

## Nebraska Workforce Development Board Meeting

December 5, 2025, 9:00a – 12:00p

Nebraska Educational Telecommunications Center  
1800 North 33<sup>rd</sup> Street, Lincoln, NE 68503

<https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>

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### Agenda

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1. Call to order	Bradley Schroeder
2. Roll call	Kelly Flanagan
3. Notice of publication	Kelly Flanagan
4. Approval of September 19, 2025 meeting minutes <sup>1</sup>	Bradley Schroeder
5. Old business	Bradley Schroeder
6. New business	
a. 2024-2027 Combined State Plan Modification	Bradley Schroeder
b. Workforce Development Grant Program Committee Structure <sup>2</sup>	Katie Thurber
c. Workforce Development Grant Program Accounting	Rea Easton
d. Workforce Development Grant Proposal Presentations	Multiple Presenters
e. Adult Education Programming at MCC	Tammy Green
f. Workforce Pell Grant	Bradley Schroeder
g. Proposed dates for 2026 Board meetings <sup>2</sup>	Bradley Schroeder
7. Next meeting of the Board	Bradley Schroeder
8. Public comment	Bradley Schroeder
9. Adjournment <sup>1</sup>	Bradley Schroeder

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<sup>1</sup> Requires voice vote.

<sup>2</sup> Requires a motion and roll call vote.

## Nebraska Workforce Development Board

### Draft Meeting Minutes

September 19, 2025

Nebraska Educational Telecommunications Center  
1800 North 33<sup>rd</sup> Street, Lincoln, NE 68503

<https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>

#### Agenda item 1. Call to Order

Acting Chair Bradley Schoeder (Brad) called to order the meeting of the Nebraska Workforce Development Board (hereafter referred to as the Board) on September 19, 2025 at approximately 9 a.m. at the Nebraska Educational Telecommunications Center, 1800 North 33<sup>rd</sup> Street, Lincoln, Nebraska 68503.

#### Agenda item 2. Roll Call

Brad asked Kelly Flanagan to call role for purposes of establishing a quorum of the Board. Kelly called roll and advised Brad that quorum was established (16 of 23 Board Members attending).

##### Board Members *attending*

1. Jim Bulkley
2. Steve Corsi
3. Joanna Estrada
4. Jim Hansen
5. Tate Lauer
6. Don Nordell
7. Sherla Post
8. Terri Ridder
9. Sara Riffel
10. Bradley Schroeder, Acting Chair
11. Jennifer Sedlacek
12. Katie Thurber
13. Paul Turman
14. Kevin Wetuski
15. Lisa Wilson
16. Mark Wright

##### Board Members *not attending*

1. Governor Jim Pillen
2. Senator Kathleen Kauth
3. Gary Dixon, Jr.
4. Lindy Foley
5. Michael Geary
6. Keisha Thomas
7. Courtney Wittstruck

Also attending were the following members of the Nebraska Department of Labor (NDOL) Board support team.

1. Erick Carrillo, Director, Division of Reemployment Services
2. Kelly Flanagan, Administrator, Division of Reemployment Services
3. Joel Green, Agency Legal Counsel, Office of the General Counsel
4. Peyton McQuay, Administrative Specialist, Office of the General Counsel
5. Joseph Tisko, Program Analyst, Division of Reemployment Services

### Agenda item 3. Notice of Publication

Kelly Flanagan announced that public meeting notices were published, in accordance with the [Nebraska Open Meetings Act](#), in the Beatrice Daily Sun, Columbus Telegram, Grand Island Independent, Hastings Tribune, Kearney Hub, Lincoln Journal Star, Norfolk Daily News, North Platte Telegraph, Omaha World-Herald, and Scottsbluff Star-Herald. Kelly announced that public meeting notice was also published on the [State of Nebraska Public Meeting Calendar](#).

### Agenda item 4. Approval of June 13, 2025 meeting minutes

Brad called the next order of business, which was the approval of the draft meeting minutes from the June 13, 2025 meeting of the Board. The draft minutes from the June meeting were emailed to Board Members on September 17, 2025. The meeting minutes were included in Board Member packets as Handout 1.

Brad opened the floor to Board Members for comment on the draft minutes. Board Members did not comment on the draft minutes. Brad opened the floor for public comment on the draft minutes. Public comments were not provided.

