

NEBRASKA

DEPARTMENT OF LABOR

Worker Training Program

ANNUAL REPORT
July 2022 – June 2023





December 8, 2023

Governor Jim Pillen
Nebraska State Capitol
Lincoln, NE 68508

Dear Governor Pillen:

Attached is the Annual Report for the Worker Training Grant Program for 2023 (July 1, 2022-June 30, 2023) per Program Guidelines.

Over the last year the program funded 69 grants in whole or in part. In awarding \$1,214,069 in grants, the program trained, retrained, or upgraded the work skills of 1,802 Nebraska workers. Leadership topped the list of types of training. Many employers have stated they are experiencing a shortage of employees to fill leadership positions and therefore are training their current workforce to promote into leadership positions. Additionally, there have been an increase in remote workers and employers are providing training to lead their teams remotely.

The Worker Training Grant Program strives to help alleviate the worker shortage in Nebraska and have implemented recruitment and retention grants to attract and retain workers to Nebraska. These grants can assist employers to recruit out-of-state candidates with travel and relocation expenses and retention bonuses. At the time of this report there have been two recruitment and retention grants awarded.

Nebraska businesses know the Nebraska Worker Training Grant Program will remain a beneficial program to support and empower expansion and sustainability. Furthermore, the Worker Training Grant supports the partnerships and collaborations of Nebraska's business, education, and government systems in order to grow Nebraska!

On behalf of the Board, State of Nebraska teammates, and Nebraska businesses, thank you for your support of this distinctive program to progress industry, training, and partnership.

Sincerely,

John H. Albin
Commissioner of Labor

cc: Members of the Nebraska Legislature Business and Labor Committee

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Board Members & Report Summary

This is an annual report of the activities and funds of the Nebraska Training and Support Cash Fund which funds the Worker Training Grant Program (WTG). The data reported is specific to grant applications submitted for State Fiscal Year 23 (07/01/2022-06/30/2023). The information in this report includes:

- SFY23 Highlights
- ♦
- WTG Applications
- ♦
- WTG Awards
- ♦
- WTG Regions
- ♦
- Training
- ♦
- Recruitment
- ♦
- Award Recipients
- ♦
- Yearly Budget
- ♦
- Fund Analysis
- ♦
- Employer Comments
- ♦
- Moving Forward

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SFY23 Highlights

- A long-time board member representing the employers of Nebraska retired after serving 15 years.
- Presentations were made to Columbus Human Resources Association, Employ Beatrice, Bellevue Chamber of Commerce, Woodcrafters Apprenticeship, Employ GI, and Grand Island Business Workshop.
- The American Rescue Plan Act grants for Teacher Recruitment and Retention, Nursing Recruitment and Retention, and Workforce Development were implemented and administered by the Worker Training Grant staff. Approximately 600 applications were vying to receive \$10 million. Staff developed the program from the ground up by creating an electronic application and portal, developing forms, reviewing, scoring and selecting award recipients. 113 grants were awarded that required extensive paperwork and reports to be sent, gathered, reviewed and stored. The staff worked with a 3rd party agency that assisted in creating more complex recordkeeping documents.
- Partnered with Business Services and conducted training of staff on the Worker Training Program.



Worker Training Program Applications

The Worker Training Program received 134 applications for SFY23 from July 1, 2022—June 30, 2023, with 84% of these applications coming from different employers. Applications are accepted quarterly, and many employers submit more than one application per quarter. The application can be submitted individually throughout each quarter and are reviewed and scored by Worker Training Program staff.

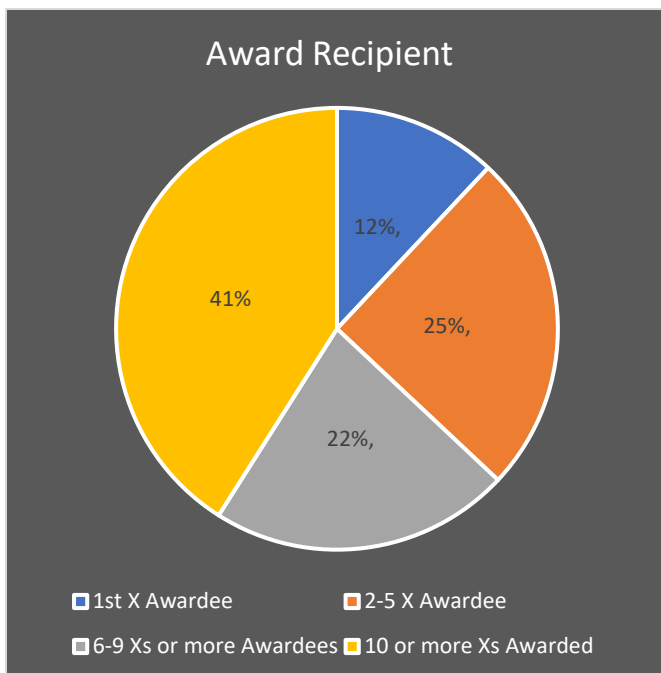
Time Period	Applications Received
1 st Quarter	31
2 nd Quarter	23
3 rd Quarter	37
4 th Quarter	43
Total Applications	134
Average Per Quarter	33.5

