



NEBRASKA
DEPARTMENT OF LABOR

Worker Training Program

ANNUAL REPORT | JULY 2021 - JUNE 2022

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

Pete Ricketts, Governor



October 30, 2022

Governor Pete Ricketts
Nebraska State Capitol
Lincoln, NE 68508

Dear Governor Ricketts:

As Chair of the Nebraska Worker Training Grant Program (WTG), I present to you the Annual Report of for Program Year 2022 (July 1, 2021-June 30, 2022) per Program Guidelines 05/28/2020.


This year the program funded 73 grants in whole or in part. In awarding \$1,448,453 in grants, the program trained, retrained, or upgraded the work skills of 3,297 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.

Worker Training Grant Programs 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 WTG supports the partnerships and collaborations of Nebraska's business, education, and government systems 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,


Greg Eden, Chair
Worker Training Board

cc: Members of the Nebraska Legislature Business and Labor Committee

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Department of Labor
550 S. 16th Street, PO Box 94600
Lincoln, Nebraska 68509-4600

dol.nebraska.gov

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John H. Albin, Commissioner of Labor
Main 402-471-9000 Fax 402-471-9917

Board Members & Report Summary

The Worker Training Grant Program annual report provides information and data of the activities and funds of the Nebraska Training and Support Cash Fund.

The data reported is specific to grant applications submitted for State Fiscal Year 2022: July 1, 2021-June 30, 2022. The Worker Training Program Guidelines of May 28, 2020, state that data must be available for audit up to three years. Therefore, when appropriate a three-year comparison of data is provided. The information in this report includes:

- SFY22 Highlights
- ♦
- WTG Applications
- ♦
- WTG Awards
- ♦
- WTG Regions
- ♦
- Training
- ♦
- Training Impact on Economy
- ♦
- Award Recipients
- ♦
- Yearly Budget
- ♦
- Fund Analysis
- ♦
- Employer Comments
- ♦
- Moving Forward

NDOL Staff

Jana Dye
Reemployment Services Administrator

Kim Neesen
Program Coordinator

Nicole Schaefer
Administrative Program Officer I



John H. Albin, Commissioner of Labor
Department of Labor
John.albin@nebraska.gov
(402) 471-9000



Greg Eden, Board Chair
Employer Representative
Greg.eden@molex.com
(402) 458-8715



Jacquie Slagle
Public Representative
jacquie.slagle@westpharma.com
(308) 237-2292



Courtney Wittstruck
Nebraska Community College Association
cwittstruck@nccaneb.org
(402) 471-4726



Katie Graham
Department of Education
Katie.graham@nebraska.gov
(402) 937-2809



John Bourne
Employees' Representative
johnbourne22@gmail.com
(402) 943-6324



Rose Baker
Department of Economic Development
Rose.baker@nebraska.gov
(402) 471-1559

SFY22 Highlights

- A long-time board member from the Nebraska Community College Association retired and has since been replaced.
- After a thorough internal file audit, WTG active grant count went from 141 to 64 active grants.
- Process Improvement Project started to create new guidelines, policies, and procedures to begin PY23.
- A new grant agreement addendum was created to address out-of-state recruitment and retention grants.
- WTG on-line application and database are being revised to accommodate the new guidelines.
- The fact sheet and close-out form have been revised.
- Amendment forms to request changes to training dates, providers, and/or programs have been implemented.
- Becton-Dickinson of Columbus was gracious to host the Q4 Board Meeting and gave a presentation and tour.
- WTG Program Coordinator presented about the program to employers at the Alternative Workforce Solutions Summit in Columbus NE.
- Updates were presented at the Workforce Investment Board meetings.



Worker Training Program Applications

The Worker Training Program received 195 applications for SFY22 from July 1, 2021—June 30, 2022, with 44% 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	53
2 nd Quarter	57
3 rd Quarter	48
4 th Quarter	37
Total Applications	195
Average Per Quarter	49

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

Worker Training Program Awards

The Worker Training Program awarded 73 grants for SFY22. 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.

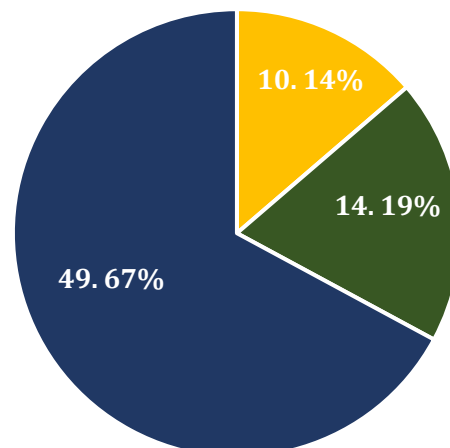
**Quarter 2 had fewer grants awarded due to a large recruitment grant and due to an inadequate number of grants per Congressional district. The guidelines require three grants per district before awarding four or more per district.*