Jim Bulkley motioned to approve the June minutes, as provided, and Joanna Estrada seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously.

### Agenda item 5. Old Business

#### a. Board effectiveness update: Board Member interests survey

Brad addressed the Board concerning the Board Member Interest survey distributed to Board Members in June 2025. Responses were received from 16 Board Members. Responses were included in Board Member packets as Handout 2. Brad focused on the results of the initial question in the survey, *feedback from Board members recommending Board meeting topics*. Brad asked Board Members which topics they would like to have included in 2026 Board meeting agendas.

1. Jim Bulkley recommended focusing on the top 5 topics:
  - a. legislative updates impacting workforce;
  - b. driving workforce innovation through collaboration;
  - c. board roles and responsibilities;
  - d. labor market information; and
  - e. expanding apprenticeships and career pathways in key industry sectors.
2. Paul Turman expressed interest in hearing about apprenticeships, stating that great work is happening in this arena, which is receiving positive attention in Washington, D.C.
3. Paul also expressed interest in topic 6, promoting public and private collaborations, including promotion of industry sector partnerships and asked that the Board receive follow-up on what was previously shared with the Board on the public and private collaborations topic: What are the outcomes of these partnerships? Are they successful?
4. Steve Corsi stated that the Board should hear about topic 9, incorporating technology into workforce development, stating that the Board would be remiss if it didn't address technology/AI in its workforce development discussions.

5. Sara Riffel commented on the Board's responsibilities under WIOA concerning the [Combined State Plan for Nebraska's Workforce System](#), saying that the Board should be mindful of its obligation to assist the Governor in the development of the State Plan.

Brad advised the Board that the Board support team will take appropriate action on these recommendations. In addition, Brad indicated that Board would review the results of the remainder of the survey during a future meeting of the Board.

#### Agenda item 6. New Business

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Brad introduced Commissioner of Labor Katie Thurber (Katie). Katie presented to the Board on:

- the rescission of the U.S. Department of Labor (*USDOL*) *Training and Employment Guidance Letter No. 10-23*; and
- Nebraska's new *Manufacturing Modernization and Workforce Development Pilot Investment Act*.

Katie provided Handouts 3 and 4, which were included in the Board Member packet.

a. Commissioner of Labor

i. [Rescission of USDOL Training and Employment Guidance Letter No. 10-23](#)

Katie advised the Board that a Federal court issued a preliminary injunction on September 10, 2025 that partially halts enforcement of changes, in 21 plaintiff states, related to Training and Employment Guidance Letter (TEGL) 10-23. NDOL is awaiting further guidance from USDOL.

ii. [Manufacturing Modernization and Workforce Development Pilot Investment Act](#)

Katie presented to the Board on the Manufacturing Modernization and Workforce Development Pilot Investment Act (the Act). As stated in Handout 3, the Act was established by Nebraska LB265 to provide one-time grants to eligible manufacturing operations for new or existing capital investments that increase productivity and integrate smart technologies into Nebraska-based facilities. The Department of Labor may award up to \$250,000 in total grant funding. Each approved applicant may receive a grant equal to their private matching financial support, up to a maximum of \$50,000. To receive a grant, an applicant must:

- be a manufacturer of goods located in Nebraska;
- have a NAICS code between 31 and 33;
- be in operation for at least 3 years prior to the application date;
- derive at least 51 percent of gross revenues from the sale of manufactured goods;
- employ a minimum of 3 full-time employees;
- provide private matching financial support equal to the amount of the grant requested; and
- apply between October 1, 2025, and November 1, 2026 via Monday.com.

Katie asked for Board members to spread the word about this upcoming opportunity for manufacturers. Katie also mentioned that priority will be given to manufacturers who are able to show they will use the funds in a way that will increase or maintain their current workforce.

Katie further advised the Board that LB265 allows for use of the Workforce Development Program Cash Fund for the purpose of awarding workforce development grants. LB265 states, "The Nebraska

Workforce Development Board shall submit grant proposals to the Commissioner of Labor for the Commissioner's approval. They may submit up to 18 per year and must include a description of the grant, desired outcomes, and method for measuring success. The Commissioner may approve, reject, or modify the proposals."