State Fiscal Year	Yearly Application Totals
SFY20	214
SFY21	175
SFY22	195
SFY23	134

Worker Training Program Awards

The Worker Training Program awarded 69 grants for SFY23. The awarded number of grants will vary per quarter by the number of applications received and the amounts requested in each application, with no limit on the number of grants that can be awarded.

8 businesses received extra points for being a 1st time applicant.

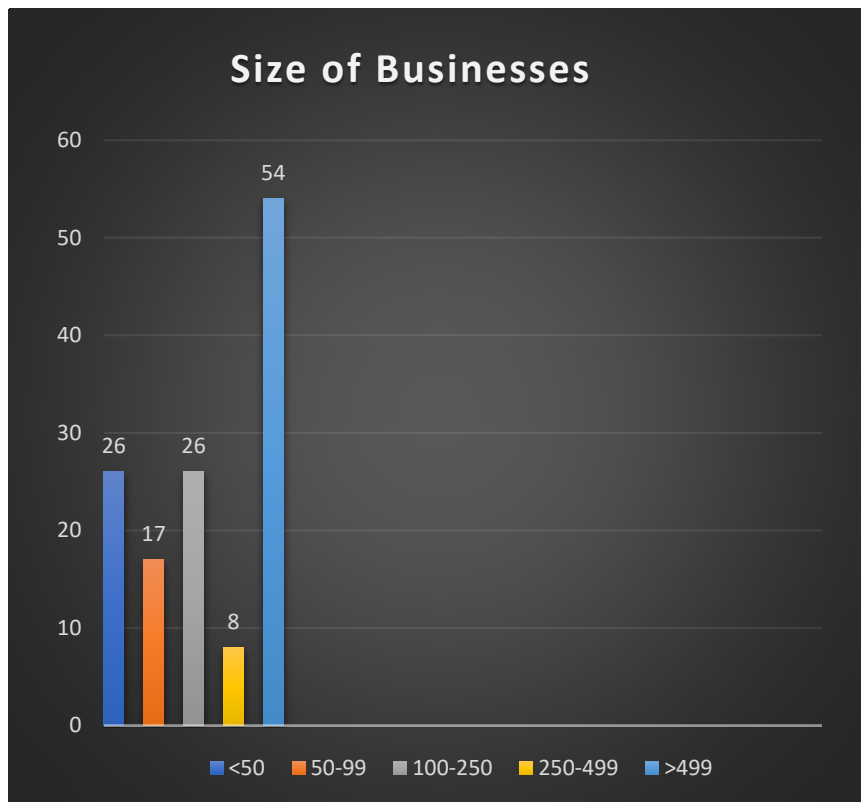


Time Period	Grants Awarded
1 st Quarter	16
2 nd Quarter	20
3 rd Quarter	19
4 th Quarter	14
Total Applications	69