** In SFY22, 24 businesses received extra points for 1st time or up to a five-time recipient.*

Time Period	Grants Awarded
1 st Quarter	20
2 nd Quarter	10
3 rd Quarter	22
4 th Quarter	21
Total Applications	73

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

Award Recipients



■ 1st X Awardee ■ 2-5 X Awardee ■ 6Xs or more Awardees

Worker Training Program Awards

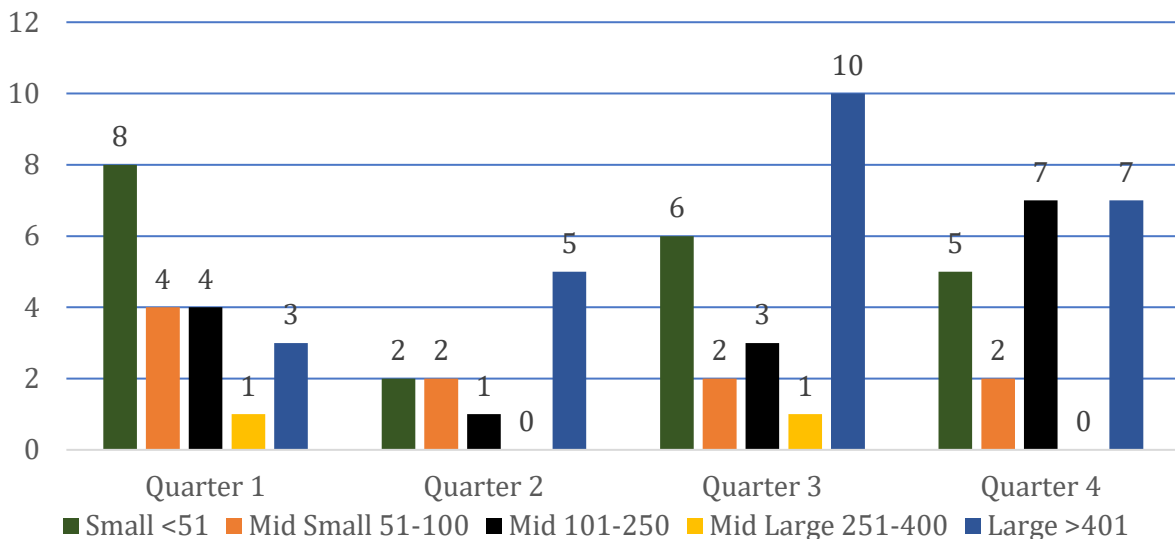
Worker Training Program applicants can apply within one of four different types of grants: For Profit (SFY22: 59), Apprenticeship (SFY22: 9), Non-Profit (SFY22: 4), or Consortium (SFY22: 1).

State Fiscal Year	For Profit	Apprenticeships	Non-Profit	Consortium
SFY20	89	11	17	15
SFY21	96	7	14	6
SFY22	59	9	4	1

