

**Nebraska Statewide Workforce & Educational Reporting System (NSWERS)**  
**Executive Council Business Meeting Notification and Agenda**  
July 26, 2022 1:30 p.m.  
Varner Hall Boardroom, 3832 Holdrege Street, Lincoln, NE 68583

Publicized notice of the Executive Council meeting was given by posting the date, time, and location on the NSWERS.org website.

**1. CALL TO ORDER** – President Paul Turman called the meeting to order at 1:30 p.m.

**Roll Call**

Roll Call showed the following NSWERS members in **attendance**:

Chancellor Paul Turman, President  
President Ted Carter, Member  
President Paul Illich, Member

Roll Call showed the following NSWERS member **absent**:

Commissioner Matthew Blomstedt, Secretary/Treasurer

**Announcement of the placement of the Open Meetings Act information**

President Turman announced that information regarding the Open Meetings Act is posted on the wall in the Varner Hall Boardroom and is available on the NSWERS.org website.

**Additions or corrections to agenda**

No agenda items were removed, added or corrected.

Approval of the agenda as presented passed with a motion by President Paul Illich, second by President Ted Carter.

President Paul Illich	Yea
Commissioner Matthew Blomstedt	Absent
Chancellor Paul Turman	Yea
President Ted Carter	Yea

**1.1 PUBLIC COMMENT PERIOD**

No public comment.

**1.2 Approve Minutes of NSWERS business meeting, April 27, 2022**

Motion to approve the minutes of the April 27, 2022 NSWERS Executive Council Business meeting passed with a motion by President Ted Carter, second by President Paul Illich.

Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea

**1.3. PRESIDENT'S REPORT**

President Turman reported that since the last Council business meeting, discussion with Heath Mellow have been beneficial in acquiring information to form a strategy for appropriations for NSWERS budget. At this time, it is agreed to have NSWERS continue to move forward as we are the remainder of this fiscal year while continuing to recognize the broader appropriation opportunities once the final version of the POC is available. Discussions will continue with the Legislature on a regular basis to build support and the full Council will be kept apprised of same. Next year NSWERS will most likely have a deficit request before the Legislature.

President Turman stated that Interlocal Agreements are currently being brought before various Boards for approval throughout the summer and envisions this Council will see these by early September and can move forward.

**2. ITEMS FOR CONSENT AGENDA**

**3. ITEMS FOR DISCUSSION AND/OR ACTION**

**3.1 Discuss, consider, and take all necessary action regarding revisions to the budget for NSWERS Fiscal Year 2022-2023.**

Motion to approve revisions to the budget for NSWERS Fiscal Year 2022-2023 passed with a motion by President Carter, second by President Paul Illich.

**DISCUSSION:** Dr. Hastings informed the Council that the revisions proposed are for personnel adjustments, specifically increasing staff salaries by 3% and fine tuning the benefit packages for same. The proposed revisions actually decrease the total amount of the budget but thought it important for Council to review and re-approve.

Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea

- 3.2** Discuss, consider, and take all necessary action regarding the revisions to the NSWERS Bylaws to clarify the election and rotation of the Management Committee and Executive Council representative from the Nebraska Community Colleges.

Motion to discuss, consider and take all necessary action regarding the revisions to the NSWERS Bylaws to clarify the election and rotation of the Management Committee and Executive Council representative from the Nebraska Community Colleges passed with a motion by President Illich, second by President Ted Carter.

**DISCUSSION:** Dr. Hastings briefly outlined the new proposed language in Sections 2.1, 2.3, 2.7.2, basically stating that once the initial Nebraska Community College representative on the Executive Council has served two years, a Nebraska Community College representative who has been voted to be a member of the Management Committee by Presidents of participating Nebraska Community Colleges, would then roll over into the Executive Council serving two years on the Executive Council.

With that said, in Section 7.1 of the current NSWERS Bylaws, it states that any amendments to same may be adopted by the affirmative vote of the majority of the Executive Council at any regular or special meeting, provided that at least ten (10) days written notice is given of the intention to adopt new Bylaws or alter, amend or repeal the existing Bylaws at such meeting. Therefore, the enforcement of the 10-day written notice would begin today and there should be no action on it at this time.

President Turman concurred and the Executive Council unanimously agreed to table the motion or any action on this matter until the October Executive Council Business Meeting.

#### **4. EXECUTIVE DIRECTOR'S REPORT**

Dr. Matthew Hastings, Executive Director, NSWERS made a presentation on behalf of himself and the Management Team. (See attached PowerPoint.)

**Stakeholder Update.** Dr. Hastings reported that he has been working with the philanthropic community and has been able to reach an acceptable date of August 31 to submit a Common Annual Report for this community which will then form the basis for NSWERS annual report that is due to the Legislature, per LB 1130, on December 1.

**Advisory Committee Update.** Dr. Hastings stated that this Committee met for the first time in May. The Committee, after studying the data that NSWERS has collected, identified that data in the education space looks good regarding students data but data from the Nebraska workforce space shows a lot of unknowns. The recommendation of the Advisory Committee was to launch two work groups: Record Linking (addressing SSN and other linking solutions) and Workforce Data (acquiring job titles, SOC code and other key employee data). Dr. Hastings reported that the Nebraska Chamber of Commerce have been extremely accommodating the last three months in forming the two workgroups. And, because the Nebraska Chamber of Commerce is a part of this process, more participants are eager to be part of the workgroups, which has been outstanding.