- Grant applications will be submitted via Monday.com.
- At the March NWDB meeting, the Board will vote on which grant applications to submit to the Commissioner for consideration.
- Updates will be provided to the Board at each Board meeting and via email as needed between board meetings.
- The Commissioner of Labor can also approve up to 3 grant proposals without prior approval of the Board.

Katie advised the Board that grant applications had already been received from Heart Ministries and Lincoln Literacy.

#### 1. Heart Ministry Center

Amy Holmes, Chief Operations Officer, Heart Ministry Center advised the Board that the Center is seeking \$30,000 in grant funding to support its Fresh Start Program. The Fresh Start Program is a holistic, intensive human resource training program that moves participants through a highly personalized experience for nine months, addressing both the person and the worker. From mental and physical health to money and household management, workplace communication, job skills and more, participants transition through personal development, job preparation and placement, and even beyond the first six months of employment and independent living. Fresh Start does exactly what it says, allowing participants to achieve a fresh start in achieving and sustaining self-sufficiency. In 2024, the program had an overall 73 percent success rate across all performance measures, and the success rate for just the employment performance measure was 90 percent.

- Steve Corsi asked Amy if the program lasts 9 months for each participant. Amy said that some participants do not need the full 9 months but the Program budgets for a full 9 months. Approximately 30 percent of participants graduate early. Steve complimented Heart Ministry Center's work and said he was impressed.
- Sara Riffel asked Katie how much funding is available through the *Workforce Development Program Cash Fund*. Katie indicated that the fund started with \$40 million and is currently at \$41 million, some of which is already obligated.

#### 2. Lincoln Literacy

Bryan Seck, Executive Director, Lincoln Literacy presented to the Board. Bryan advised the Board that Lincoln Literacy is seeking \$503,000 in grant funding to support Lincoln Literacy's Adult Skills Program. Lincoln Literacy serves thousands of refugees and immigrants, first by helping those who need structure and support to learn English, and second by helping transfer their skills for placement into the local job market. Through the efforts of trained volunteers and staff, Lincoln Literacy has become Lincoln's leader in helping refugees and immigrants gain English language skills and cross-cultural competencies; while also helping Nebraskans acquire the skills they need to attain living-wage jobs. Refugees and immigrants receive basic English language and literacy skills training through Lincoln Literacy's Adult Skills Program, including adult skills classes and tutoring leading to accredited programs at partner institutions and living wages and career-ladder jobs.

- Steve Corsi asked about Lincoln Literacy's current funding. Bryan indicated that Lincoln Literacy's current funding is \$2.2 million.
- Joanna Estrada asked about Lincoln Literacy's service delivery area. Bryan stated that Lincoln Literacy serves Lancaster County and has a partnership with Valmont Industries in Valley, Nebraska to provide literacy services for Valmont employees.
- Sara Riffel asked about the impact of Federal legislative changes on Lincoln Literacy funding. Bryan said that Lincoln Literacy receives approximately \$800,000 annually in private funding, which supports individuals who aren't eligible for services provided under Lincoln Literacy grant funded programs.
- Jim Hansen asked about the number of other agencies in Lincoln and Lancaster County that provide similar literacy services. Bryan said that community colleges do similar work, with the difference being that community colleges have enrollment periods while Lincoln Literacy offers continuous enrollment.

Following presentations from Heart Ministry Center and Lincoln Literacy, Board Members asked Katie for additional information.

- Sara Riffel asked if grant applicants are able to apply for multiple grants.
  - Katie advised that grant applicants may apply for more than one grant during a grant period. Katie said that the Board should consider if the applicants were successful under the first round of grant funding and whether grant applicants should continue to be publicly funded.
- Paul Turman reminded the Board that the State of Nebraska has a comprehensive framework and ability to track students through Nebraska Statewide Workforce & Educational Reporting System (NSWERS). Paul asked the Board to consider how grant applicant performance would be evaluated.
  - Katie commented that Nebraska employers will be asked to provide expanded wage file data for performance reporting purposes and that data would be provided to NSWERS which may help track grant outcomes.
- Jim Bulkley asked about the Board's role in approving grant proposals in relation to the Commissioner's authority to approve, reject, or modify proposals.
  - Katie stated that the State Legislature chose to run grant proposals through the Board which has purpose and meaning. The Board should evaluate grant proposals and recommend only the top grant applications to the Commissioner of Labor's office.
- Don Nordell asked what the Board should consider when reviewing grant applications.
  - Katie indicated that application review criteria/structure has not yet been developed but will be in the near future in relation to grant application budgets and performance. Katie also said that identification of sustainable models described in grant applications is key.

