

American Rescue Plan Act (ARPA)



Workforce Development Grant (WDG)

**Program Design and Delivery of Funds
Allocated to the Nebraska Department
of Labor under LB 1014**

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

The American Rescue Plan Act created the Coronavirus State Fiscal Recovery Fund (CSFRF) to provide states with resources to respond to the economic impact of the COVID-19 pandemic.

CSFRF Objectives

1

Respond to COVID-19 and its negative impact on:

- Households
- Small businesses
- Nonprofits
- Specific industries

2

Provide better wages to essential workers

3

Assist underemployed and unemployed individuals achieve reemployment

4

Create retention incentives

Legislative Bill 1014

LB1014
2022

LB1014
2022

LEGISLATURE OF NEBRASKA
ONE HUNDRED SEVENTH LEGISLATURE
SECOND SESSION
LEGISLATIVE BILL 1014
FINAL READING
(SECOND)

Introduced by Speaker Hilgers, 21; at the request of the Governor.

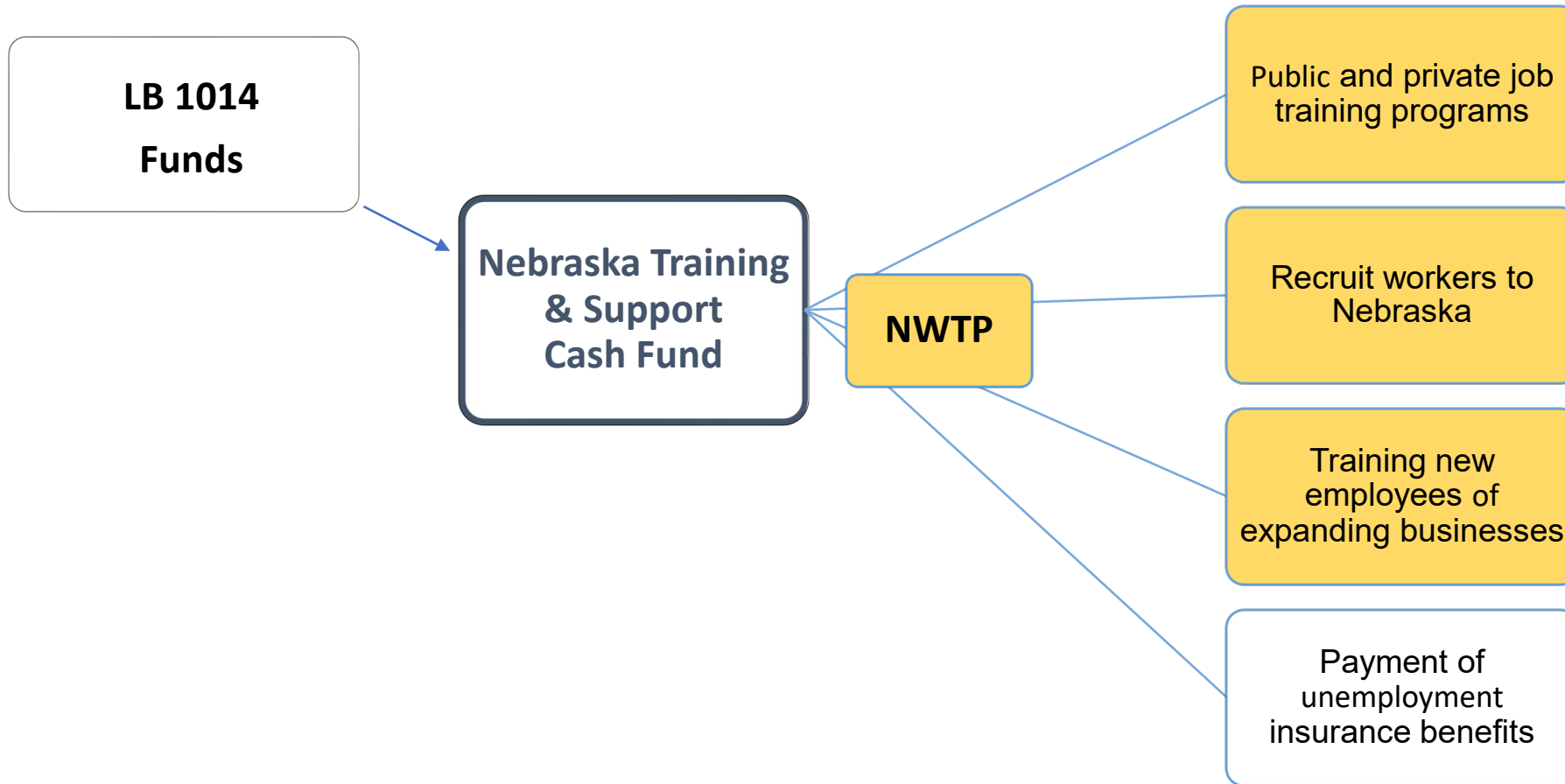
Read first time January 13, 2022

Committee: Appropriations

LB1014 2022		LB1014 2022
1	<u>Department, Agency No. 31, Program No. 191, as identified in section 34</u>	
2	<u>of this act.</u>	
3	Sec. 15. <u>AGENCY NO. 23 – DEPARTMENT OF LABOR</u>	
4	<u>Program No. 31 - Division of Employment</u>	
5		<u>FY2021-22</u> <u>FY2022-23</u>
6	<u>FEDERAL FUND</u>	<u>-0-</u> <u>10,000,000</u>
7	<u>PROGRAM TOTAL</u>	<u>-0-</u> <u>10,000,000</u>
8	<u>There is included in the appropriation to this program for FY2022-23</u>	
9	<u>\$10,000,000 Federal Funds for state aid, which shall only be used for</u>	
10	<u>such purpose.</u>	
11	<u>There is included in the amount shown as aid for this program for</u>	
12	<u>FY2022-23 \$10,000,000 Federal Funds for worker training programs</u>	
13	<u>administered by the Department of Labor and distributed through the</u>	
14	<u>recommendation of the Nebraska Worker Training Board pursuant to the</u>	
15	<u>guidelines established in section 48-622.03.</u>	

Appropriated **\$10M** in CSFRF to the Nebraska Department of Labor for worker training programs administered by the Department and distributed through the recommendation of the Nebraska Worker Training Board (NWTB)

Nebraska Training and Support Cash Fund (NTSC) and the Nebraska Worker Training Program (NWTP)



ARPA Programs

Program	Title	Summary	Budget
1	Teacher Recruitment and Retention Grant (TRRG)	Premium Pay	\$4M