The workgroups will begin meeting in August with a completion date of November 2022 and will

**Partnerships with External Entities.** Dr. Hastings reported that NSWERS has been contacted by private entities regarding the possibility of research partnerships. At this time, this is in the discussion phase and will be explored and discussed with the Management Committee and reported to the Executive Council as appropriate. NSWERS staff are also currently considering the prospect of packaging research/evaluation services for external entities and cost for same.

President Turman indicated that he has also been approached by a private entity for similar reasons and believe looking into the offering these services as a cost is within the realm of what NSWERS really wants to do.

President Ted Carter stated that the discussion should also explore, if NSWERS were to do this, would the entities pay a fee to just cover costs or should NSWERS make a profit from same. NSWERS would need to identify what type of data is sensitive and will not share so that down the road there would be no regrets on NSWERS part. President Carter emphasized not to get outside of scope of what NSWERS is.

President Paul Illich stated that currently their colleges work with the Nebraska Department of Administrative Services (DAS) in working with names of students who receive reduced tuition because parent(s) work for the State of Nebraska. Perhaps a conversation with DAS regarding their program and how sensitive information is managed would be beneficial.

Dr. Hastings suggested that after discussion of these topics with the Management Committee, he will report to the Executive Council at the next meeting as it is ultimately the Executive Council's decision to move forward or not.

**Staffing Update.** Dr. Hastings reported that a second group of NSWERS positions have now been posted, application review currently underway and hopefully to be fully staffed by the end of the year.

**Audit Services.** NSWERS received a waiver from the Nebraska State Auditor of Public Accounts last fiscal year as our organization expenditures were under \$500,000. This fiscal year (FY22) NSWERS has contracted with FORVIS who will work with NU Business & Finance to coordinate the annual public audit as required by state statute.

**Insights+ Web Portal.** Dr. Hastings reported that NSWERS has contracted with Don't Panic Labs, a software development firm in Lincoln, to create a secure web portal to be branded as "Insights+." This portal will serve as a secure location where NSWERS partners will make requests for data submissions, data requests, secure access to products and analytics. The contractor will begin work in September and the target date for completion is December 2022.

Dr. Hastings gave an updated overall progress towards NSWERS Strategic Plan 2021-2023. Overall Progress is at 52%, up 6% since April 2022; Goal 1 (Establish Data System) is at 69%; and, Goal 2 (Evaluate Efficacy) is at 36%.

President Turman thanked Dr. Hastings for his report and introduced David Hefley for his Data Collection Update presentation.

## 5. SPECIAL PRESENTATIONS AND DISCUSSIONS

### 5.1 Data Quality and Security of NSWERS Data System v1.0 - David Hefley

David Hefley, NSWERS Assistant Director, IT Application Development introduced himself and gave an update on the data collection. The system was opened for entities to begin data submission from 2012 – 2022 June 30. The matching process and aligning data have begun and as of July 26, 2022, the system has received 570,000 records with an exception rate of 0.03%, which is pretty remarkable. Basically, the data is submitted by PK-12, two-year postsecondary, four-year postsecondary and workforce entities. The NSWERS data system then validates, quality checks and de-identifies data and stores the data, which will then be used for research.

Mr. Hefley reported that the Successes to date are:

1. **Privacy Protection.** Top consideration in designing the system.
2. **Continuous Support.** Supporting our partners to ease the submissions of data; and,
3. **Continuous Improvement.** Offering a flexible system design.

Some **Challenges:**

1. **Data System Maturity.** Each system have unique challenges.
2. **Data Designed or Collected for Different Users.** Considerable effort to get everyone on the same technical page.
3. **Data Steward Perspectives.** Considerable effort aligning expectations and understandings.
4. **Confidentiality of Information.** Introduces both technical and policy challenges.
5. **Weakest Links.** Data quality issues compounded across systems.

Mr. Hefley stated that future work includes certification of data and generating a report for each system; finalize the pipeline from de-identified files into data warehouse; built out Insights+ portal and continue to identify and include additional data.

President Turman thanked Mr. Hefley for his presentation and introduced Dr. Hastings to make a presentation on the Insights+ Web Portal Project.

### 5.2 Overview of NSWERS Insights+ Web Portal Project – Dr. Matthew Hastings

Dr. Hastings reported that NSWERS is contracting with Don't Panic Labs to develop a web space for NSWERS business transactions to be processed in a secure environment similar to how one goes online to do their banking or obtain their medical information through a secured portal. All PII is kept confidential. As stated before, the target completion date for this is December 2022.

**6. COMMITTEE REPORTS (NONE)**

**7. CLOSED SESSION**

**7.1** Receive, review, and discuss legal advice from the organization’s attorney regarding the proposed CCC-NSERS data sharing agreement.

Motion to go into closed session passed with a motion by President Paul Illich, second by President Ted Carter.

Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
President Ted Carter	Yea
Chancellor Paul Turman	Yea

Went into closed session at 2:28 p.m.

Motion to come out of closed session passed with a motion by President Ted Carter, second by President Paul Illich.

President Paul Illich	Yea
President Ted Carter	Yea
Chancellor Paul Turman	Yea
Commissioner Matthew Blomstedt	Absent

Came out of closed session at 2:37 p.m.

Motion to return to regular meeting passed with a motion by President Ted Carter, second by President Paul Illich.

President Ted Carter	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea
Chancellor Paul Turman	Yea

Return to regular meeting 2:37 p.m.

**8. ADDITIONAL BUSINESS (NONE)**

**9. INFORMATION ITEMS AND REPORT**

**10.1** NSWERS Treasurer’s Report – Commissioner Matthew Blomstedt

Dr. Hastings reported in Commissioner Blomstedt’s absence. Dr. Hastings reports there was a carryover from last year and highlighted that as NSWERS grows, the expenses will increase, which is reflected in this report.