Brad asked the Board for recommendations on the proposals.

- Steve Corsi motioned to recommend the Heart Ministry Center proposal to the Commissioner of Labor for consideration. Paul Turman seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously, with one abstention by Board Member Katie Thurber.
- Sara Riffel motioned to recommend the Lincoln Literacy proposal to the Commissioner of Labor for consideration. Sherla Post seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously, with one abstention by Board Member Katie Thurber.

## b. SCC Sandhills Global Technology Center

Caleb Herwick, Dean of Construction, Manufacturing, Engineering & Technology at Southeast Community College (SCC) presented to the Board on SCC's January 2025 launch of the Sandhills Global Technology Center in Lincoln and how SCC is assisting with workforce development. Caleb's presentation was included in the Board Member packet as Handout 5. During his presentation, Caleb focused on SCC's:

- mission to transform and empower diverse learners and communities;
- commitment to serve 15 Nebraska counties on three campuses;
- recent \$5 million donation (largest to date); and
- increasing enrollment rate, this year over last year by at least 600.

Caleb also advised the Board that SCC wants to develop career pathways for non-traditional learners, in support of Nebraska's workforce system.

## Agenda item 7. Additional old business

### a. Modification of Board bylaws

Brad addressed the Board on proposed amendments of the Board's bylaws relating to the Board's decision during its March 14, 2025 meeting to disband its subcommittees. In addition, revisions had been proposed by NDOL Legal relating to the Board's upcoming role concerning the *Workforce Development Program Cash Fund*, which has been established pursuant to Nebraska's Manufacturing Modernization and Workforce Development Pilot Investment Act (also known as LB265). Clean and tracked versions of proposed amendments to the Board's bylaws were sent to Board Members on September 5, 2025 for consideration and were included in Board Member packets as Handouts 6 and 7. Brad asked the Board for discussion on proposed amendments to the Board's bylaws.

Prior to the Board's vote on proposed amendments to the Board's bylaws, Steve Corsi asked about the annual-only period for grant proposal submissions from the Board to the Commissioner. Katie replied that rolling submissions were considered, but due to the annual due date in State law (April 30), it was decided grant proposals will be easier to track if submitted annually.

Following discussion of proposed modifications to the Board's bylaws, following the Board's discussion period, Brad opened the floor for public comment on the proposed amendments to the Board's bylaws. Public comments were not provided.

Brad asked the Board for a motion on proposed amendments to the Board's bylaws. Steve Corsi motioned to approved proposed amendments. Mark Wright seconded the motion. The motion carried unanimously.

## Agenda item 8. Public comment

Brad opened the floor for public comment. Public comments were not provided.

## Agenda item 9. Adjournment

Brad asked for a motion to adjourn the meeting of the Board. Joanna Estrada motioned that the meeting be adjourned. Lisa Wilson seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously. Brad adjourned the meeting at approximately 11am.

**Submission Timeline and Meeting Schedule**

• State Plan Partner Meeting	November 3 - 17, 2025
○ Agree to submission timeline	
○ Choose Modification Workgroup meeting dates	
○ Plan public hearing	
○ Discuss common elements of shared plan	
○ Ensure each partner is reviewing their portion of the plan	
• Modification Workgroup meeting 1	November 17 – December 5, 2025
• Modification Workgroup meeting 2	December 5 – December 31, 2025
• Modification Workgroup meeting 3	January 1 – January 23, 2026
• Modification Workgroup meeting 4	January 23 – February 13, 2026
• Last day to publish the modification for mandatory 30-day public comment	February 13, 2026
• Date range for public hearing	February 13, 2026 – March 15, 2026
• <b>Expected submission date</b>	<b>March 15, 2026</b>

**General notes**

1. All state plans (and modifications) are submitted to USDOL/USDE/RSA<sup>1</sup> through the [WIOA State Plan Portal](#).
2. USDOL ETA provided guidance September 19, 2025, stating **“The Departments jointly encourage states to begin reviewing their State Plans now to reflect strategies they are employing or plan to employ over the next two years that will expand the labor force, help workers advance, support employers in meeting their needs, and position their state to lead in today’s economy.”**  
  
**“In advance of the submission deadline, the Departments will publish joint guidance that outlines how to submit State Plans and addresses the Departments’ priorities that states should consider as they construct their State Plans.”**
3. Guidance was published in mid-December for the previous modification (2022). (Might be delayed this year due to federal government shut down?)