2	Nursing Recruitment and Retention Grant (NRRG)	Premium Pay	\$4M
3	Workforce Development Grant (WDG)	Employment & Training Grants	\$2M
4	Transfer to Unemployment Trust Fund	*Contingency	\$0M

Note: The NWTB may reallocate funds amongst TRRG, NRRG, and WDG if the amount of approved grant applications received on or before October 2, 2023 in a program category is less than the amount of funds allocated to that program category.

WDG Overview

\$2M allocated to fund projects intended to provide employment-related services to **individuals** in populations that suffered **adverse economic effects** due to the COVID-19 **pandemic**.

Businesses, non-profits, educational institutions, and other entities that provide job-related training or career services can apply for funding to support efforts to:

- (1) Bring eligible individuals back into the workforce, or;**
- (2) Facilitate their career advancement through job training, reskilling, and upskilling.**



WDG Applicant and Project Eligibility

Applicant Eligibility Requirements

- Applicants for a WDG award may be:
 - Business
 - Industry consortium
 - Labor union
 - Non-profit
 - Institution of higher education
 - County or municipal government
 - A federal Workforce Innovation and Opportunity Act (WIOA) administrative entity
 - Any other entity providing training, apprenticeship, or other employment-support services or connecting individuals to these services

Eligible Project Services

- Eligible services for a WDG project are:
 - Job training
 - Vocational or job-skill-focused education leading to an industry-recognized credential or certification
 - Stipends while in vocational or job-skill-focused education
 - Career services and job coaching
 - Job fairs
 - Employer recruitment of workers
 - Incentives to businesses to hire members of an eligible population
 - Apprenticeships and pre-apprentice programs

Eligible Project Services Cont'd

- Combined education and on-the-job training programs
- Assistance to start small businesses
- Support services to accelerate rehiring, such as childcare assistance, assistance with transportation to and from a jobsite or interview, and incentives for newly employed workers

Note: WDG projects may provide eligible services from one category or may combine eligible services from multiple categories.