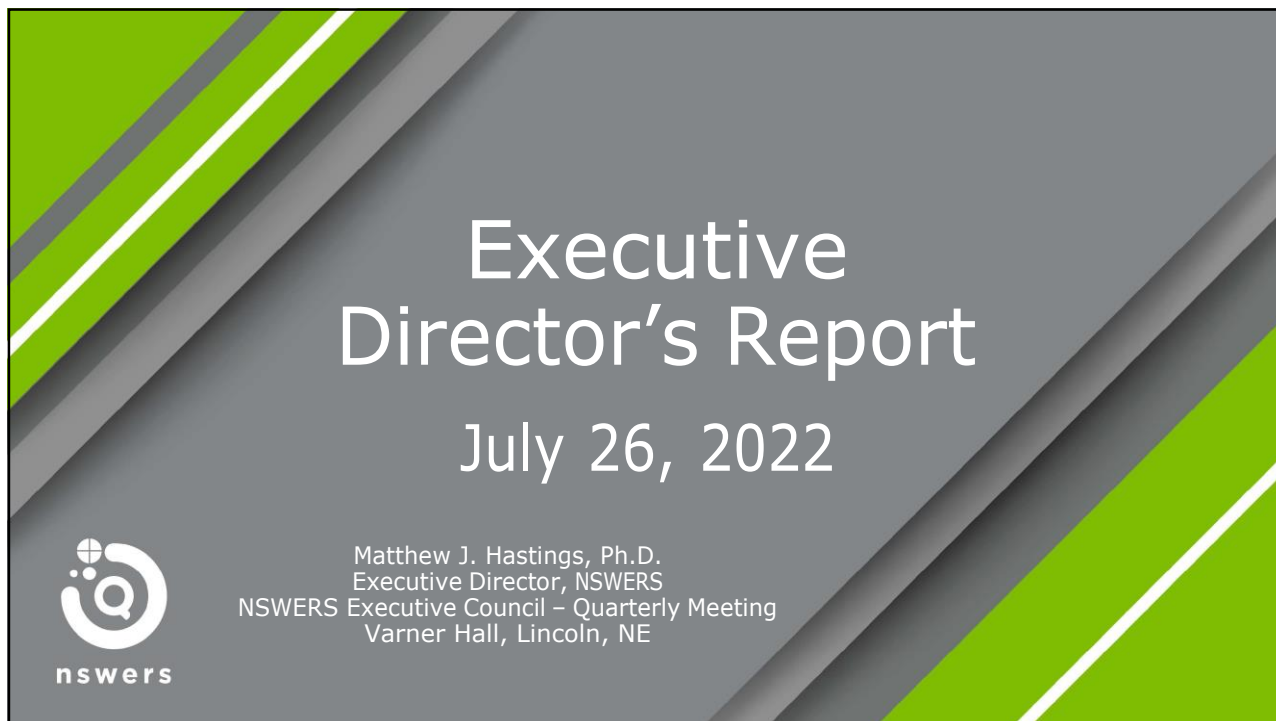
**10. ADJOURNMENT**

Motion to adjourn the NSWERS Executive Council Business Meeting passed with a motion from President Paul Illich, second by President Ted Carter.

Chancellor Paul Turman	Yea
President Ted Carter	Yea
Commissioner Matthew Blomstedt	Absent
President Paul Illich	Yea


President Turman adjourned the meeting at 2:40p.m.

At this time, a NSWERS Executive Council Meeting is scheduled to be held on October 26, 2022, at a time and place to be determined.



# Executive Director's Report

July 26, 2022




Matthew J. Hastings, Ph.D.  
Executive Director, NSWERS  
NSWERS Executive Council – Quarterly Meeting  
Varner Hall, Lincoln, NE

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## Stakeholder Update

- Common Annual Report to Philanthropic Community
  - Due annually on August 31st
  - Created in partnership with the NU Foundation
- Will form the basis of our annual report (December 1<sup>st</sup>) to the Nebraska Legislature as per LB 1130
- Planning to meet with supporting foundations later this fall for an update on NSWERS progress



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## Advisory Committee Update

- Recommendation at the Advisory Committee meeting of May 4<sup>th</sup> at Nebraska Innovation Campus
- Launching Two Workgroups:
  - Record Linking
    - Addressing SSN and other linking solutions
  - Workforce Data
    - Acquiring job title, SOC code, and other key employee data
- Kickoff in August at Nebraska Innovation Campus
  - Completion target - November 2022
- Professionally facilitated by Lincoln-based consultant
- In partnership with the Nebraska State Chamber of Commerce

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## Partnerships with External Entities

- Contacted by representatives from K-12 education and private business community
  - Discuss the possibility of research partnerships
- Interest in leveraging the NSWERS Data System to support program evaluation
  - Critically important for investment decision is workforce development programs
- NSWERS staff currently considering prospect of packaging research/evaluation services for external entities
  - Explore this further with the Management Committee

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## Staffing Update

- Second group of NSWERS positions now posted
  - Data Scientist (2 positions)
  - Partner Engagement Specialist
- Job postings available for review/sharing at <https://careers.nebraska.edu/>
- Application review currently underway
  - Interviews targeted for the coming weeks

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## Audit Services

- Working with NU Business & Finance to coordinate annual public audit
  - As required by state statute
- FY21 NSWERS received a waiver from the Nebraska State Auditor of Public Accounts
  - Organizational expenditures <\$500,000
- Contract with FORVIS for necessary FY22 audit services
  - Contract amount \$18,000

