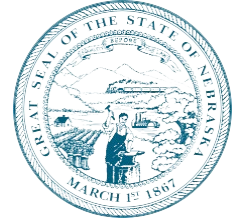




Worker Training Program Annual Report

JULY 2023 – JUNE 2024 | NEBRASKA DEPARTMENT OF LABOR



December 20, 2024

Governor Jim Pillen
Nebraska State Capitol
Lincoln, NE 68508

RE: Worker Training Grant Annual Report PY2024

Attached is the Annual Report of the Worker Training Grant for Program Year (PY) 2024 (July 1, 2023-June 30, 2024).

The Worker Training Grant (WTG) program awarded 24 grants in PY 2024 with total grant funds awarded of \$297,282. The program trained, retrained, or upgraded the work skills of 355 Nebraska workers. The transportation industry was the leader in training and work skill development.

The Worker Training Grant Program Board amended the guidelines in April 2024 to include employee retention. Retention was added as an option to encourage Nebraska employers to be innovative in keeping their workforce. While all industries can apply, preference is given to licensed medical occupations, K-12 educational providers, and licensed daycares.

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

Sincerely,

A handwritten signature in black ink that reads "John H. Albin".

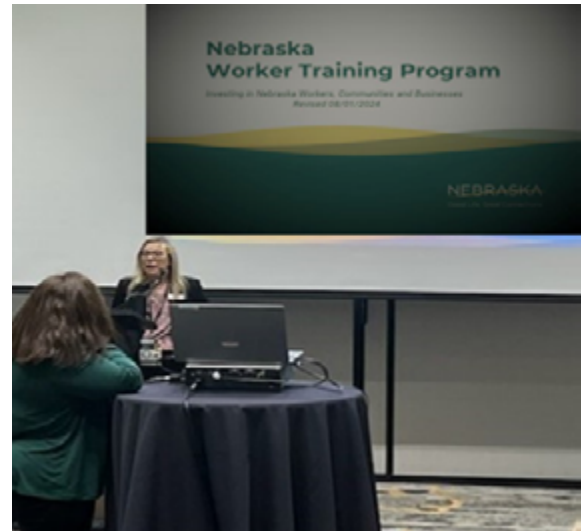
John H. Albin
Commissioner of Labor

cc: Members of the Nebraska Legislature Business and Labor Committee

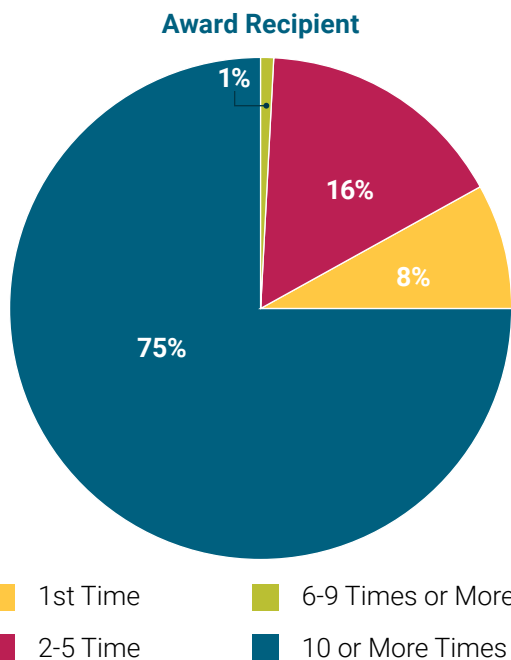
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2024 Highlights

- The American Rescue Plan Act grants for Teacher Recruitment and Retention Grants (TRRG), Nursing Recruitment and Retention Grant recipients (NRRG) are completed and paid. Eight NRRG recipients received \$3,404,000. The TRRG had 76 awardees paying out \$2,281,250.
- The Guidelines were revised in April to include an employee retention component with preference give to licensed daycares, K-12 the educational providers and medical health services for occupations licensed by the State of Nebraska.
- The Worker Training Grant online application was revised to better accommodate recruitment grant applications.
- The Worker Training Grant Program was a topic for break-out sessions at the Omaha Public Power District Contractors' Conference.
- Other presentations included speaking virtually to Central Community College (CCC) administrators, and speaking to employers at the CCC Ord, NE campus. A presentation was also given to the Norfolk Leadership Class affiliated with the Norfolk Area Chamber of Commerce.



NDOL participated in the Elevate the Workforce Pipeline Apprenticeship Conference in Kearney. The Worker Training Grant Program was a break-out session topic.



Worker Training Program Applications

The Worker Training Program received 141 applications for SFY2024 from July 1, 2023–June 30, 2024. Applications are accepted quarterly, and many employers submit more than one application per quarter. The Worker Training Board Members approved the grants at the quarterly meeting. There must be at least two grants from each Congressional District each quarter.

Worker Training Grants 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.

Worker Training Program Awards

The Worker Training Program awarded 24 grants for SFY24. The total amount of funding awarded was \$297,282.

Worker Training Grant Industries

Companies were from seven different industry clusters. Transportation was 29% of all the awards.

MSA is Metropolitan Statistical Areas. Grand Island MSA consist of Howard, Merrick, Hamilton and Hall counties; Lincoln MSA includes Lancaster and Seward counties; and Omaha Consortium encompasses Douglas, Sarpy, Saunders, Cass, and Washington counties.

