grant award based on PY 2008 performance. This project will compliment the major objectives set forth in the WIA 2010 Strategic Plan

Modification as well at the AEFLA and Perkins IV State Plans. In particular, the Governor has expressed four goals in the PY 2010 WIA Strategic Plan Modification which these projects support;

- *Maintain a dynamic, demand-driven workforce development system focusing on high-growth, high-demand industries within a regional development context;*
- *Increase the integration of services to employers and job seekers by multiple public and private partners;*
- *Recognize the need to meet the changing long and short-term needs of businesses and individuals with a coordinated, efficient, and less bureaucratic delivery system; and*
- *Provide the knowledge, skills, and resources for learning, earning, and living.*

The project outlined in this application will be highly collaborative in nature with Adult Basic Education programs and staff, WIA programs and One Stop Career Center staff and Perkins IV staff and secondary and post secondary schools. A project manager will be hired to coordinate the project with sponsoring state agencies and other partner organizations. The project manager will host joint planning sessions among the partners, formulate research design and implementation plans, and focus on improving the collaboration and integrated service design between partner programs to benefit service to clients.

New York

Contact: Karen A. Coleman
 Division of Employment and Workforce Solutions
 New York State Department of Labor
 State Office Building Campus
 Building #12, Room 450
 Albany, New York 12240
 Phone: 518-457-0380
 E-Mail: karen.coleman@dol.labor.ny.gov

Award Amount: \$1,405,909

Proposed Activities

To oversee last year's grant activities, a partnership was developed between SED and DOL. Partnership activities have and will continue to include: improving communication and coordination among developers and users of occupations and career information, helping to meet the occupational information needs of planners and managers of vocational education and job training programs and individual career making decisions, development of career education instructional materials for career educators and students, improvement of career information delivery systems, enhancement of web-based information on training and careers, dissemination of labor market information, training on career and education exploration resources, helping

students and adults make the best possible decisions about education, training and career development, helping learners identify their skills and interests, planning education and training pathways, providing guides and curricula that help teachers and counselors incorporate career development into a high-quality academic program, emphasizing the connection between academic work and future career options, and helping learners of all ages to focus on achievement.

Tennessee

Contact: Susan Cowden

Tennessee Department of Labor and Workforce Development
220 French Landing Drive, 4th Floor
Nashville, TN 37243
Phone: 615-741-3874
E-Mail: Susan.cowden@tn.gov

Award Amount: \$976,065

Proposed Activities:

The Tennessee Department of Labor and Workforce Development, Division of Workforce Development will utilize its Program Year 2008 incentive award to continue to position Tennessee as the leader in the development of workforce and education talent and expand upon innovative workforce programs, as well as foster emerging industries in the economic region.

The incentive funds will be distributed to Tennessee's WIA Title I agency (\$676,065), the AEFLA Title II agency (\$114,530) and the Perkins IV agency (\$184,470). The impact of the incentive funds will go beyond these three partners to encompass a layoff aversion project utilizing Dun and Bradstreet's Strategic Compass technology in partnership with the Tennessee Department of Economic and Community Development (ECD); as well as significant improvements to economic growth and employment opportunities in science and technology throughout the Tennessee Scholars Program. Incentive funds also will be used to support the Tennessee Department of Education (TDOE) and Career and Technical Education (CTE) initiatives with integration being the focus.

Application for WIA Section 503 Incentive Grants based on Program Year (PY) 2008 Performance

Authorized Use of Funds

The state may use its incentive grant award to carry out an innovative program consistent with the requirements of one or more of the programs within title IB of WIA, Adult Education Family Literacy Act (AEFLA) or the Perkins Act. Funds are intended to be used for activities that are:

- A. *Innovative* - Services and activities beyond those the state conducts with its regular funds from these programs, particularly activities that are authorized through more than one program;
- B. *Comprehensive and coordinated* - Combined activities and services that are authorized by different programs; and
- C. *Targeted to improve system performance* - Activities that serve needs and populations that are likely to result in improving state systems of employment, training, and education, including those linking to "green" occupations and high-growth industries.