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## Insights+ Web Portal

- Contract with Don't Panic Labs
  - Software development firm located in Lincoln, NE
- Secure web portal to be branded as "Insights+"
- Will serve as the secure location where NSWERS partners will "conduct business" with NSWERS
  - Data submissions, data requests, secure access to products and analytics
- Development to kick off in September 2022
  - Target completion in December 2022

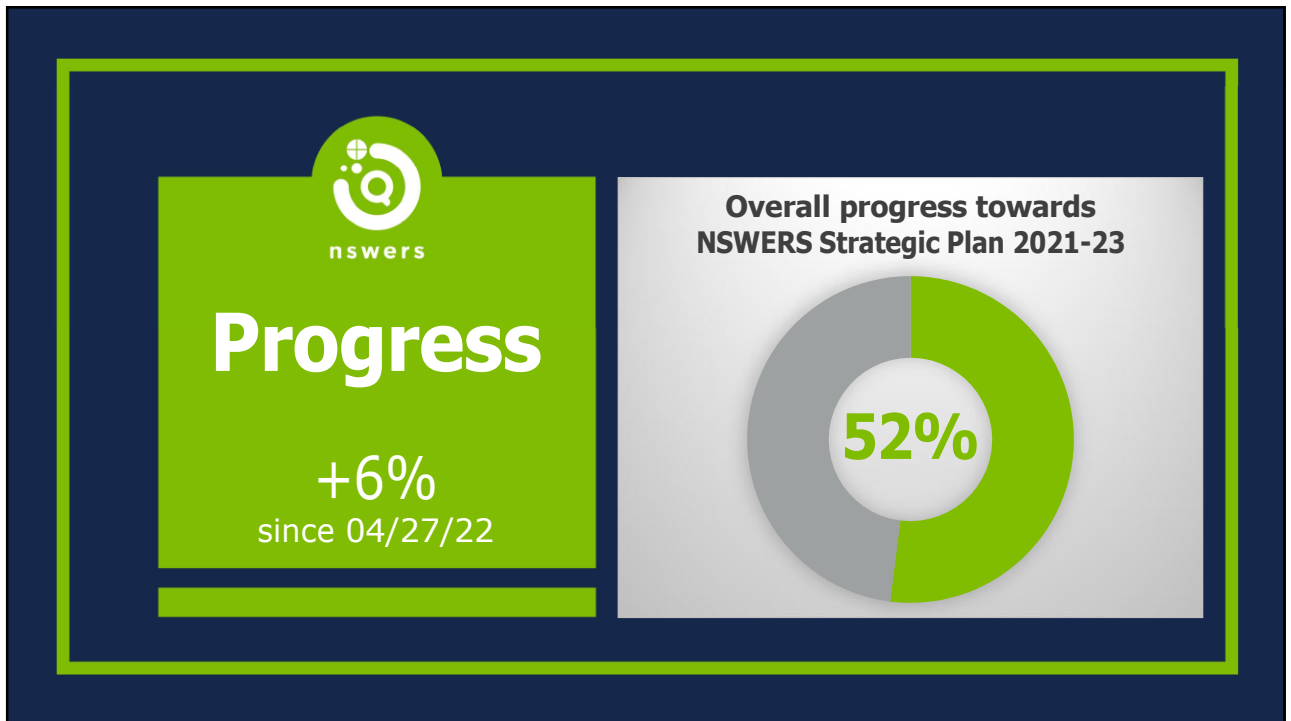
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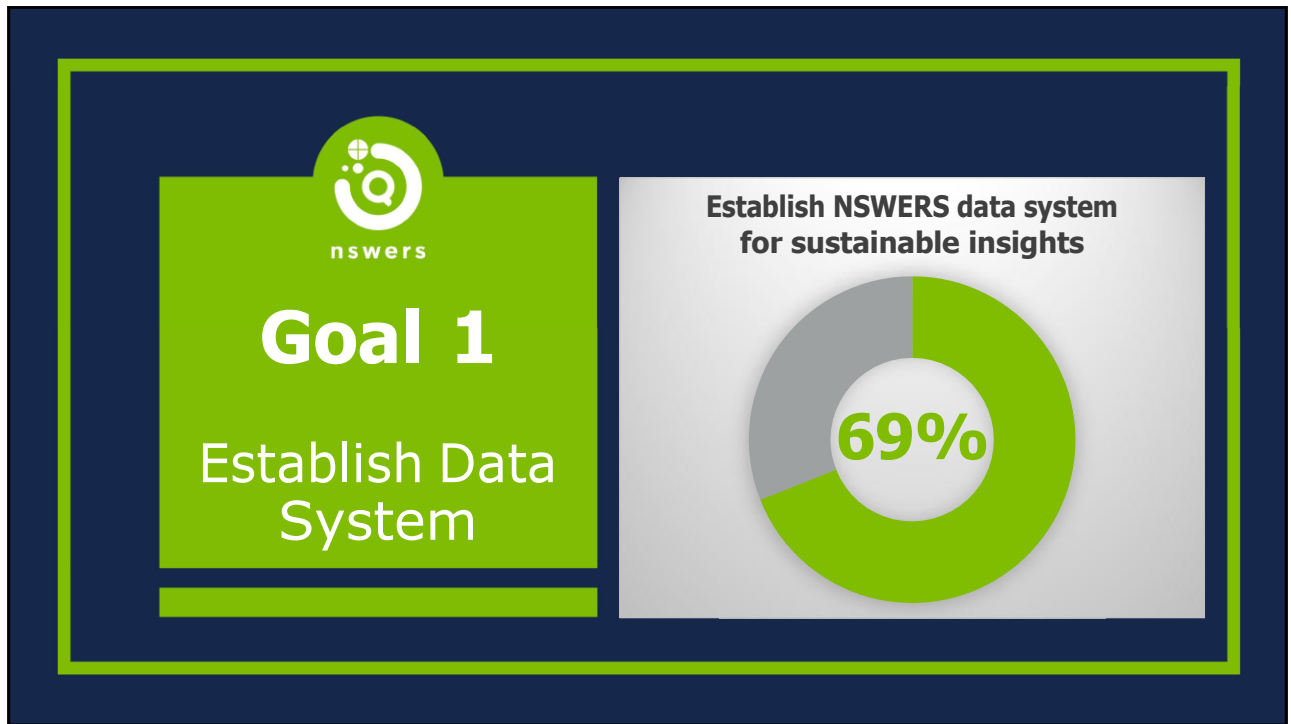
# Progress