Industry Clusters	Career Academies
Architecture & Construction	25%
Agriculture, Food & Natural Resources	4%
Business Management & Administration	9%
Health Sciences	4%
Manufacturing	25%
Science, Tech, Engineering & Math	4%
Transportation	29%

Number of Employees

Size of Business	Number of Businesses
<50	5
50-99	2
100-250	3
250-499	1
>499	13

Company Locations

County	Grants Awarded	Congressional District
Douglas	4	2
Hall	1	3
Kearney	1	3
Keith	1	3
Lancaster	11	1
Phelps	2	3
Platte	2	1
Valley	1	3
York	1	3

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 awarded for the SFY24:

Types of Training	Number
Aircraft Maintenance	7
Apprenticeship	3
Project/Change Management	2
Machine Operation	2
Engineering	2
Industrial Maintenance	1
Construction	1
Database/Software programs	1
HVAC	1
Electrical	1
Dealer Technical Equipment	1
Arc Flash	1
Programming	1
Total	24

Matching Funds

Matching funds are the employer's contribution to the project. Per the revised Guidelines on 4/4/2024, all grants must have a minimum match of 1:1 to be eligible for an award.

	Matching Amount	Requested Amount
Quarter 1	\$774,881	\$185,342
Quarter 3	\$54,041	\$22,336
Quarter 4	\$111,632	\$31,442

June 2024 Summary

Current Amount Outstanding		
Fiscal Year	Remaining	
2022	2,288.00	0.92%
4Q	2,288.00	
2023	78,683.62	31.76%
1Q	6,750.00	
3Q	11,693.00	
4Q	60,240.62	
2024	166,763.00	67.32%
1Q	112,985.00	
3Q	22,336.00	
4Q	31,442.00	
Grand Total	247,734.62	100.00%

FISCAL YEAR 2024 AWARD RECIPIENTS

Employer	Awarded Amount	Approved Training
Greater NE JATC	\$11,055	Apprenticeships
Lincoln Electrical JATC	\$62,119	Apprenticeships
Lincoln Electrical JATC	\$11,150	Telecommunications Apprenticeships
Duncan Aviation	\$5,952	Aircraft Electronics
Duncan Aviation	\$5,952	Aircraft Electronics
Duncan Aviation	\$1,961	Line & Base Maintenance
Duncan Aviation	\$850	Line & Base Maintenance
Duncan Aviation	\$6,840	Gulfstream 280 MX
Duncan Aviation	\$1,356	Line MX & Borescopes
Duncan Aviation	\$9,525	MX & Avionics
Kawasaki Motors	\$1,080	Arc Flash Analysis
Steamfitters & Plumbers LU464	\$107,550	Apprenticeships
Sheppard's Business Interiors	\$1,396	Dealer Technology Conference
Embecta	\$1,600	Advanced Logix 5000 Programming
Embecta	\$5,760	Quality Regulations & ISO Standards
Case Agriculture	\$4,355	Excel Software
West Pharmaceutical Services	\$5,000	Training within Industry
Arnold Magnetics	\$5,900	Solidworks
Camaco LLC	\$15,252	Industrial Training
Schemmer & Associates	\$1,184	HVAC Design
Klute, Inc	\$6,000	New Equipment Operator/Maintenance
GMP Pros	\$5,815	Project Management Certification
Blair Freeman LLC	\$18,730	Weatherization
Valley County Health	\$900	Ultrasound Technology
Total	\$297,282	

Employer Comments

"Becton Dickinson & Company (BD) has been partnering with Nebraska's Worker Training Grant Program to develop and grow the skills and knowledge of our diverse workforces across five manufacturing sites in Nebraska for many years.

The Columbus sites recently celebrated 75 years of manufacturing investment and growth in Nebraska thanks to the nearly 2,100 associates who enable BD to deliver on our mission of advancing the world of health.

The BD Nebraska sites produce billions of medical devices annually to support the delivery of healthcare around the globe and we would not be successful without the opportunity to build and develop the capabilities of our associates. The partnership with the Worker Training Grant Program is valuable and ensures our ability to grow our sites and provide opportunities and career advancement to our upskilled associates."

— Shawna Hilbert, SPHR, SHRM-SCP Associate Director, HR

"This program provided us a wonderful opportunity to help us in our careers and has provided us the opportunity to get training. This opportunity to take the training has opened doors so that I may continue to grow and learn in my career field."

— Jared Long, Embecta Electrical Controls Programmer

"As a nonprofit, investing in the professional growth of team members can be difficult with tight budgets. The Worker Training Grants have made a remarkable difference allowing us to provide our team with leadership and skills-based training, which ultimately allow us to provide better support and services for the community. Additionally, professional development programming is critical in attraction and retention of top talent."

— Shawna Forsberg, President & CEO, United Way of the Midlands

"By participating in The Worker Training Grant program, we can stretch our resources further and extend our gains with leadership development. The process is easy to apply for and the Program Coordinator is helpful with any questions. Being a recipient of this grant has allowed our company to invest further in our employees' career development. All around we are appreciative of the opportunity to partner with the state to do so. I would suggest this growth opportunity to any business owner who believes in elevating their team. This is a great program incentive to share the cost of investing in your people."

— Nicole Cotton, HR Generalist, PSC Construction

Worker Training Grant Board Members

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Kyle McConnell

Reemployment Services Administrator

Nicole Schaefer

Administrative Program Officer

Equal Opportunity Employer/Program.
TDD: 1.800.833.7352

Auxiliary aids and services are available upon
request to individuals with disabilities.