<sup>1</sup> US Department of Labor, US Department of Education, Rehabilitation Services Administration

**81-407. Workforce Development Program Cash Fund; created; use; investment; workforce development grant program; Nebraska Workforce Development Board; submit grant proposals; contents; commissioner; powers and duties.**

(1) The Workforce Development Program Cash Fund is hereby created. The fund shall consist of transfers authorized by the Legislature.

(2) The Department of Labor shall administer the fund. The fund may be used:

(a) To provide workforce development grants;

(b) To pay the costs of administering the workforce development grant program;

(c) To pay the costs of establishing, assessing, collecting, and maintaining state unemployment insurance tax liability and payments;

(d) To pay unemployment benefits if determined necessary by the Commissioner of Labor;

(e) To provide labor availability, skills gap, and workforce development studies and reports by the Department of Labor; and

(f) For purposes of the Manufacturing Modernization and Workforce Development Pilot Investment Act.

(3) Transfers may be made from the fund to the General Fund or the Nebraska Opportunity Grant Fund at the direction of the Legislature. Any money in the Workforce Development Program Cash Fund available for investment shall be invested by the state investment officer pursuant to the Nebraska Capital Expansion Act and the Nebraska State Funds Investment Act.

(4)(a) As part of the workforce development grant program described in subdivision (2)(a) of this section, the Nebraska Workforce Development Board shall submit grant proposals to the Commissioner of Labor for the commissioner's consideration. The board's proposals shall be submitted by April 30 of each year and shall set forth strategies and initiatives designed to develop the workforce in the state. Each such proposal shall:

(i) Include a description of the purpose of the proposed grant and the desired outcome; and

(ii) Include a method of measuring success for the proposed grant.

(b) The board may submit up to eighteen grant proposals per calendar year.

(c) The commissioner may approve, reject, or modify any grant proposal submitted by the board. In the case of a rejection or modification of any grant proposal, the commissioner shall provide written notice of the decision to the board and include the rationale for the rejection or modification.

(d) The commissioner shall have the discretion to approve up to three grant proposals per calendar year without the prior approval of the board. If the total of the three proposals exceeds twenty-five percent of the unobligated beginning annual balance of the Workforce Development Program Cash Fund, the commissioner shall submit a report detailing the proposals to the board and to the chairperson of the Appropriations Committee of the Legislature within ninety days after approving such proposals.

(e) For purposes of this subsection, Nebraska Workforce Development Board means the state workforce development board authorized by the federal Workforce Innovation and Opportunity Act and established in Nebraska.

**Source:** Laws 2024, LB1413, § 32; Laws 2025, LB264, § 173; Laws 2025, LB265, § 17.

**Note:** The Revisor of Statutes has pursuant to section 49-769 correlated LB264, section 173, with LB265, section 17, to reflect all amendments.

