



# NEres

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**Nebraska's Re-Employment Services**

**John H. Albin, Commissioner of Labor**



# NEres is...

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*A comprehensive re-employment program streamlining NDOL services to accelerate employment opportunities for individuals.*

This strategy was developed in coordination with NDOL's Office of Employment & Training and Office of Unemployment Insurance.



# VISION

Everyone is a job seeker, including UI claimants.





# Goal

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To meet Nebraska's workforce demands.






# Program Design

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## **Integrated Model**

- A single model that serves multiple programs
- Participants receive 1 set of services
- Additional services are provided based on participant need

## **Program is designed around federal requirements**

- Identified federal requirements for individual programs
  - Used RESEA requirements as baseline of mandated services
  - Adjusted previous State requirements to align with an integrated model
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## Employment Services

- NEworks Registration

## Unemployment Insurance (UI)

- NEworks Registration
- Work Search Activities

## RESEA

- NEworks Registration
- Work Search Activities
- AJC Services Orientation
- Labor Market Information
- UI Eligibility Assessment
- Individual Employment Plan
- Referral to Reemployment Services

## NEres

- NEworks Registration
- Work Search Activities
- AJC Services Orientation
- Labor Market Information
- UI Eligibility Assessment
- Individual Employment Plan
- Referral to Reemployment Services
- Provide Reemployment Services

# Phases of NEres

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## Old World

- Same goals and services
- Provided separately **before 9/30/14**



## NEres 1.0

- Start date **10/1/14**
- Combined programs into one strategy
- Streamlined resources



## NEres 2.0

- Start date **10/1/15**
- Requirement for all UI claimants
- Continued goal of reemployment

# A Simple Solution to Ease Confusion

Date of Mailing (MM/DD/YYYY)

Participant Name  
Street Address  
City, State Zip

Dear Participant Name

You have been selected to participate in Nebraska's Re-Employment Services (NEres) program provided by Nebraska Department of Labor. You were selected based on information from your unemployment insurance claim. The goal of NEres is to help you become reemployed as soon as possible. In order to remain eligible for unemployment insurance benefits, you must participate in this program.

NEres starts with an orientation. Your orientation is scheduled for the date and time shown below. The orientation will describe the program requirements and the reemployment services available. Please note, you must arrive on time. Late arrivals will not be permitted entry and a reschedule will be required.

NEres also includes a required one-on-one meeting with an NEres staff member. NEres staff will review your employment history, help you create an employment plan and refer you to the reemployment services that fit your needs. You can schedule your one-on-one meeting the day of the orientation.

If you do not attend the scheduled orientation listed below and do not contact NEres staff, your unemployment insurance benefits will be suspended until you meet the NEres program requirements.

If you do not report as expected, you will have three business days to contact NEres staff and reschedule for the next available orientation.

Event Date (MM/DD/YYYY):

Begin Time:

End Time:


Location:

Telephone:

Staff Email:

If you have questions about the NEres program, please contact me at the phone number or email address above. We look forward to working with you!

Sincerely,  
Staff Name (first and last)  
Workforce Coordinator  
Nebraska Department of Labor



Old: REA Letter

Date of Mailing (MM/DD/YYYY)

Participant Name  
Street Address  
City, State Zip

Dear Participant Name

You have been selected to participate in Nebraska's Re-Employment Services (NEres) program provided by Nebraska Department of Labor. You were selected based on information from your unemployment insurance claim. The goal of NEres is to help you become reemployed as soon as possible. In order to remain eligible for unemployment insurance benefits, you must participate in this program.

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Sincerely,  
Staff Name (first and last)  
Workforce Coordinator  
Nebraska Department of Labor



Old: RES Letter

Date of Mailing (MM/DD/YYYY)

Participant Name  
Street Address  
City, State Zip

Dear Participant Name

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Staff Name (first and last)  
Workforce Coordinator  
Nebraska Department of Labor



New: Combined Letter



# NEres Service Model

## RECRUITMENT SOURCE

**All UI Claimant Pool**  
Unemployment Insurance  
*Mandated*

**RESEA**  
Unemployment Insurance  
*System Profiled*

**Any Job Seeker**  
Wagner-Peyser  
*Voluntary*

## NEres SERVICES

Group  
Orientation

1-on-1 Visit

Referral to  
Services

Follow-Up

## REPORTING REQUIREMENTS/SYSTEM

UI Initial Claims  
*BPS*

RESEA  
*BPS*

Any Job Seeker  
*NEworks*



# Service Strategy

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- Consists of 4 steps
- All participants receive the full 4 step strategy
  - ✓ Group Orientation
  - ✓ 1-on-1 Visit
  - ✓ Referral to Reemployment and/or Training Services
  - ✓ Follow-Up



# Individual Reemployment Strategy

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## 1. Individual Employment Plan

- Developed between Job Seeker and NERes Staff
- Identifies services and solutions to meet employment goals

## 2. Online Career Assessments

- Career Interests; Skills Confidence; Work Values
- Identifies the Job Seeker's knowledge, skills and abilities

## 3. Labor Market Information

- Determine opportunities in the current job market
- Focus on matching employer needs with job seeker qualifications



# Staff Assisted Job Referrals

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- Dual Customer Service: Employer and Job Seeker
  - Focus on high quality matches
  - Combination of technology and staff intervention to identify top candidates
- Employer
  - Send the top 5-7 candidates for each job order
- Job Seeker
  - Send the top 5-7 jobs when they are a top candidate



# Participation Requirements

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## UI Initial Claims

- **Mandatory** participation – Failure to comply can impact UI benefits

## RESEA

- **Mandatory** participation – Failure to comply can impact UI benefits
- “Profiled” populations – identified by technology that determines individuals most likely to exhaust UI benefits

## Any Job Seeker

- **Voluntary** participation – Strongly encouraged, but no consequences for lack of follow through
- Receiving Employment Services



# Keys to Success

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## **Staffing Model**

- Dedicated staff hired for NEres
- Intentional Hiring – looked for marketing, sales, promotional skills

## **Employer Connections**

- Local and Statewide
- Prepare job seekers to meet local employer's needs

## **Consistency**

- 18 staff; 14 offices; 1 set of standards
- Provide tailored services in a consistent manner



# What We Gained...

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## Old World

Programs operated independently

Services limited to profiled individuals

Separate staff and management structures

Same required services provided separately

Different technologies to record services

## New World

Integrates programs statewide

Includes all UI Claimant Pool

Single staff and management structure

Single service strategy

A single technology solution



# Real World Benefits

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- ❑ **Success #1 of many** – Unemployed worker with experience in a poultry laboratory.
  - The local poultry plant had no jobs listed, but Neres staff contacted HR to inform them of this potential job seeker. The plant reviewed her resume, created special position for her, and thanked Neres for their initiative in making contact with the employer.
  
- ❑ **Success #2 of many** – Military Veteran laid off after 19 years with a company.
  - Neres created an Individual Employment Plan that identified his desire for advanced training in Information Technology (IT). Neres referred him to a local IT grant to pay for his bachelors degree and was hired at a technology company while he earns his degree. “I would not have been able to do it without the [ Neres Program]”.



# Questions?



**John H. Albin**

**Commissioner of Labor**

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