

American Rescue Plan Act (ARPA)



Nursing Recruitment and Retention Grant (NRRG)

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.

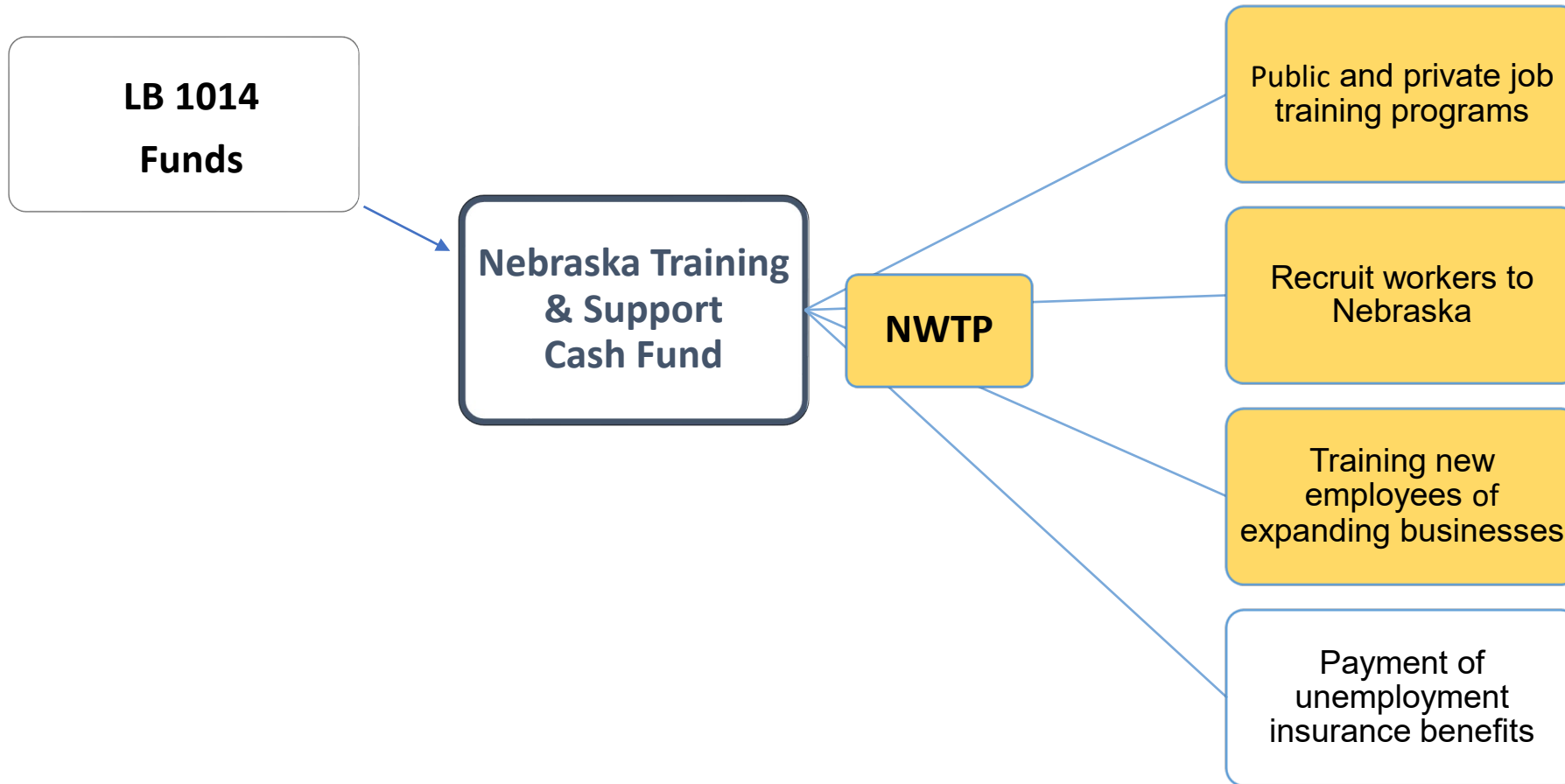
Read first time January 13, 2022

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

NRRG – Applicant and Position Eligibility

Applicant Eligibility Requirements

- Healthcare institution or system with at least one location in Nebraska where direct patient care is provided by RNs, LPNs, or CNAs
- Experienced challenges hiring or retaining RNs, LPNs, or CNAs due to the COVID-19 pandemic
- Demonstrate a commitment to provide training and professional development to support retention of workers in PP eligible positions