State Fiscal Year	Yearly Awarded Totals
SFY20	132
SFY21	123
SFY22	73
SFY23	69

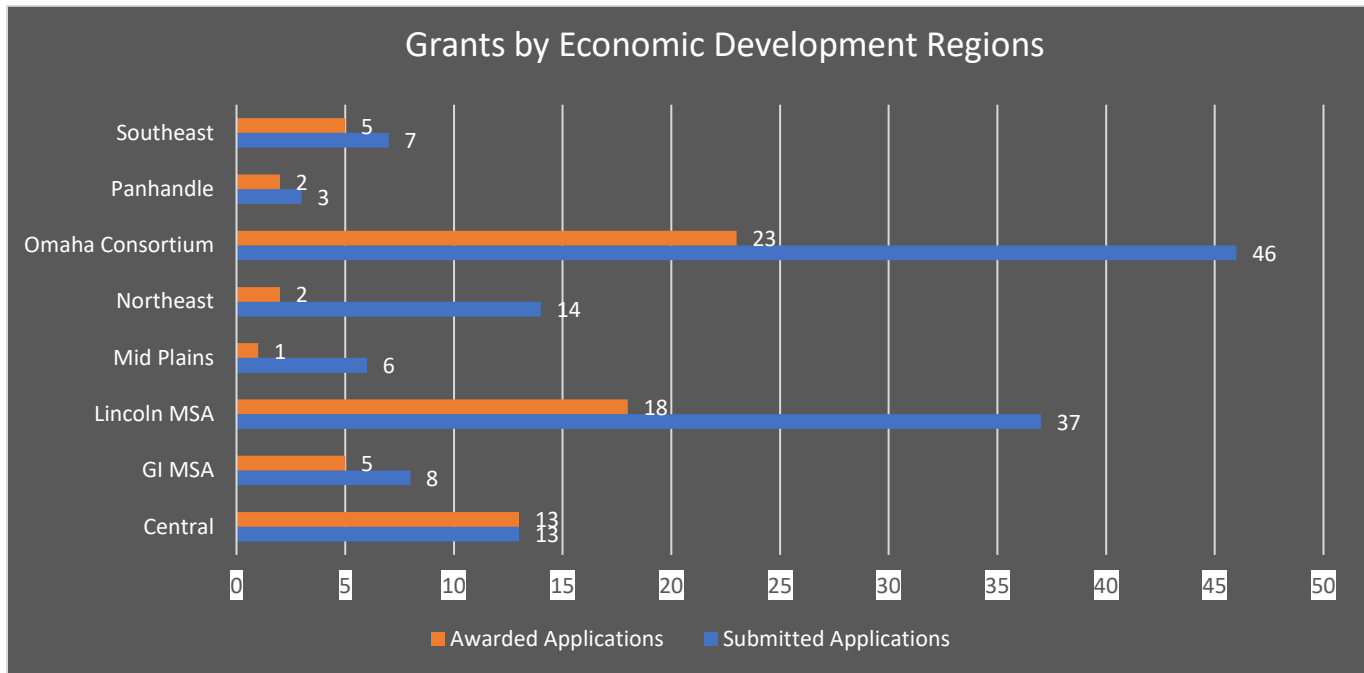
Worker Training Program Awards

Industry Career Clusters	
Manufacturing	38
Architecture & Construction	31
Transportation, Distribution, and Logistics	22
Business Management and Administration	8
Ag, Food & Natural Resources	8
Energy & Engineering	6
Health Science	6
Human Service	5
Government and Public Administration	4
Finance	2
IT	2
Education and Training	1
Law, Public Safety & Corrections	1
Arts, Audio, Visual and Communication	0
Marketing, Sales & Service	0
Hospitality & Tourism	0
Totals	134



Worker Training Grants Regions

The location of the grants are identified by county, economic region, and Congressional district.