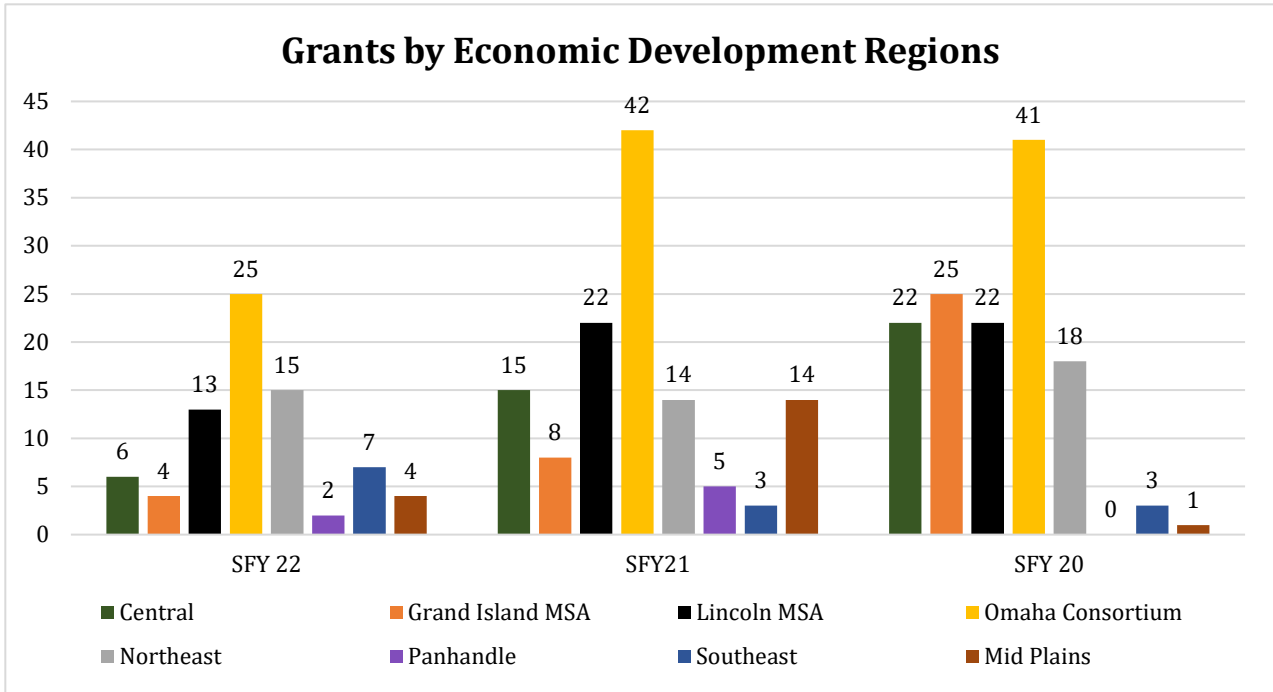
Career Clusters

Manufacturing	24
Architecture & Construction	15
Ag, Food & Natural Resources	9
Business Management and Administration	9
Transportation, Distribution, and Logistics	5
Health Science	3
Finance	2
IT	2
Arts, Audio, Visual and Communication	1
Education and Training	1
Human Service	1
Marketing	1
Energy	0
Government and Public Administration	0
Hospitality	0
Law, Public Safety & Corrections	0
Science, Technology, Engineering and Math	0
Totals	73

Size of Businesses



Worker Training Grants Regions



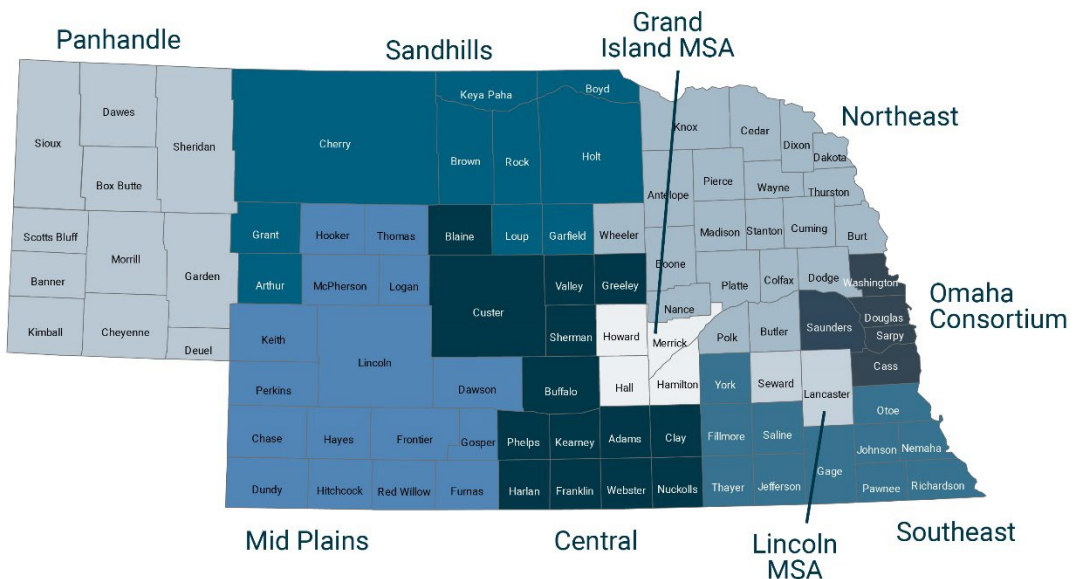
*MSA is Metropolitan Statistical Areas

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

The location of the grants are identified by county, economic region, and Congressional district. The Congressional Districts were re-drawn mid-term; therefore, no information is provided on the grants per district. Over the three-year period, Douglas County received the highest number of grants each year at 27%.