[www.nswers.org/progress](http://www.nswers.org/progress)

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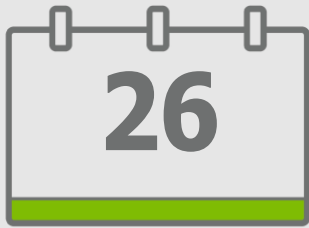
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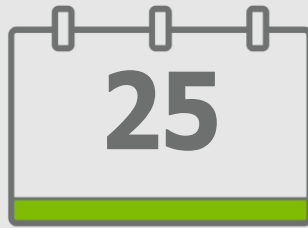
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## Upcoming Executive Council Meetings

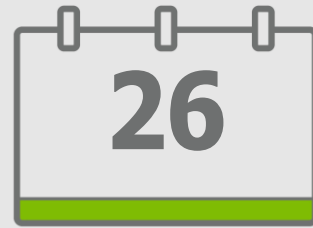
October  
2022



January  
2023



April  
2023



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# Thank You

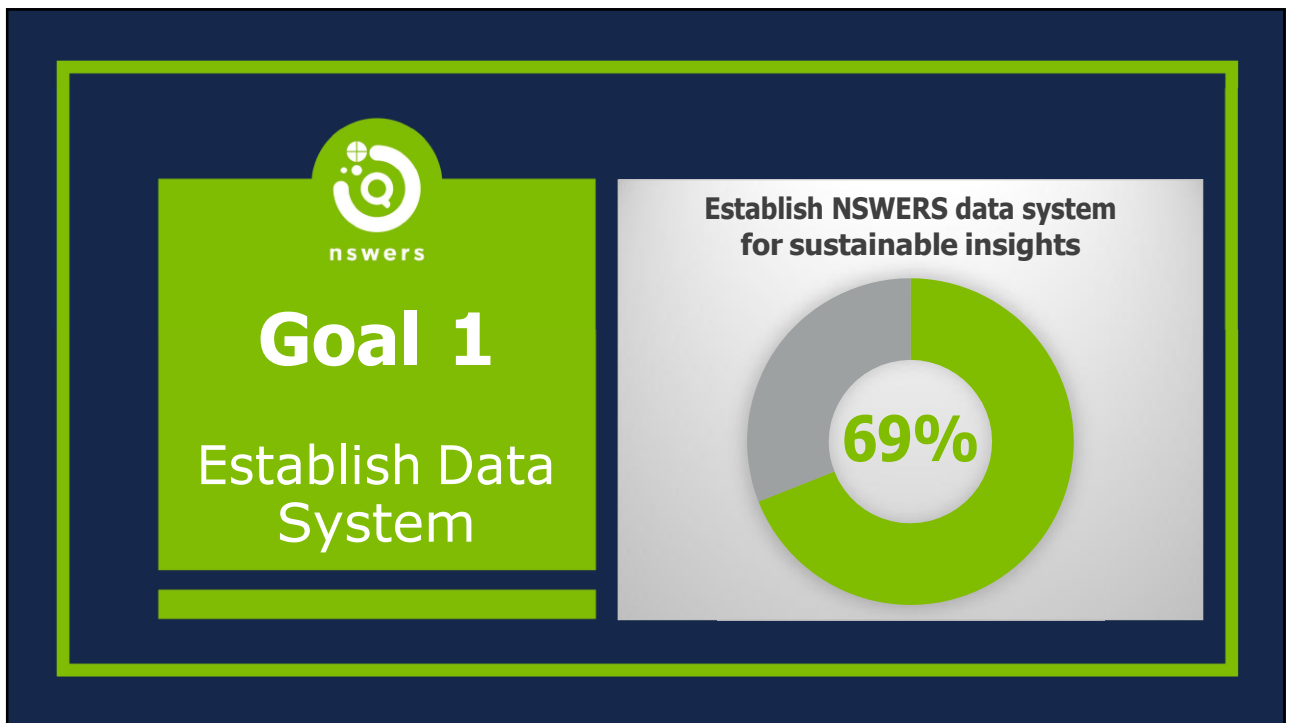
Next Executive Council Meeting:  
October 26, 2022