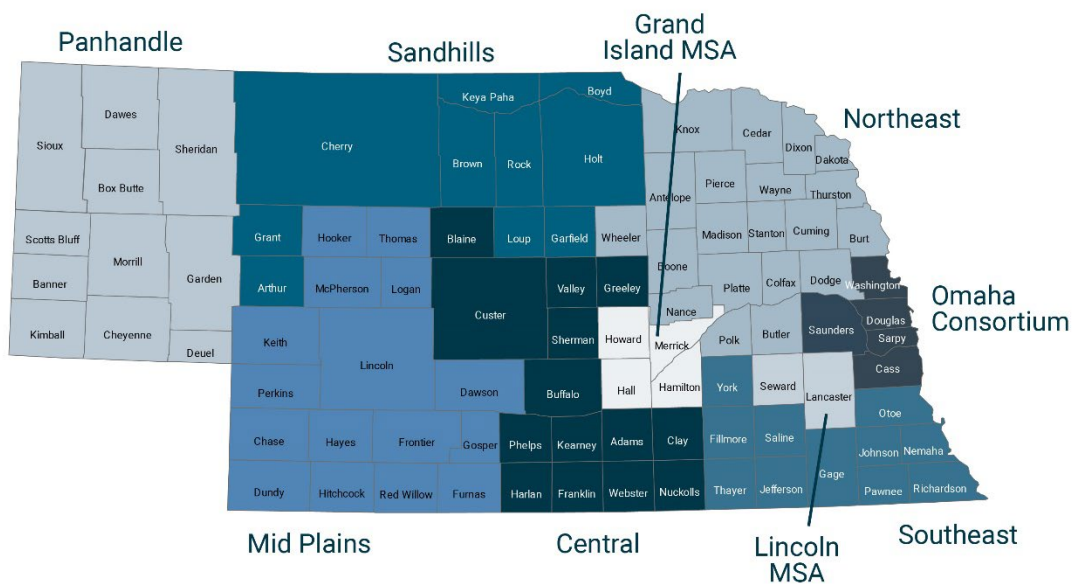
*MSA is Metropolitan Statistical Areas

Grand Island MSA consist of Howard, Merrick, Hamilton, and Hall counties

Lincoln MSA consist of Lancaster and Seward counties

Omaha Consortium consist of Douglas, Sarpy, Saunders, Cass, and Washington counties

Nebraska Economic Development Regions



Worker Training Grants Regions Continued

Counties	SFY23	SFY22	SFY21	Total
Adams	2	2	5	9
Box Butte	2	1	2	5
Brown	0	1	0	1
Buffalo	4	2	1	7
Cuming	0	1	1	2
Custer	0	1	1	2
Dawson	0	1	3	4
Dixon	0	0	4	4
Dodge	0	4	3	7
Douglas	16	24	34	74
Franklin	0	0	1	1
Gage	3	1	2	6
Hall	5	4	8	17
Jefferson	0	0	1	1
Kearney	3	0	4	7
Lancaster	18	12	22	52
Madison	0	1	3	4
Otoe	0	1	0	1
Phelps	3	0	0	3
Platte	2	7	4	13
Red Willow	1	3	11	15
Sarpy	2	1	7	10
Scottsbluff	0	1	3	4
Thayer	0	1	0	1
Thurston	0	1	0	1
Valley	1	1	3	5
Washington	5	0	0	5
York	2	2	0	4
Total	69	73	123	265

Training

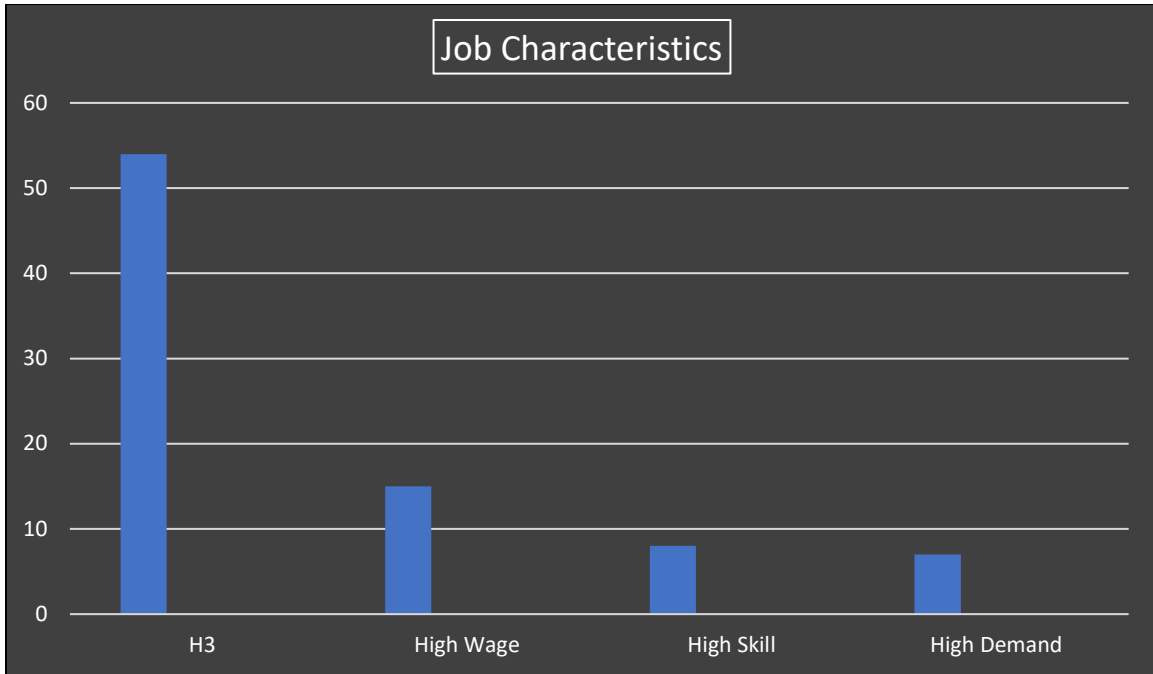
All applications must clearly describe how the training will assist the employer and promote the goals of the Worker Training Program. The follow is a list of trainings award for the SFY23:

Leadership	12
Airline Maintenance	8
Plumbing/Steamfitting	8
Project Management	6
Industrial Maintenance	5
Electrical	4
On-The-Job Training	4
CDL	3
Computer Software/IT	3
Equipment Training	3
Welding	3
Human Services	3
Personal Development	2
Product Knowledge	2
ELL	1
Engineering	1
Human Resources	1
Total	69

The total amount of training (requested amount plus matching amount was \$5,932,352.29. The total amount of individuals training was 1802.

Training Impact

Job characteristics include H3 (High Wage, High Skill, and High Demand) OR High Wage and/or High demand and/or High Skill¹

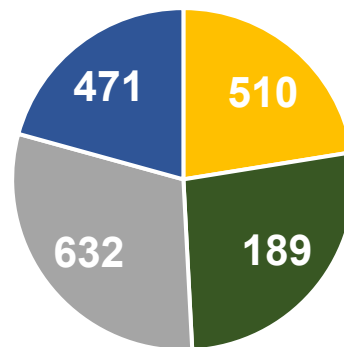


*These numbers calculate more than the number of awards because an employer could list more than one type of characteristic. To avoid duplication, if an employer listed all three categories (High Demand, High Wage, and High Skills) it was only counted under H3. If the employer listed one or two characteristics, it was counted under each of

[1https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=oduMpwMRTIQnt7W7WO2/Ew==](https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=oduMpwMRTIQnt7W7WO2/Ew==)



SFY 23 Quarterly Trainees



■ Quarter 1 ■ Quarter 2 ■ Quarter 3 ■ Quarter 4

Worker Training Program Award Recipients

Figures are rounded to the nearest dollar.

Employer	Awarded Amount	Approved Training
Columbus Hydraulics	\$1,884	Conversational Spanish
Kawasaki Motors	\$3884	Electrical and Hybrid Training
Exigent Resolutions DBA GMP Pros	\$3148	ASQ CPGP Exam
Plumbers Local 16	\$41,800	Apprentice Stipends
United Way of the Midlands	\$4,200	JAG National Training Seminar
Omaha Public Power District	\$35,000	AIM Success Academies
Royal Engineered Composites	\$948	Crucial Conversations
Heartwells Renewables	\$128,000	Intro to Process Technology
Hendrix Genetics	\$5,738	Industrial Training
Central Community College	\$19,600	Consortium Six Sigma
Exmark Manufacturing	\$7,996	Lean
PSC Construction	\$2,192	Leadership
National Hydro Excavation Services	\$2,192	Leadership
Precision Surveying and Consulting	\$2,192	Leadership
Electronic Contracting Company	\$5,000	Tektone Elite IP Nurse Call
Johnson Drywall	\$1,500	Microsoft Dynamic Accounting System
BD Medical Pharmaceutical Services	\$18,000	Industrial Training
Duncan Aviation	\$6,000	Airline Maintenance
Duncan Aviation	\$1,700	Airline Maintenance
Duncan Aviation	\$10,704	Airline Maintenance
Duncan Aviation	\$3,950	Airline Maintenance
Duncan Aviation	\$3,735	Airline Maintenance
Duncan Aviation	\$13,032	Airline Maintenance
Duncan Aviation	\$7,879	Airline Maintenance
Kawasaki Motors Manufacturing	\$4,636	Certified Welding Inspector
United Way of the Midlands	\$4,500	Poverty Simulation
Steamfitters & Plumbers LU464	\$92,025	Apprenticeship Stipends
Plumbers Local 16	\$21,120	Apprenticeship Stipends
Eaton	\$45,000	Industrial Training
Cozad Community Hospital	\$600	Customer Service
Parker Hannifin	\$7,268	On-the-Job Training
Hornady Manufacturing	\$9,000	Manual Mill and Lathe
Baldwin Filters	\$2,850	Human Resource Training
Central Valley Agriculture	\$12,262	Entry Level Driver Training
Crete Carrier Corporation	\$800	Leadership Development
Lincoln Electric System	\$35,374	Leadership Development