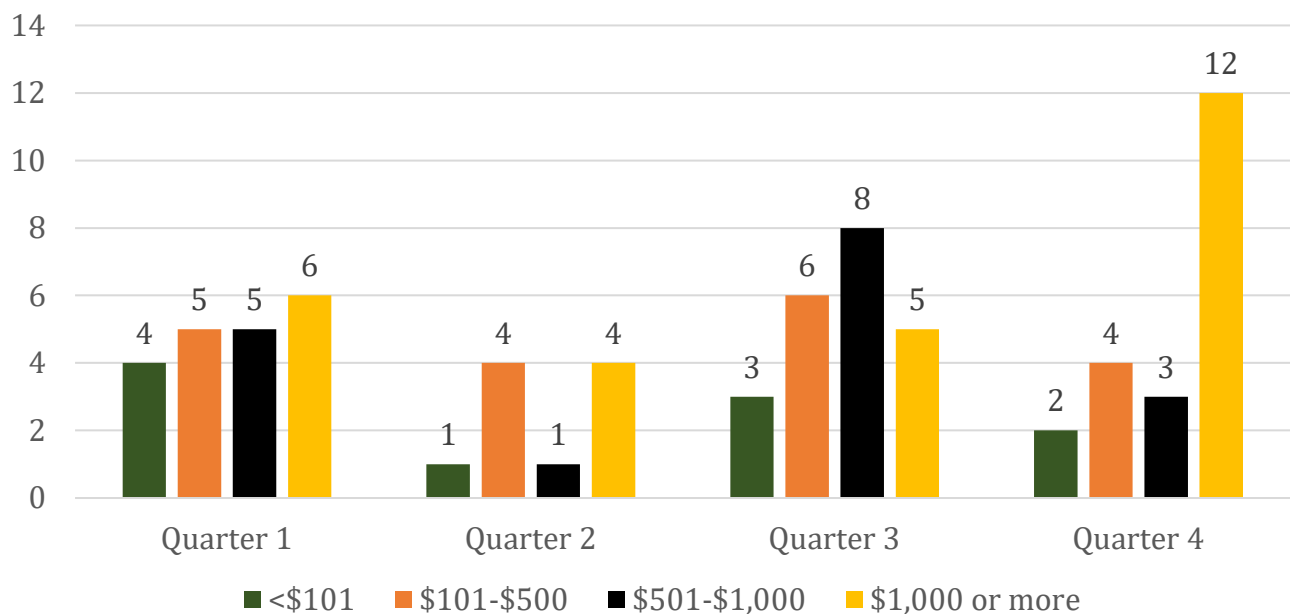
Counties	SFY22	SFY21	SFY20	Total
Adams	2	5	13	20
Box Butte	1	2	0	3
Brown	1	0	0	1
Buffalo	2	1	3	6
Cuming	1	1	0	2
Custer	1	1	0	2
Dawson	1	3	1	5
Dixon	0	4	2	6
Dodge	4	3	3	10
Douglas	24	34	32	90
Franklin	0	1	0	1
Gage	1	2	2	3
Hall	4	8	24	36
Jefferson	0	1	0	1
Kearney	0	4	3	6
Lancaster	12	22	22	57
Madison	1	3	3	7
Merrick	0	0	1	1
Otoe	1	0	0	1
Platte	7	4	10	21
Red Willow	3	11	0	14
Sarpy	1	7	8	16
Scottsbluff	1	3	0	4
Thayer	1	0	0	1
Thurston	1	0	0	1
Valley	1	3	3	7
Washington	0	0	1	1
York	2	0	1	3
Total	73	123	132	328

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 SFY22:

Leadership	11
Project Management	8
OSHA	8
Computer Systems/IT	7
Plumbing/Steamfitting	5
On-the-Job-Training	5
Personal Development	4
Database/Software	4
Welding	3
Electrical	3
Emergency Management	2
Automotive	2
CDL	2
Healthcare	2
Relocation and/or Retention	2
Equipment Training	2
Barrel Aging	1
Flight Dispatch	1
ELL/ESL	1
Total	73