WDG Eligible Populations

Eligible Population Requirements

- An eligible WDG project must provide members of an **eligible population** with eligible employment services who:
 - (1) reside or work in Nebraska at the time of services; or
 - (2) eligible populations residing outside of Nebraska that are encouraged to join the workforce in Nebraska
- Eligible populations must have suffered negative economic effects due to the COVID-19 pandemic. Eligible populations include...


Households

- Residing in a qualified census tract
- Receiving services provided by Tribal governments
- Household income at or below 300% of the Federal Poverty Guidelines for the size of household based on the most recently published poverty guidelines
- Households that qualify for TANF, SNAP, Free and Reduced School Lunch and/or Breakfast programs, Medicare Part D Low-Income subsidies, SSI, Head Start, Early Head Start, WIC, Section 8 Vouchers, Low-Income Home Energy Assistance Program, and/or Pell Grants

Individuals

- Want and are available for work, including:
 - Unemployed
 - Employed part-time but want and are available for full-time work
 - Employed but seeking a position with greater opportunities for economic advancement
 - Looked for work in the last 12 months

WDG- Eligible Population Determination Assistance Form



Will be accessible to the
public via the
Department's [website](#)
before the application
period begins!

WDG – Application Overview

Key Application Components

- Identify how the applicant and project would use WDG funds to provide eligible services to benefit members of an eligible population, with corresponding project outcome measures
- Demonstrate how the proposed project aligns with the purposes of the Nebraska Worker Training and Support Cash Fund (NTSC)
- Identify any other funding available to support the proposed project during the grant period and any funding available to continue the proposed project after the grant period.
 - If the applicant is a business seeking funds to hire, train, or retain individuals, they must state the details of the business's matching contribution, if any.



WDG – Application Process

1. Applicants will apply for a WDG award using the application form provided by NDOL through the application portal located at dol.nebraska.gov. Applications function as requests to reserve a specific amount of grant funds per applicant.
 - The application form requires the applicant to answer and attest to a series of questions relevant to program eligibility and design
 - Requests for technical assistance should be submitted to NDOL.ARPA@nebraska.gov
2. If all funds are not reserved by **January 1, 2023**, ARPA program guidelines may be amended to expand eligibility pay to other educational employees.
3. The application period ends no later than **June 30th, 2023**.

WDG – Application Selection and Award Process

1. An **Evaluation Committee**, designated by the Commissioner of Labor, will review applications on a rolling basis to verify eligibility and objectively score WDG project applications consistent with the criteria below:
 1. Goals and Corresponding Outcomes
 2. Responsiveness to COVID-19 Pandemic
 3. Innovation
 4. Budget and Request for Funds
 5. Economic Development Impact
 6. Capacity
 7. Other Available Funding
2. Based on the review of the evaluation committee and the availability of allocated funds, the Commissioner will make recommendations for WDG awards to the Nebraska Worker Training Board (NWTB).

WDG – Application Selection and Award Process



3. The **NWTB** will review the Commissioner's recommended WDG awards for compliance with [program guidelines](#). The NWTB will vote on awards recommended by the Commissioner during its [scheduled](#) quarterly meetings, or more frequently if determined necessary.

4. Once approved by the NWTB, **Award Notifications** will be issued to recipient applicant identifying amount of WDG funds reserved. Applications determined ineligible or not approved by the NWTB will receive notification accordingly.

- To receive funds, successful applicants will be required to sign an award agreement containing terms and conditions, use of funds, and other obligations.

WDG – Grant Operations

Limitations on Eligible Program Expenses

Allowable costs are limited to reasonable direct costs associated with providing eligible services to members of an eligible population **only**.

Recruitment Project Restrictions

- If a WDG project proposes use of funds to recruit eligible employees to a particular business, or subsidize employment at that business, the following restrictions apply:
 - No WDG funds shall be used for recruitment of an employee who is employed full-time by a Nebraska business
 - Any allowable hiring or retention bonus shall not exceed \$2,500.00 per eligible employee
 - Recruitment and retention expenses are allowed only for the hire of permanent employees. These expenses will be reimbursed only after the new hire has maintained employment with the applicant for 6 months
 - Allowable recruitment-related expenses shall not include:
 - Housing down payments
 - Non-Economy Class air travel expenses
 - Temporary housing expenses, other than authorized travel related to lodging costs
 - Lodging expenses that are not reasonable and comparable to the United States General Services Administration and in accordance with the Federal Travel Regulations as of the date of travel
 - Room service or other lodging incidental expenses
 - Customs and immigration fees