Award Recipients Continued

	\$7,250	Soft skills
Conductix-Wampfler	\$30,000	Leadership Development
Exigent Resolutions, Inc. DBA GMP Pros	\$9,478	Project Management
Steamfitters & Plumbers LU464	\$102,150	Apprenticeship Stipends
United Way of the Midlands	\$23,000	Clifton Strengths
All Makes	\$4,100	Project Management
Plumbers Local 16	\$21,736	Apprenticeship Stipends
Sheppard's Business Interiors	\$596	Steelcase Product School
Valley County Health System	\$799	HR Management
City of Grand Island Police Department	\$400	Leadership Development
Embeta Medical LLC	\$3,525	Maintenance
Embeta Medical LLC	\$7,525	Maintenance
Flanders Provision	\$2,971	Ammonia Training
Exmark Manufacturing	\$3,998	Lean Enterprise
PSC Construction	\$6,576	Leadership Development
Parker Hannifin Corporation	\$7,225	On-the-Job Training
Baldwin Filter Inc.	\$5,280	On-the-Job Training
Cyclonaire Corporation	\$10,000	Electro Pneumatics
Parker-Hannifin Corporation	\$1,754	On-the-Job Training
Hornady Manufacturing	\$14,175	Motor Control and Relay Logic
Plumbers Local 16	\$20,592	Apprentice Stipends
PSC Construction	\$6,575	Revela Leadership
Beardmore	\$11,970	Culture Index Leadership
SM Pacific Street LLC	\$58,000	Infant and Toddler Development
West Pharmaceutical Services	\$900	Gagetrax Calibration Software
Lincoln Electrical JATC	\$43,657	Apprenticeship Stipends/Electrical
Lincoln Electrical JATC	\$10,426	Apprenticeship Stipends/Telecommunications
Lincoln Electrical JATC	\$10,332	Fire Alarm Basic Systems
Lincoln Electrical JATC	\$11,890	Lighting Control Basics
Baldwin Filters	\$4,000	On-the-Job Training
Royal Engineered Composites	\$765	Clifton Strengths
Crete Carrier Corporation	\$800	Leadership Development
BD Holdrege Company	\$6,750	Manufacturing Maintenance
Silverhawk Aviation	\$189,718	Pilot Training
Beatrice Community Hospital	\$9,450	One Note/Teams/Excel
Total	\$1,214,069	

Worker Training Grant Funds

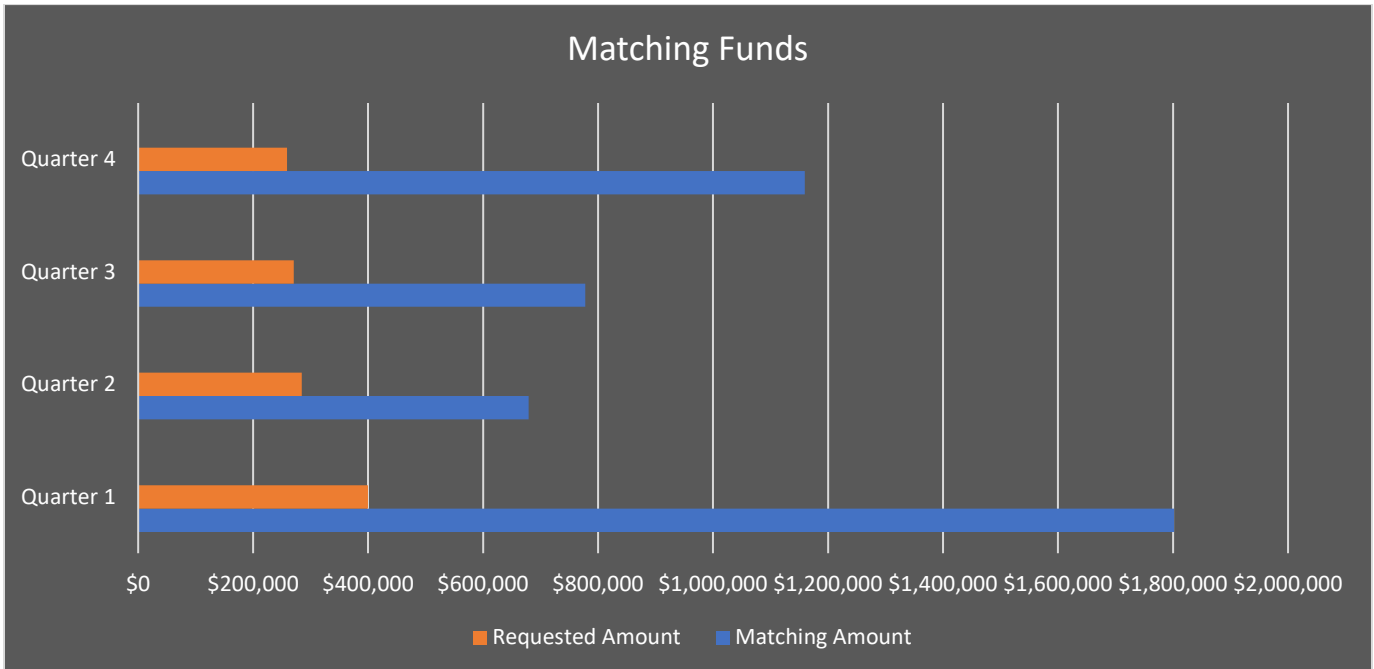
Worker Training Grants (WTG) are awarded subject to the availability of funds appropriated by the Legislature and the discretion of the Commissioner of Labor. There is no minimum threshold amount that must be awarded each quarter.