**Note:** Changes made by LB264 became operative May 22, 2025. Changes made by LB265 became operative July 1, 2025.

## Cross References

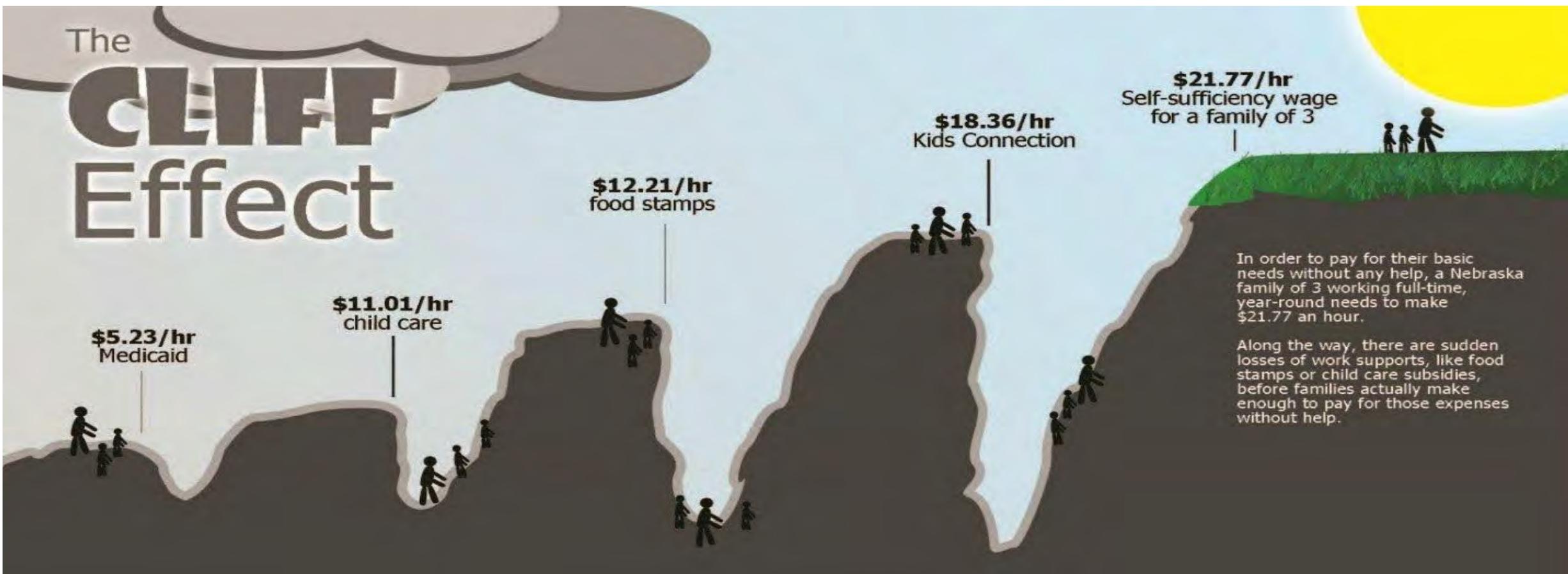
**Manufacturing Modernization and Workforce Development Pilot Investment Act**, see section 48-2801.

**Nebraska Capital Expansion Act**, see section 72-1269.

**Nebraska State Funds Investment Act**, see section 72-1260.



# The Cliff for Adult Education Students...



# The Cliff...

8% of adults in the Greater Omaha area have less than a high school diploma; this equates to nearly 40,000 individuals in MCC's service area without the skills for most entry-level jobs or for college-level education and job training.



# The Cliff...

71% of the jobs in Nebraska will require a Postsecondary education or training.

*According to the Nebraska Coordinating Commission for Postsecondary Education, the reference for the statement that 71% of jobs in Nebraska will require postsecondary education or training is based on projections that align with the state's goal of having 70% of Nebraskans aged 25-34 attain a postsecondary credential by 2030, established by the Nebraska Legislature in LR 335; this goal is incorporated into the Comprehensive Statewide Plan for Postsecondary Education.*



# The Cliff...

87% of the Individuals seeking  
WIOA Title 1 Educational support  
dollars lack the foundational  
academic skills for  
College/Credential Readiness