Worker Training Project Restrictions

- If a WDG project proposes the use of funds to an employer for worker training, the following restrictions apply:
 - Funding for training of an incumbent worker is an allowable expense only if (1) the worker is seeking advancement for greater economic opportunity; and (2) the funded training, if completed, will provide the incumbent with greater economic opportunity, such as a promotion or pay increase
 - Funds shall not be used for training provided outside the State of Nebraska unless the applicant demonstrates a lack of locally available training
 - Allowable training-related expenses shall not include:
 - Lease, purchase, or construction of facilities
 - Purchase of capital equipment
 - Mileage, lodging, meals, and incidentals

WDG – Reimbursement and Closeout

Reimbursement of Funds

-Reimbursement of funds will not occur until the applicant has an approved W-9 on file with Nebraska's State Accounting Division. All reimbursements will occur via Electronic Funds Transfer (EFT). No paper checks will be issued.

- Reimbursement requests must be submitted as a detailed, itemized invoice with supporting documentation as specified by NDOL. Non-itemized receipts or invoices for expenses (that are reimbursed at direct cost instead of per diem) will be rejected.

- Reimbursement requests will be submitted in a manner and method as defined by the Department.

Grant Closeout

-Upon completion of the project, the award recipient will be required submit a grant closeout form in a method and manner as defined by the Department

-Requests for project timeline extensions must be submitted, in writing, to the Department no less than 60 days prior to the grant termination date



WDG Timeline

***October 1, 2022**
Application Period
Begins

June 30, 2023
Application Period
Ends

December 31, 2026
Funds
Expended/Liquidated

Application Review & Awards Issued

Grant Closeouts

Project Active

January 1, 2023
Guidelines
Amended if
Unreserved Funds
Exist

2023

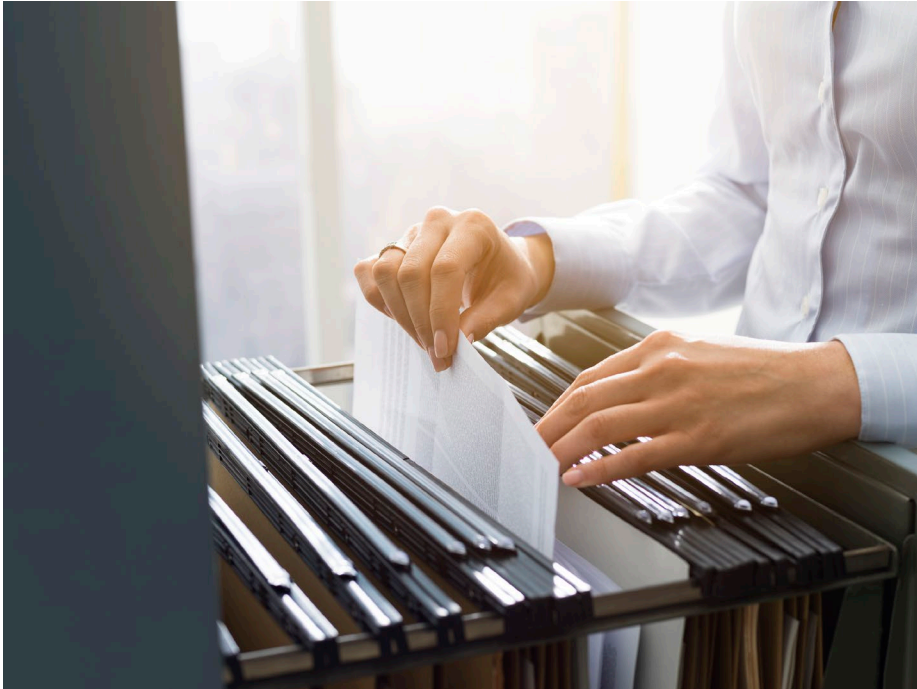
2024

2025

2026



WDG – Quality Control



As a condition of award, WDG recipients must agree to cooperate with any quality control (monitoring, auditing, or oversight) activities determined by NDOL or other lawful entities

Quality control activities may occur from the date of application until December 31, 2026

WDG – Frequently Asked Questions

Coming soon...



Questions?

Applicants, recipients, and other stakeholders should contact the Department for technical assistance or program questions at:

NDOL.ARPA@nebraska.gov