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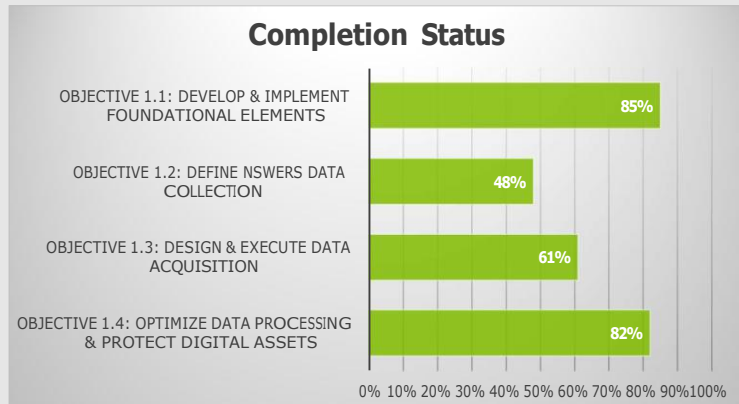


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# Goal 1

## Establish Data System

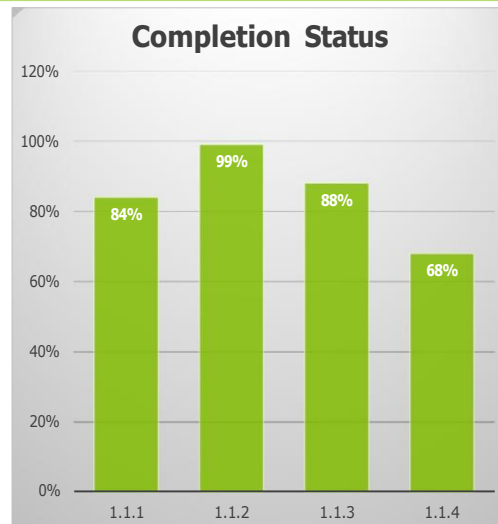
### Objectives



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### Objective 1.1 : Develop & Implement Foundational Elements

- Strategy 1.1.1  
**Define Organizational Strategies**
- Strategy 1.1.2  
**Establish Organizational Structures**
- Strategy 1.1.3  
**Create and Implement Organizational System**
- Strategy 1.1.4  
**Acquire & Maintain Organizational Skills**

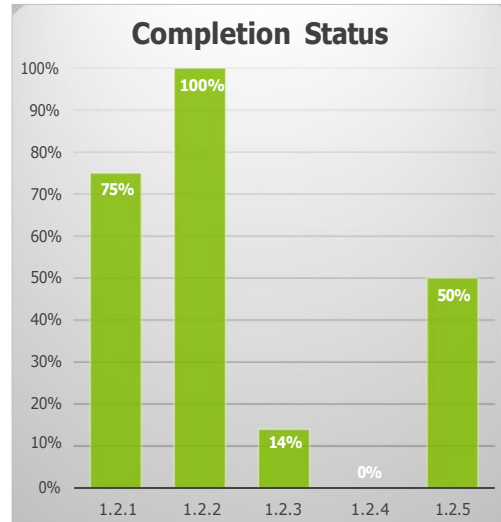


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## Objective 1.2 : Define NSWERS Data Collection

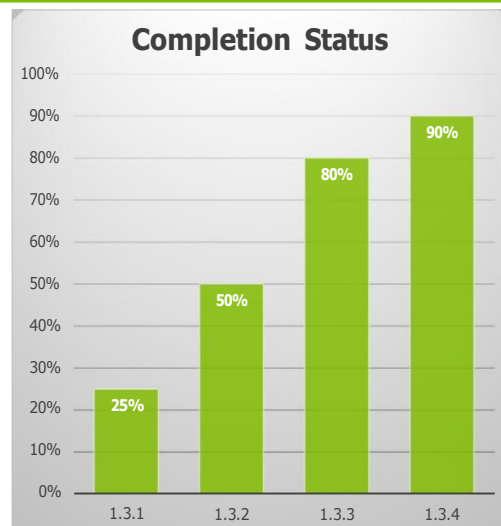
- Strategy 1.2.1  
**Ensure the Interoperability of NSWERS Data**
- Strategy 1.2.2  
**Leverage Nebraska Person ID System**
- Strategy 1.2.3  
**Pursue Value-Add Partner Support Activities**
- Strategy 1.2.4  
**Leverage Public Domain Data Repositories**
- Strategy 1.2.5  
**Explore Methodologies for Auxiliary Data Collection**



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## Objective 1.3 : Design and Execute Data Acquisition

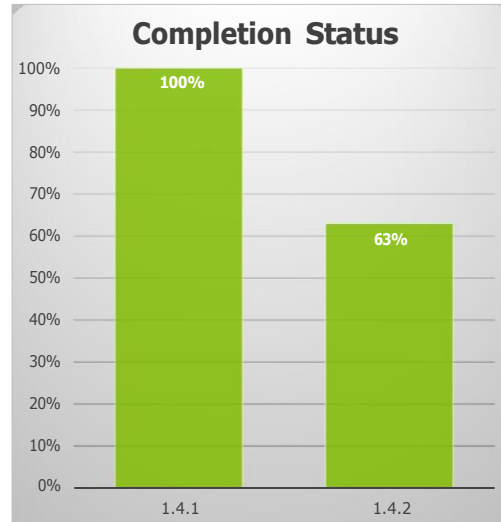
- Strategy 1.3.1  
**Develop and Implement a Secure, Web-Based Portal**
- Strategy 1.3.2  
**Leverage Industry-Standard Data Exchange Technologies**
- Strategy 1.3.3  
**Develop and Implement Quality Control Processes**
- Strategy 1.3.4  
**Establish Annual Calendar**