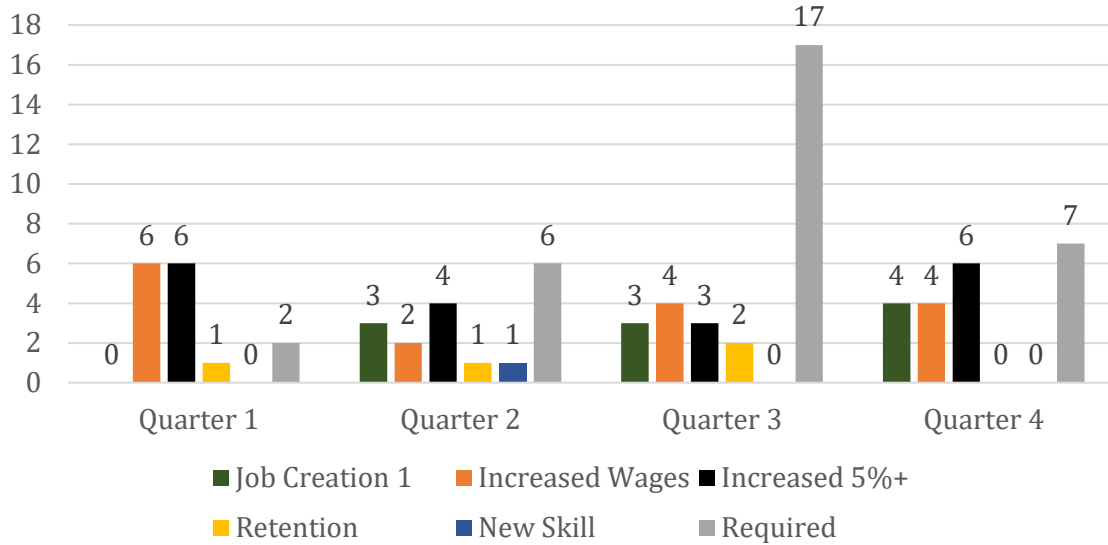
Cost Per Person



Training Impact

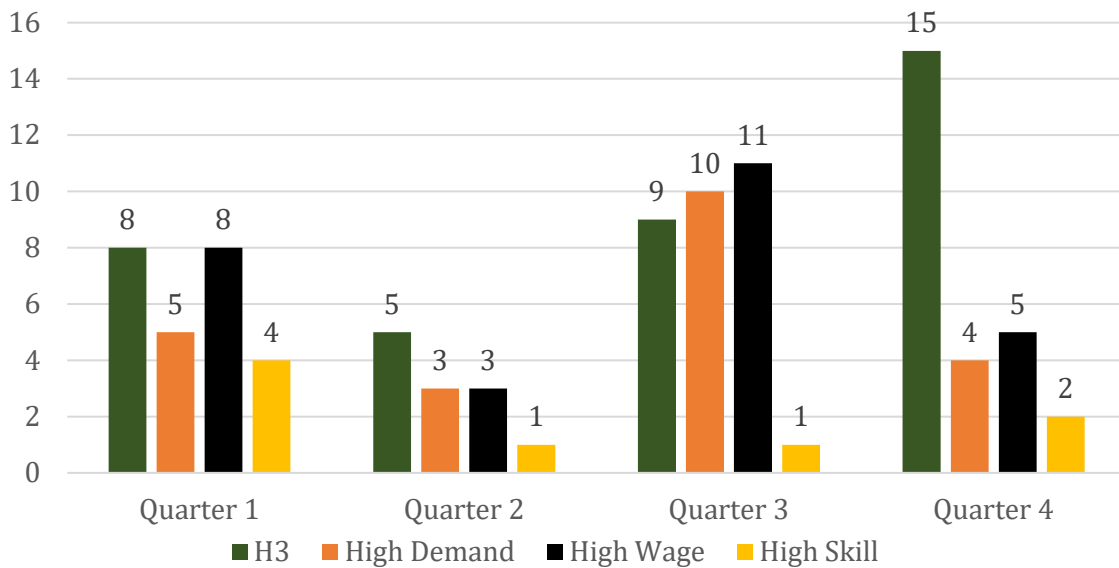
Applications received points based upon the economic development impact and job characteristics. Impact is defined as 1) Job Creation, 2) Increased Wages and 5% or more wage increase, 3) Retention, and/or 4) Required training. Job characteristics include H3 (High Wage, High Skill, and High Demand) OR High Wage and/or High Demand and/or High Skill.¹

Economic Impact



*These numbers calculate more than the number of awards because an employer could list more than one type of impact. To avoid duplication of increased wages, if an employer reported both increased wages and the increase was 5% or more, it was only counted in the 5% or more category.

Job Characteristics

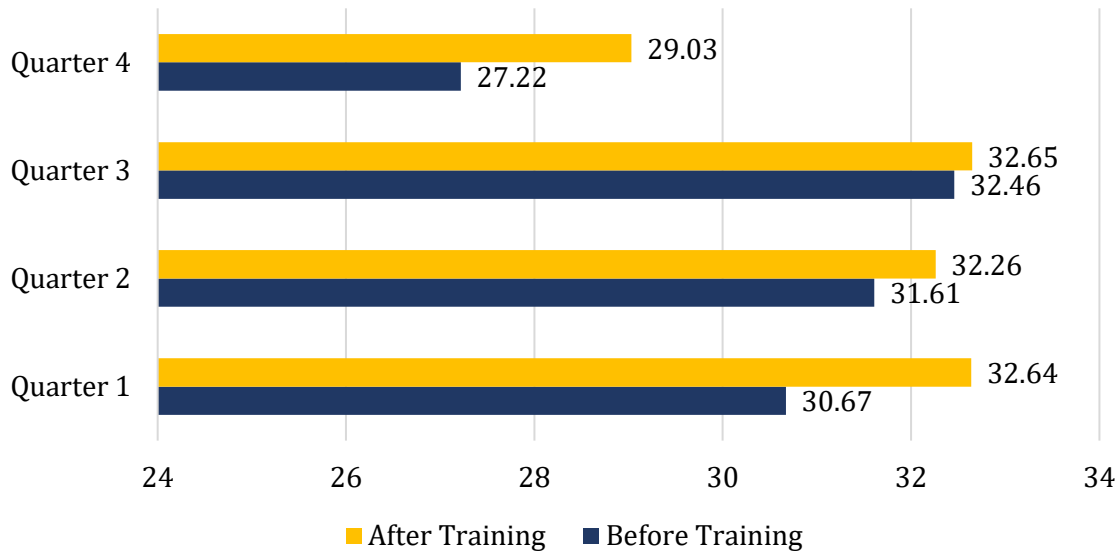


*These numbers calculate more than the number of awards because an employer could list more than one type of characteristic. To avoid duplication, if an employer listed all three categories (High Demand, High Wage, and High Skills) it was only counted under H3. If the employer listed one or two characteristics,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