Premium Pay (PP) Eligible Position Requirements

Position filled by a licensed RN, LPN, or CNA and provides in-person patient care in one of the following healthcare settings:

- Hospital
- Nursing home or long-term care facility
- Rehabilitation center
- Residential treatment center
- Primary-care office
- Urgent-care clinic

NRRG – Premium Pay Recipient Eligibility

Premium Pay (PP) Recipient Eligibility Requirements

- A licensed RN, LPN, or CNA employed by the recipient employer
- Provide in-person patient care in an eligible PP position with the recipient employer
- Be in a PP eligible position no later than September 1, 2023 and remain continuously employed in the PP position with the recipient employer through the PP certification date of January 9, 2024

Premium Pay Pay-Scale

\$2,500	Registered Nurse
\$1,500	Licensed Practical Nurse
\$1,000	Certified Nursing Assistant

NRRG – Application Process

1. Applicants will apply for an NRRG 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, including information about each PP eligible position requested, such as the amount of PP requested for each position and if each position is vacant or occupied at the time of application
 - Requests for technical assistance should be submitted to NDOL.ARPA@nebraska.gov
 - Note: Healthcare systems applying for a NRRG award on behalf of more than one practice location must submit separate applications for each site
2. The application period ends on **October 2nd, 2023**

NRRG – Application Selection Process and Initial Award Notification

1. An **Evaluation Committee**, designated by the Commissioner of Labor, will review applications on a rolling to verify eligibility requirements of applicants and premium pay positions.
2. Based on the review of the evaluation committee and the availability of allocated funds, the Commissioner will make recommendations for NRRG awards to the Nebraska Worker Training Board (NWTB) giving priority to eligible applications filed earliest.
3. The **NWTB** will review the Commissioner's recommended NRRG awards for compliance with [program guidelines](#). The NWTB will vote on awards recommended by the Commissioner during its [scheduled](#) quarterly meetings.
4. Once approved by the NWTB, **Initial Award Notifications** will be issued to recipient employers identifying amount of PP reserved, the positions for which PP has been reserved, and the amount of PP reserved for each position. Applications determined ineligible or not approved by the NWTB will receive notification accordingly.

NRRG – Reporting Process

Quarterly Report

Employers must submit a report to NDOL within **15 days** of the end of each calendar quarter using a form and method prescribed by the Department. Quarterly reports identify whether the PP eligible position was filled or vacant. For filled positions, employers will provide information about the worker in the position (as specified by NDOL). Recipients who do not submit quarterly reports in a timely fashion may be subject initial award de-obligation or decertification.

Certification Report

On or before **January 15th, 2024** each recipient employer must submit a PP Certification using a form and manner prescribed by NDOL. The Certification form is utilized to verify the recipient met eligibility requirements as of the PP Certification Date (**January 9th, 2024**). The form includes reporting information and documentation, as specified by the Department, to determine the total amount of eligible premium pay.