Nebraska received \$784,251.00. To qualify for this incentive grant, a state must exceed its agreed upon performance levels for the preceding program year for Title I of WIA (Department of labor) and Title II of WIA (Adult Education). Incentive grants may be funded from contributions from WIA title I, Adult Education and Perkins. Adult Education is the sole contributor of incentive grant funds for this year.

i. Applicant and Contact

Nebraska Department of labor is the state agency that will receive and administer the funds and the contact person is Joan Modrell, Director, Office of Employment & Training phone number is 402.471.9948 and email address is joan.modrell@nebraska.gov.

ii. Nebraska's Planned Activities

Nebraska intends to implement distant learning capabilities to adult and youth participants with the federal incentive grant award based on PY 2008 performance. This project will compliment the major objectives set forth in the WIA 2010 Strategic Plan Modification as well as the AEFLA and Perkins IV State Plans. In particular, the Governor has expressed four goals in the PY 2010 WIA Strategic Plan Modification which these projects support;

- *Maintain a dynamic, demand-driven workforce development system focusing on high-growth, high-demand industries within a regional development context;*
- *Increase the integration of services to employers and job seekers by multiple public and private partners;*
- *Recognize the need to meet the changing long and short-term needs of businesses and individuals with a coordinated, efficient, and less bureaucratic delivery system; and*
- *Provide the knowledge, skills, and resources for learning, earning, and living.*

The project outlined in this application will be highly collaborative in nature with Adult Basic Education programs and staff, WIA programs and One Stop Career Center staff and Perkins IV staff and secondary and post secondary schools. A project manager will be hired to coordinate the project with sponsoring state agencies and other partner organizations. The project manager will host joint planning sessions among the partners, formulate research design and implementation plans, and focus on improving the collaboration and integrated service design between partner programs to benefit service to clients.

Project: Leverage distance education technology to have capability to deliver the virtual education media

Activity 1: Virtual learning modules for Adult Education learners and Adult and Youth WIA Participants

Based on an initiative from US Department of Education and the ability to best serve the varied needs of the state's adult students and WIA participants, it is essential for Adult Education and the WIA programs to develop a distance learning component for our students and participants. Distance education is an effective solution given the vast geographic area of our state and given the number of individuals who would like to reach their goal of earning a GED

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| ATTACHMENT #3 |
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diploma, increase basic literacy and/or employability skills, and/or learning the English language, but can't regularly attend traditional classes. Although pre-testing, initial teacher counseling, periodic class attendance, post-testing, and official GED testing must be done on-site, adult students can also learn and study through virtual venues according to their schedule - day or night.

Creating modules that can be delivered on line to adult and youth WIA participants will greatly improve access to basic skills and job readiness instruction. Providing educational services electronically creates the opportunity to host quality, consistent instruction whether in a group setting at a one stop career center or public library or to an individual at home on their own computer. Providing greater access and consistent, quality learning environments has great potential to positively impact performance for both the AEFLA and WIA programs.

This project will develop on-line learning modules for the Adult Basic Education and WIA programs. The content for these modules will focus on math, reading, writing, literacy/numeracy and career/job readiness. The modules will incorporate learning objects, podcasts, and video streaming to create a high quality, interactive learning experience for the student. These modules can be used in a group on-site setting or independently by the learner through a personal computer. In addition, GED preparation modules may be purchased through already existing sources. It is anticipated the project will create several pilot sites through the Career Centers and Community Colleges. The on-line learning modules may be delivered through already existing infrastructure like Nebraska's Independent High School, Nebraska Educational Television, etc.

This project falls under the authorization of WIA and AEFLA.

Activity 2: Professional Development Training Modules

This project will create on-line teacher effectiveness training modules that can be used by Adult Education instructors, one-stop center staff, career education certificate teachers, postsecondary instructors as well as K-12 career technical education teachers. The modules will be delivered in person for the initial training and through iTunes University for free 24-7 access to all potential users. The modules will emphasize current teaching techniques, use of technology, and use of on-line learning as well as instructional effectiveness topics.

Major topic areas may include:

- The Instructional Planning Process
- Use of Technology
- Knowledge of Students
- Integrating Academic and CTE
- Understanding WIA Literacy/Numeracy measure
- Designing Quality Assessments
- Using Assessment Data
- Use of Reflective Practice
- Using Problem/Project Based learning
- Using Cooperative learning
- Creating a Motivating, Personalized Learning Environment
- Dealing with Inappropriate Behavior
- Supporting Success
- Effective Classroom Management

This project falls under the authorization of AEFLA, WIA and Perkins IV.

Activity 3: Create Work Readiness Modules based on Career Readiness Standards

Using the new Career Readiness Standards developed by NDE as the basis, a series of instructional modules and supporting curriculum will be developed. The modules and curriculum could be used by Middle and Secondary Teachers, Adult Education Instructors, One Stop Career Center staff and others involved in developing work readiness skills in both youth and adults. Curriculum will be based on content standards that will create college and career ready students as well as for those individuals directly entering employment. Instructional materials will be age appropriate to adapt to the adult and youth learners as well as to the ESL learner. The virtual modules will incorporate learning objects, podcasts, and video streaming. These modules can be used in a group on-site setting or independently by the learner through a personal computer. Work will be done to tie the career transition piece to the work that has already been done with career development standards, *NebraskaCareerConnections.org* and career pathways, as well as to assure that the integral parts of collaboration are adult-appropriate.