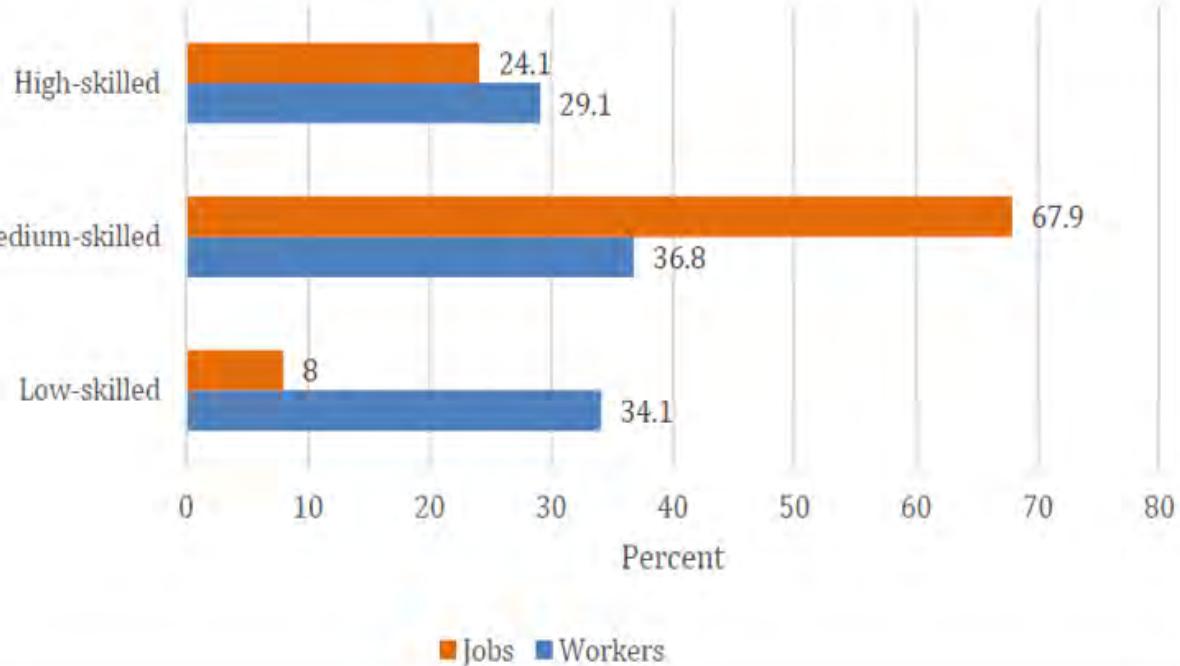
# The Cliff...

The net result is that people who start out in poverty are likely to stay in poverty if they do not earn a high school credential and go on to gain skills for the workplace.



# Middle Skill Gap

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*U.S. Bureau of Labor Statistics, OEWS, 2022; ONET 2023; U.S. Census Bureau, American Community Survey, 2021 5 Year Estimate*

Survey results also indicate that skills gaps have potential to limit economic growth in the Greater Omaha Area. In particular, 53.1 percent of Greater Omaha Area employers report that if they were asked to consider an expansion, they would have difficulty finding workers, according to responses to the Greater Omaha Hiring and Training Needs Survey.

**Education and Training Programs**  
– Appropriate degree and certificate programs are needed to help workers build the skills required in the economy. Local education institutions, many of which are part of the public sector, may struggle to identify needed programs or change program offerings to meet the needs of students and employers. Programs also must be sufficiently rigorous to meet employer needs.



## Adult Education fuels Nebraska's talent pipeline:

1. Reduces employer skill gaps
2. Expands access to training and credential pathways
3. Supports economic growth through education-to-employment models



# THEORY OF CHANGE

## Current Condition

**Learners face challenges to access to Education**

**Employers face talent shortages**

**Learner face challenges with support to complete- "No one in my corner**

## The Ecosystems

Outreach & Assessment of Unemployed and Under-employed WIOA eligible individuals & Opportunity Youth 15-24

Work-based Learning

Employer Engagement

Training- All Academic Areas

Supports- Childcare, transportation, GED, ESOL, Individualized Learning Plans, Workforce Preparation, Job Placement, Basic Academic Support

## Results

Participants: Credential Attainment  
Shared Measurable Skills Gains-  
Increase in Degree Program completion

Workforce Systems: Increase pathways into Credit and Certification Programs with linkage to H3 Jobs

## Impact

Workers- Have accessible & equitable onramps to education to employment pathways that lead to H3 Occupations and wage increases

Employers- Access new and more diverse talent pipeline

# Pathways to Degree's

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## ABE Student Academic Focus Areas 2020-21 to 2023-24

Academic Area	2020-21	2021-22	2022-23	2023-24	Grand Total
Business	30	39	45	46	160
Community and Human Services	19	18	17	22	76
Creative Arts and Design	5	6	7	12	30
Health Professions	24	29	40	56	149
Information Technology	14	23	31	42	110
Skilled Trades and Technical Sciences	37	36	45	61	179
Transfer	98	131	138	135	502
Undeclared	11	23	58	95	187
Unknown	17	20	24	14	75
Grand Total	255	325	405	483	1468

*“I just finished my LPN. While in school I was working PT making \$12 an hour and relying on assistance just to make ends meet. I’m happy to say that my Coach, Rhiannon, pushed me to put myself out there and helped me understand my worth. I now am making \$22/hour with a job at a local clinic down the street from my house that is flexible and works with my daughters schedule. Thank you for pushing me and helping restore my confidence”*