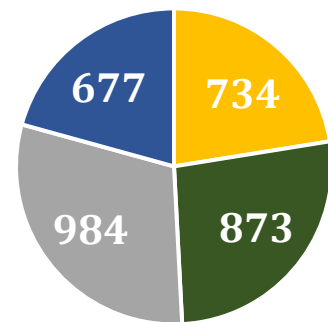
¹<https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=oduMpwMRTIQnt7W7WO2/Ew==>

Training Impact

Wage Increases

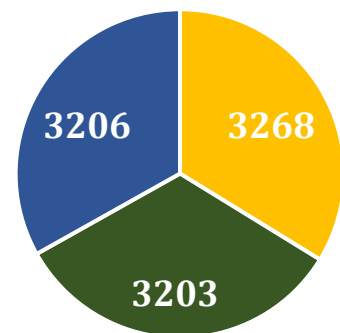


SFY 22 Quarterly Trainees



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

Yearly Trainees



■ SFY22 ■ SFY21 ■ SFY20

Worker Training Program Award Recipients

Figures are rounded to the nearest dollar.

Employer	Awarded Amount	Approved Training
Opendorse, Inc	\$5,220	Strengths-Based Leadership
Thio Industrial	\$7,360	Welding
Daycos	\$4,755	Emergenetics
Five Nines Technology Group	\$32,658	IT Reboot Camp
TSTECH, Tri-Con Industries	\$6,633	First Aid, CPR, AED Certification
GMP Pros	\$35,750	KNEAT Academy
Liss Technologies Group	\$9,720	Vistage Key Leader
GMP Pros	\$12,620	Power BI
C&A Industries	\$3,431	Pathways to Success
C&A Industries	\$2,100	Digital Body Language
North End Teleservice	\$2,813	NET Leadership 2021
West Pharmaceutical Services	\$2,397	Project Management
Chief Industries, Inc	\$4,685	Welding
Parker Hannifin Corporation	\$3,600	Hose Production
Ainsworth Motors, Inc	\$4,666	Ford Assess Program
CNH Industrial	\$4,700	CNH Leadership
Twin City Cartage	\$10,952	Emotional Intelligence
MetalQuest Unlimited, Inc.	\$1,260	Leadership
Steamfitters & Plumbers LU464	\$76,300	Apprenticeship
Greater Nebraska JATC	\$15,000	Apprenticeship
Adams Land and Cattle	\$10,000	Leadership
Becton Dickinson	\$461,250	Recruitment
General Excavating	\$3,350	First Aid/CPR
Camaco	\$5,400	Motoman NX & Fanuc Robotics
C&A Industries	\$2,625	Everything Disc Management
Epic Lifestyle Chiropractic	\$16,000	Commit and Go
Espen Hillmer Graphics Co.	\$13,440	First-Time Work Lead
Hornady Manufacturing	\$66,500	Process Control
Exmark Manufacturing	\$3,990	Lean Enterprise
Flander's Provisions	\$1,885	Ammonia Operator Competencies
Steamfitters & Plumbers LU464	\$75,285	Apprenticeship
Nixers Distilled Spirits LLC	\$2,691	Master Distillery
Neogen Corporation	\$22,900	Leadership Development
Rosenbauer Aerials, LLC	\$820	First Responder
Hydro Optimization & Automation	\$1,458	Programmable Logic Control
Camaco	\$36,000	Advance Manufacturing Design
Falewitch Construction Svcs.	\$4,500	Construction Executive Leadership
Jet Linx Aviation LLC	\$51,000	Flight Dispatch