Nebraska's High Skill, High Wage, and High Demand (H3) careers are essential to the continued expansion of Nebraska's economy and development of a trained workforce. Through cooperation between the Nebraska Department of labor, Department of Economic Development and Department of Education, a module will be developed to identify and promote Nebraska's H3 careers including those in the "green" industry. Materials will be developed for use by CTE, School Counselors, Adult Education, and career centers to promote H3 careers. This will also include a special H3 section on *NebraskaCareerConnections.org*.

The project will require an extensive search of existing curriculum to assist in the development of Nebraska's modules and curriculum. The modules will be developed and placed on iTunes University for ease of access. It is anticipated that pilot projects will be created in order to field test the modules.

This project falls under the authorization of WIA, AEFLA and Perkins IV.

iii. Improving Performance Levels

Nebraska is a large state geographically with 93 counties, 253 school districts, 17 adult education programs with 150 class sites, 6 community colleges, and 16 one stop career centers. All of the projects outlined above will better use technology through the building or enhancing of virtual learning environments for students and participants to access services all across the state and not just at designated locations. Likewise, technology will provide professional staff access to training modules and resources on an on-going, consistent basis at their convenience. Improved use of technology will undoubtedly increase the number of Nebraskans receiving literacy, GED and job search assistance which will result in more Nebraskans better prepared to enter employment.

iv. Consultation

This application was created in consultation with state staff representing AEFLA, WIA and Perkins IV, the Governor's Policy Research Office, the State Legislature and the Executive Committee of the Nebraska Workforce Investment Board.

Budget for Adult Education

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| GED-I Distance Education Program | Seating: <ul style="list-style-type: none"> • 250 seats (\$18,000.00) • additional 250 seats (\$18,000.00) | \$36,000.00 |
| Training | Webinar for ESL teachers for USA Learns: Initial computer training for pilot group (for both USA Learns and GED-I), including: <ul style="list-style-type: none"> • training stipends (\$900.00) • instructor (\$500.00) • mileage / hotel / meals (\$2,500.00) • materials (\$200.00) Costs before full implementation: <ul style="list-style-type: none"> • computer training for teachers @ 2 locations @ \$5,000.00/each (\$10,000.00) • training stipends (\$4,500.00) • training materials (\$2,500.00) GED-I (stipend for training): <ul style="list-style-type: none"> • 20 hours on-line training for 6 teachers x \$300.00/each (\$1,800.00) USA Learns (stipend for training): <ul style="list-style-type: none"> • 10 hours training for 6 teachers x \$15.00/hour (\$900.00) • training materials (\$100.00) AE Annual Conference in Kearney on October 2011: <ul style="list-style-type: none"> • travel and fees for 2 speakers from USA Learns and GED-I (\$6,000.00)* • 6 participants from pilot projects x \$100.00/each (\$600.00)* Computer Training for Career Center Staff | \$1,000.00 \$4,100.00 \$17,000.00 \$1,800.00 \$1,000.00 \$3,300.00 \$1,800.00 |
| Salaries | Pilot Project: <ul style="list-style-type: none"> • 12 teachers x 4 hours/week x 12 weeks x \$15.00/hour (\$8,640.00) | \$8,640.00 |
| Equipment | Laptop or Desktop Computers for Pilot Project: <ul style="list-style-type: none"> • 12 computers x \$1,000.00/each (\$12,000.00) Computers for all AE Programs for Full Implementation: <ul style="list-style-type: none"> • 100 computers x \$1,000.00/each (\$100,000.00) Miscellaneous Equipment: <ul style="list-style-type: none"> • sound cards, headphones, cords, surge protectors, software, laptop cases, etc. • 112 computers x \$100.00/each (\$11,200.00) | \$12,000.00 \$100,000.00 \$11,200.00 |
| TOTAL BUDGET | | \$197,840.00 |

* AE will pay one-half cost and Incentive Funds will pay one-half cost

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| BUDGET SUMMARY: | GED-I Distance Education Program | \$36,000.00 |
| | Training | \$30,000.00 |
| | Salaries | \$8,640.00 |
| | Equipment | \$123,200.00 |