NRRG – Final Award Notice and Payment

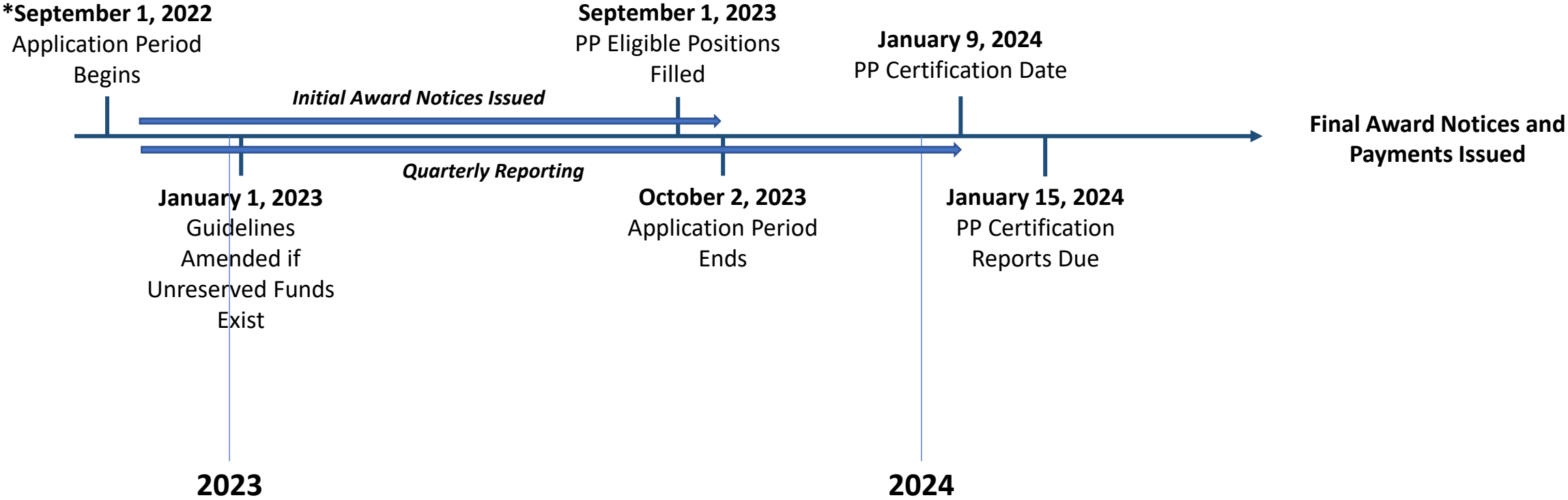
1. Upon reviewing the Certification Report, NDOL will issue a **Final Award Notice** that identifies the total amount of funds being awarded and the total premium pay that should be paid to each worker.
2. Funds are transferred to the recipient employer to fund premium pay for the approved workers.

NOTE: Transfer of funds between the Department and recipient employer will occur only through Electronic Funds Transfer (EFT)

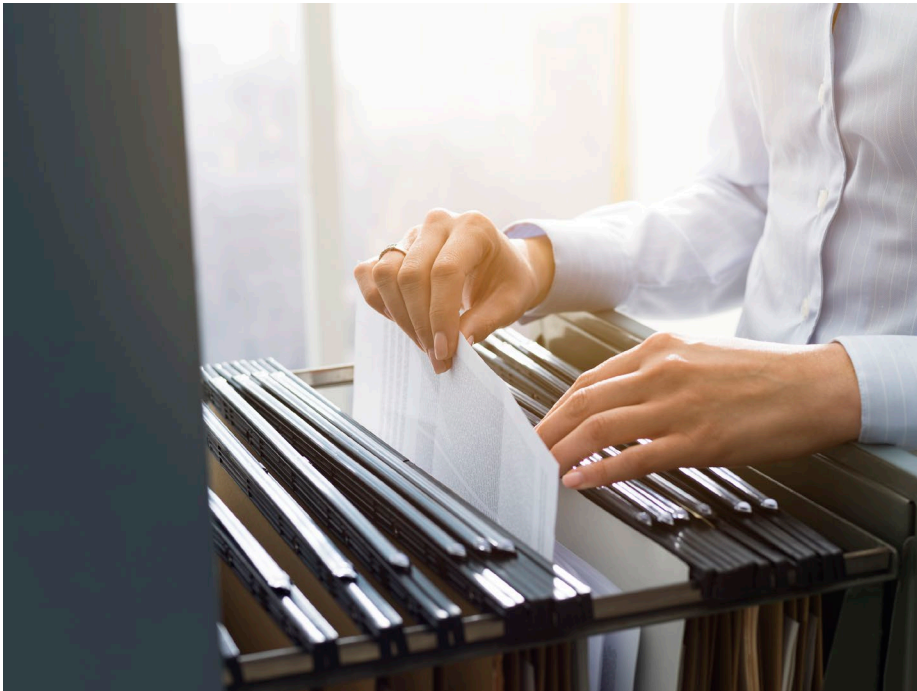
3. Recipient employer pays **lump-sum premium payments** to each eligible worker as specified in the Final Award Notice.

NOTE: PP wages must be in addition to, and not replace, compensation the worker would have otherwise received. PP is taxable as wage income. Employers are encouraged to treat PP earned by the employee just as they would other wage income and withhold from the additional pay any required taxes.

NRRG Timeline



NRRG – Quality Control



As a condition of award, NRRG 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

NRRG – Frequently Asked Questions

Coming soon...



Questions?

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

NDOL.ARPA@nebraska.gov