Interest earned on money in the State Unemployment Insurance Trust Fund shall be credited to the Nebraska Training and Support Cash Fund.

Time Period	Amount Awarded
1 st Quarter	\$400,000
2 nd Quarter	\$284,536
3 rd Quarter	\$270,760
4 th Quarter	\$258,773
Total Awarded	\$1,214,069

Matching Funds

During the application process, total project budgets are included to break down project costs and the employer's matching contribution to the project. The matching amount includes items that cannot be reimbursed with Worker Training Funds. The amount matched this year was **\$13,942,754**.



The matching funds for SFY23 were of 11.5% for requested funds. Grants receive points based on the level of matching funds provided. A ratio of 1:1-2:0 receives 10 points, 2:1-3:0 receives 30 points, 3:1-and higher receives 50 points.

Fund Analysis

NEBRASKA TRAINING & SUPPORT CASH FUND INCOME STATEMENT END OF YEAR JUNE 30, 2023

Investment Income	\$58,332.78	
SUIT Interest	\$1,597,068.24	
Miscellaneous Adjustment	\$1,230.00	
Labor Studies Transfer	-\$300,000.00	
Suit Admin Expense	-\$32,981.57	
Revenue less Transfers		\$1,323,649.45
NTSC Admin Expense	-\$124,419.85	
NTSC Grant Expense	-\$1,512,828.70	
Total Expense		-\$1,637,248.55
Net Income		-\$313,599.10

*Labor Studies Transfer is a yearly transfer to the Sector Partnership Program Fund to pay the cost of preparing Labor Availability and Skills Gap Studies.

*SUIT Administrative Expense is funds transferred to the unemployment insurance (UI) administration program to reimburse the UI program for the cost of collecting the tax.

NTSC CASH BALANCE

NTSC Cash Balance 07/01/2022	\$2,998,074.13
Net Income	-313,599.10
NTSC Cash Balance 06/30/2023	\$2,687,745.03

NEBRASKA WORKER TRAINING GRANTS PAYABLES

Outstanding Balance	
07/01/2023	\$2,684,475.03
Less Grant Obligations SFY23	-\$1,346,462.52
Grant Balance	\$1,338,012.51

If all grants submitted during SFY23 grants and awarded were completed and paid as obligated, the account would have a balance of \$1,338,012.51.

Employer Comments



The (Worker Training Program) is a great program for rural Nebraska employers. It is a great opportunity for employees too.

- Michael Foods



We really enjoy the (Worker Training Grant) Program. It allows the students to come to class and learn without having the extra expense (of attending classes without pay.)

- Greater Nebraska Joint Apprenticeship Training Committee



Thanks to this Leadership training, our office has had a record year in the number of patient visits and new patients. We also had a record year in business collections. The (WTG) program is amazing.