Award Recipients Continued

Access Bank	\$8,100	Franklin Covey “Change”
Distribution Management Systems	\$15,000	Integrated Pipeline Program
Parker Hannifin Corporation	\$6,200	OJT
Parker Hannifin Corporation	\$7,500	OJT
Central Valley Agriculture	\$21,963	CDL
Levander’s Body Shop	\$13,100	I-Car
Plumber’s Local 16	\$22,880	Apprenticeship
NE Neb. Central Community Action	\$3,000	FISH! Philosophy
Valley County Health System	\$1,572	Wound Care
CHI Health	\$595	Rehabilitation for the Wounded Runner
Steamfitters & Plumbers LU464	\$60,000	Apprenticeships
Greater NE Joint Apprenticeship	\$15,000	Apprenticeships
Associated Builders & Contractors	\$4,500	OSHA
United Way of Midlands	\$16,000	Job for America’s Graduates Programming
Kawasaki Motors Mfg.	\$2,450	Programmable Logic Control
Kawasaki Motors Mfg.	\$4,500	English Language Learner
Reliant Transportation	\$2,150	Transportation Broker
Rosenbauer Aerials, LLC	\$650	Crane/Rigging
S & Sons	\$2,125	Safety
Tstech, Tri-Con Industries, LTD	\$717	Hazardous Waste & Emergency Response
Cargill	\$20,199	Microsoft Office Suite
Becton Dickinson	\$35,298	Recruitment
Election Systems & Software	\$20,000	C++ Version 17 Code Academy
Elliot Equipment	\$21,000	Project Management
Physicians Mutual Insurance Co	\$27,767	Web Development & Programming
C&A Industries-A Medical Solutions Company	\$6,000	Dominknow One
Arbor Systems	\$625	New Equipment Training
Central Valley Agriculture Cooperative	\$22,128	CDL
Parker Hannifin-Baldwin Filters	\$4,200	OJT
Orthman Manufacturing	\$3,850	Lean Manufacturing
Associated Builders of Nebraska	\$2,250	OSHA
Omaha Joint Electrical Apprenticeship	\$3,820	Electrical Training
Steamfitters & Plumbers LU464	\$42,000	Apprenticeship
Flander’s Provision	\$3,700	Ammonia Refrigeration
Parker Hannifin	\$1,900	OJT
Total	\$1,448,453	

Worker Training Grant Funds

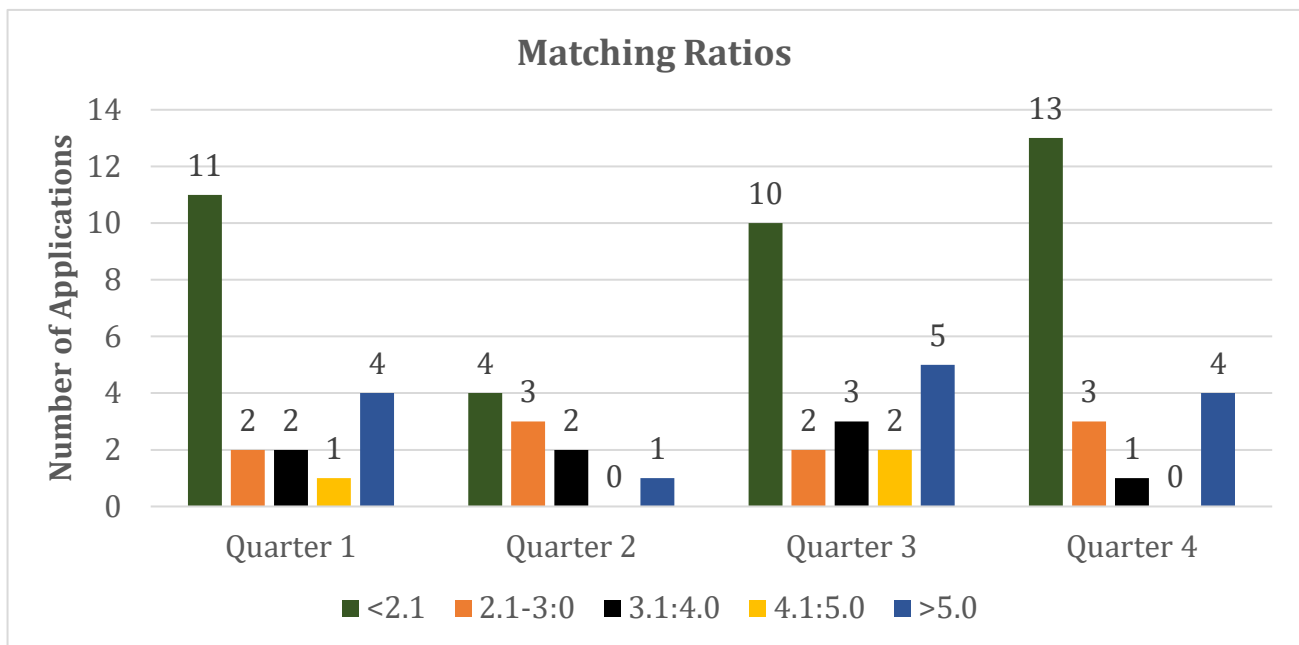
The Worker Training Program generally awards up to \$400,000 each quarter. Of the grant funds available to award each year, 20 percent may be designated for special employment training projects and apprenticeship training programs. Additionally, the Commissioner of Labor can award 20 percent of the annually available training funds for training initiatives that provide significant economic benefits to a region or the state. The Commissioner may recommend awards of more than 20% in either of these categories as long as the total amount awarded under this section does not exceed 40% of the grant funds available for award.

Time Period	Amount Awarded
1 st Quarter	\$246,620
2 nd Quarter	\$649,725
3 rd Quarter	\$237,329
4 th Quarter	\$314,779
Total Awarded	\$1,448,453

State Fiscal Year	Amount Awarded
SFY20	\$879,810
SFY21	\$842,860
SFY22	\$1,448,453

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 **\$7,322,319.47**.