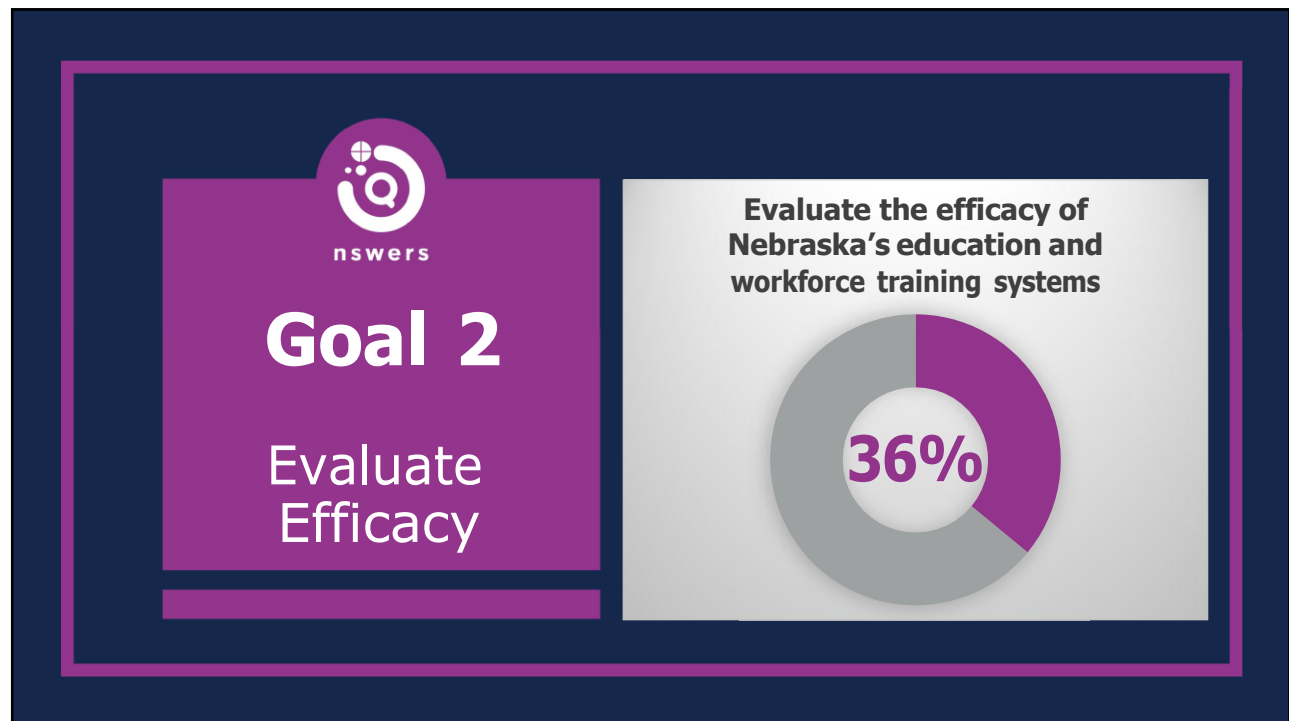
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## Objective 1.4 : Optimize Data Processing and Protect Digital Assets

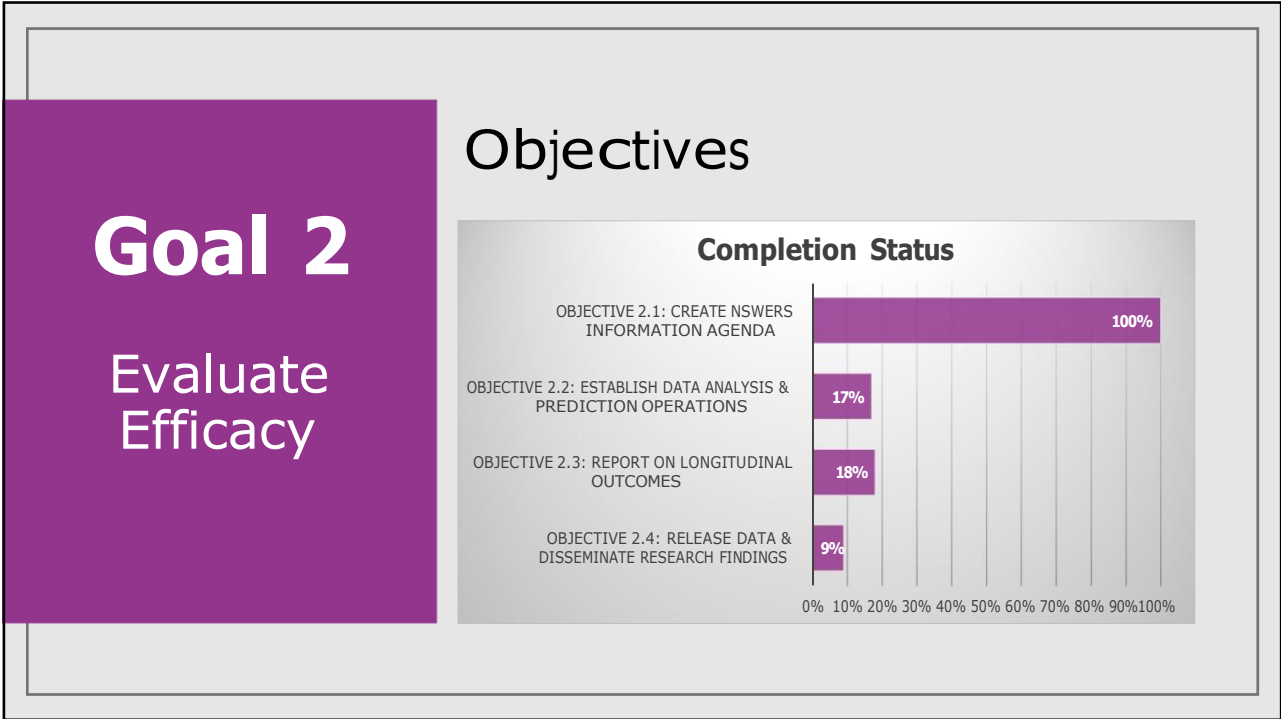
- Strategy 1.4.1  
**Establish and Maintain a Robust Data Security Program**
- Strategy 1.4.2  
**Implement a Comprehensive Program of Data Governance**