- Paul Pfeifler, Epic Lifestyle Chiropractic



OPPD appreciates the support from the Nebraska Worker Training Grant Program. The District is working with AIM Institute on several training programs for OPPD employees and looks forward to applying for future Worker Training Grants

- Karis Valsek, Omaha Public Power District



“ ***Our organization has greatly appreciated the assistance provided by the Worker Training Grant program. The funds received have assisted us in helping our employees to elevate their current skillset, to learn about new technology or products, and to complete their work/tasks more efficiently.***
- Theresa Witt, Sheppard’s Business Interiors

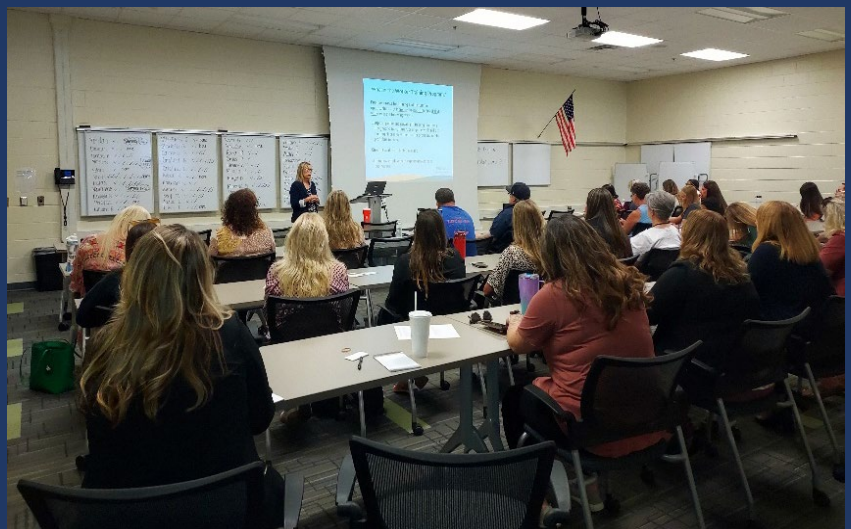
“ ***With the monetary assistance from the (Worker Training) grant, this not only has allowed many of the apprentices the ability to focus more on their schoolwork and thus improving their grades because they do not have to work a second job to help cover the costs of their books and tuition. It also reduces the amount of their Scholarship Loan Agreements.***
- Roy Lamb, Lincoln Electrical Joint Apprenticeship Training Committee

“ ***Duncan Aviation employees greatly benefit from the Worker Training Program by expanding their skills and advancing their knowledge. The program aids in strengthening our organization and fosters a positive, collaborative environment. The NDOL provides excellent communication and support throughout the application process. We greatly appreciate the enriching experience for our employees.”***
- Duncan Aviation Team

Collaborations

The Grand Island American Job Center partnered with Central Community College and hosted a Worker Training Grant Workshop to 40 employers. (picture)

Bellevue Chamber of Commerce offered a WTG workshop to its members.



Moving Forward: State Fiscal Year 2024

Business Outreach

Worker Training Program annual data have shown multiple areas to focus on:

- Broaden outreach to first time employer applicants. In SFY23 13% of all applications and 12% of awarded applications were from employers who were first time applicants.
- Encourage more small and mid-level businesses to apply for Worker Training Grants.
- Focus on industry-specific outreach activities such as healthcare and social services. In 2023-first quarter, Nebraska Department of Labor, Labor Market Information, and Quarterly Census of Employment and Wages showed 'Healthcare and Social Assistance Industry' had the most employment and Utilities had the highest average weekly wage. However, WTP received only 4 grants to in the Utilities Industry and 11 in Healthcare and Social Service I in SFY23.
- Of the 93 counties in Nebraska, NWTP grants were distributed to 15 counties (16%) with 26% of the awards in Lancaster County. A greater emphasis will be to inform businesses in the Panhandle, Mid Plains and the Sandhills economic regions to apply for Worker Training Grants.

Training

As the Worker Training Program has continued its Process Improvement Project, we look to ensure employers are well-informed of the updated requirements, processes, and forms. Additionally, we will provide further guidance and technical support to employers for applications and close out processes.

Staff Development

Trainings will be conducted to enhance staff knowledge about the Worker Training Program. These trainings will equip our Business Services Representatives with information to conduct strategic outreach to employers and in turn broaden the types of businesses and statewide efforts for WTP grant applications and awardees. WTP staff will create internal strategies to better track and report on these efforts.

Improve Processes

The WTP is collaborating with other NDOL departments to improve our database, online applications, and auditing processes. As the program continues to progress, we are looking forward to continuing to strengthen our internal and external partnerships and provide confidence and ease to each step of the Worker Training Program.



NEBRASKA

DEPARTMENT OF LABOR

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