The requested funds for SFY22 were 23% of matching funds. Grants receive points based on the level of matching funds provided. A ratio less than 2.1 receives 0 points, 2:1-3.0 receives 20 points, 3.1-4.0 receives 30 points, 4.1-5.0 receives 40 points and a match of 5.1 or higher receives 50 points.

Fund Analysis

NEBRASKA TRAINING & SUPPORT CASH FUND INCOME STATEMENT END OF YEAR JUNE 30, 2022

Investment Income	\$46,285.12	
SUIT Interest	\$1,070,035.35	
Labor Studies Transfer	-\$300,000.00	
Suit Admin Expense	-\$25,406.50	
Revenue less Transfers		\$790,913.97
NTSC Admin Expense	-\$191,764.44	
NTSC Grant Expense	-\$1,004,670.16	
Total Expense		-\$1,196,434.60

Net Income	-\$405,520.63
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- *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 07/01/2021	\$3,403,594.76
Net Income	-405,520.63
NTSC Cash Balance 06/30/2022	\$2,998,074.13

NEBRASKA WORKER TRAINING GRANTS PAYABLES

Outstanding Balance 07/01/2022	\$2,998,074.13
Less Grant Obligations SFY22	-\$2,043,379.19
Grant Balance	\$954,694.94

If all grants submitted during SFY22 grants and awarded were completed and paid as obligated, the account would have a balance of \$954,694.94

Employer Comments



The worker training program works very well as it is.

- Camaco



After the completion of this training program, GMP Pros created a new Data Science/Machine Learning Department and elevated one of the trainees as the Team Lead for this new group.

- Shamlynn L Francik Team Resources Department Leader/Director of Human Resources GMP Pros



Because of leveraging EOS training, we have moved two (2) engineers from working on contracts embedded at clients to working full-time in Business Development and expansion. We have promoted a female from a support role to a Department Lead (HR Department). We have been able to expand and promote both from within our team and with new hires.

- Shamlynn L Francik Team Resources Department



The Worker Training Grant Program has been important in helping us increase our training year after year. The funds make it possible to provide needed training to more employees. When we are awarded a grant, we try to use the funds to pay for another training initiative or to add more people to the training covered by the grant. We have used worker training grant funds for everything from basic drawing reading to IT training. We use our local trainers and community college whenever possible. The application is easy to complete and a good benefit from the state.

- Joyce Abell, Training and Development Coordinator, Royal Engineered Composites



“As a small business owner, I am excited that these funds are available to our staff! We truly get the opportunity to train and further empower our employees by investing in them as a person and as an employee. The Nebraska worker training grant has given us the opportunity to partner with the state to help support those trainings.”
- Twin City Cartage

“Falewitch Construction Services strongly encourages continuing education for our employees and the Worker Training Grant program allows for assistance with the cost. This is a great program for businesses.”
- Jodi Foster, Falewitch

“Camaco Manufacturing LLC in Columbus, NE has been fortunate to utilize the Worker Training Program to fund partial cost of Robot Technician, Maintenance Technician and now Tool and Die Technician training programs with Central Community College in Columbus to great benefit to our employees and company. The Industrial Maintenance Program, in particular has allowed us to train more than 20 people over the last 3 years, and we have gone 2 years without the need to hire maintenance externally- developing our own people to meet these needs. Launching the Tool and Die apprenticeship program this year, we are seeking similar results for Tool and Die skills for which there is a significant deficit nationwide.”
- Jason Buss, HR Manager and Global EHS Leader

Collaborations

NDOL's Columbus office hosted an Alternative Workforce Solutions meeting. Attendees include Catrina Grey, CCC; Jason Buss, Camaco; Colleen Jensen, NDOL, Bobbi Jo Howard, NDOL, Heather Lindstrom, formerly Camaco, and Kim Neesen, NDOL.



Moving Forward: State Fiscal Year 2023

Business Outreach

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

- Broaden outreach to first time employer applicants, as last year 67% of awards were from employers who submitted applications more than six times.
- 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 2022-first quarter, Nebraska Department of Labor, Labor Market Information, and Quarterly Census of Employment and Wages showed 'Healthcare and Social Assistance Industry' had the largest number of establishments in Nebraska, employed the highest number of employees, and had the highest Total Wage. However, WTP awarded only four grants to Healthcare and Social Service in SFY22.
- Of the 93 counties in Nebraska, NWTP grants were distributed to 22 counties (24%) with 33% of the awards in Douglas County. A greater emphasis will be to inform businesses in the Panhandle, Mid Plains and the Grand Island MSA 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.

Operations Manual

A manual will be created for staff guidance that will include all the components of the Worker Training Program.

Improve Processes

The WTP recently implemented additional components to the updated guidelines. We are 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.



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