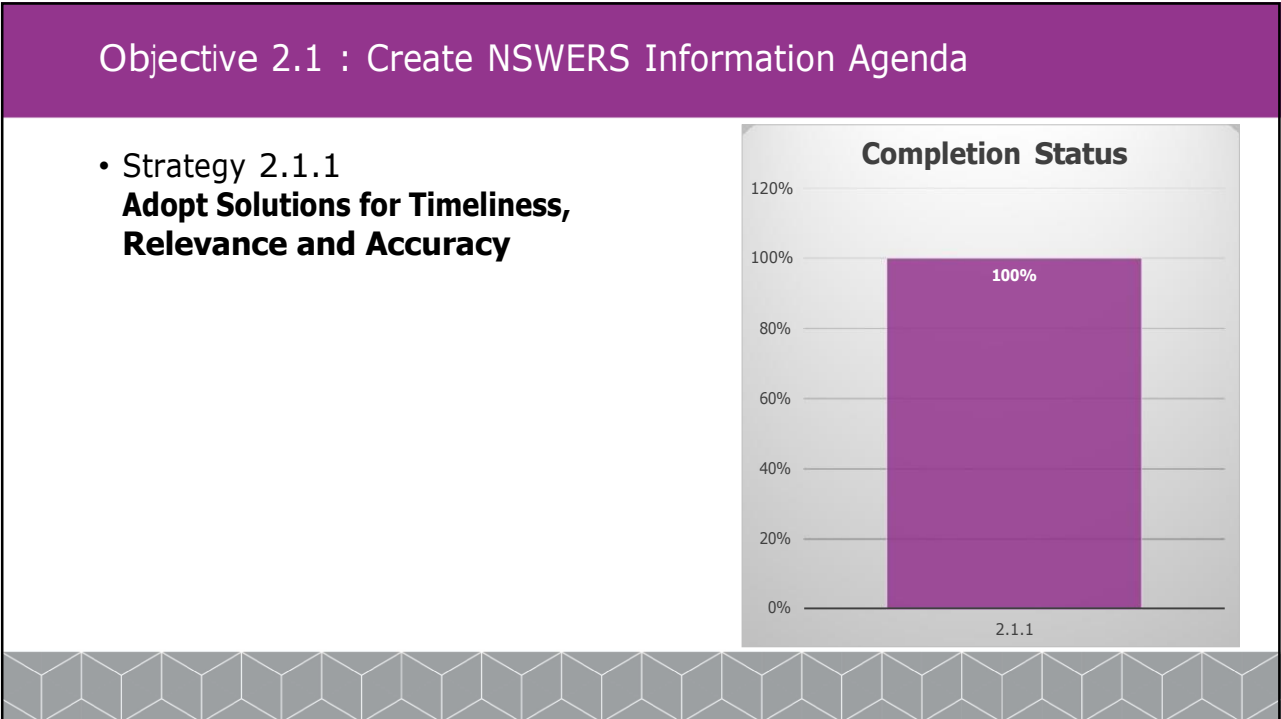
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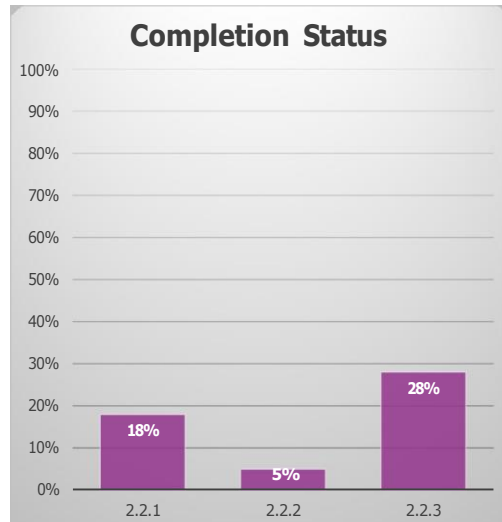
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## Objective 2.2 : Establish Data Analysis and Prediction Operations

- Strategy 2.2.1  
**Implement a Modern, Flexible and Scalable Analytics Unit**
- Strategy 2.2.2  
**Establish Collaboration Opportunities and Cultivate Funding**
- Strategy 2.2.3  
**Leverage the Capacity of NSWERS Partners and Affiliates**



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## Objective 2.3 : Report on Longitudinal Outcomes

- Strategy 2.3.1  
**Operationalize and Measure Education Outcomes**
- Strategy 2.3.2  
**Operationalize and Measure Workforce Outcomes**



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## Objective 2.4 : Release Data and Disseminate Research & Evaluation Findings

- Strategy 2.4.1  
**Establish and Maintain a data Clearinghouse to facilitate Data as a Product (DaaP) Enterprise**
- Strategy 2.4.2  
**Establish and Maintain Data as a Service (DaaS) Enterprise**
- Strategy 2.4.3  
**Create or Acquire Communications Methods and Platforms**
- Strategy 2.4.4  
**Strengthen Awareness, Facilitate Collaborations and Drive System Improvements**