## Google STAR Program





## NATIONAL CAREER READINESS CERTIFICATE®



Heartland  
Work Ready  
**ACT** Communities

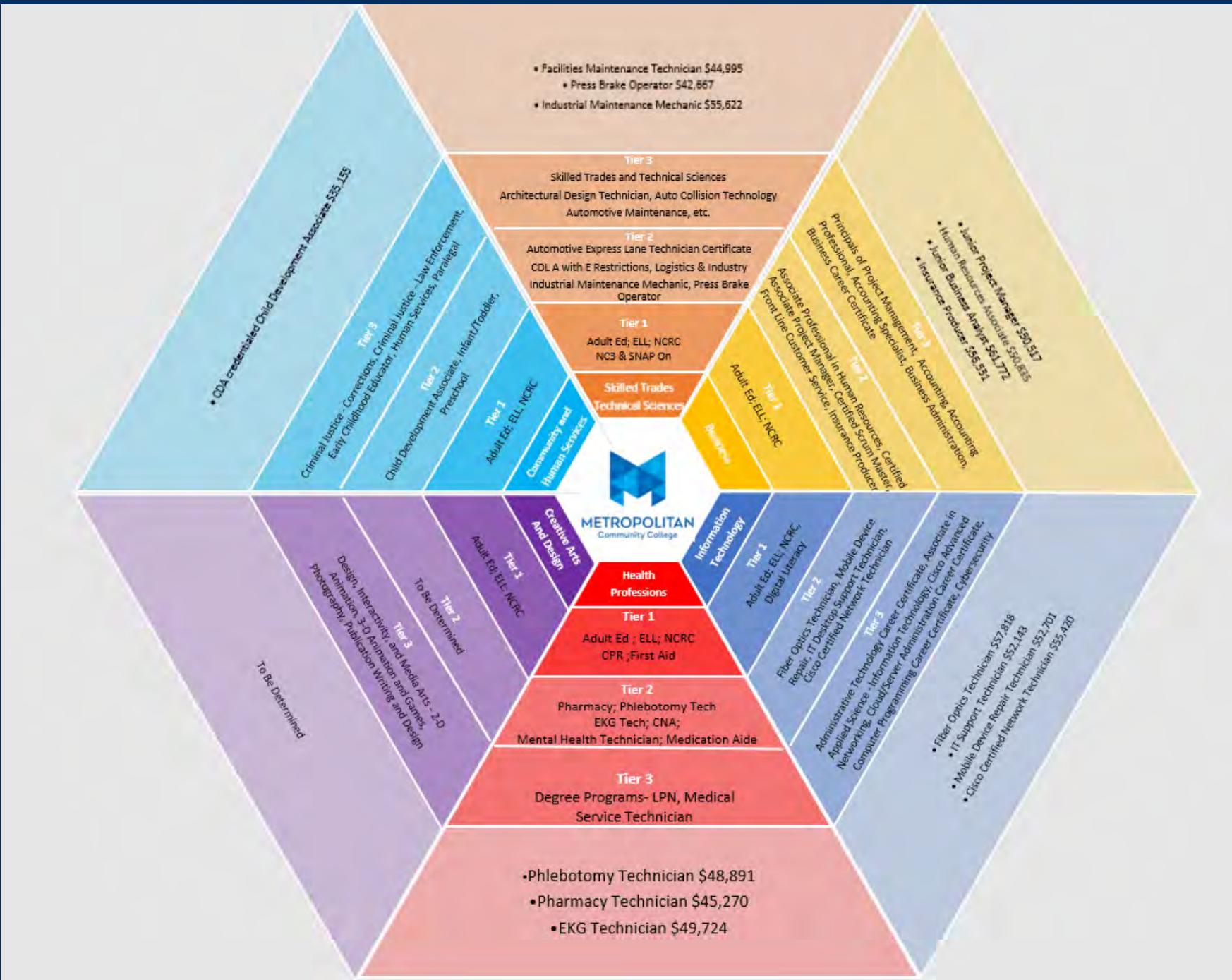
Holland Codes	BRONZE	SILVER	GOLD	PLATINUM	Career Clusters
Conventional	 <ul style="list-style-type: none"> <li>Police and Fire Dispatchers</li> <li>Bank Teller</li> </ul>	 <ul style="list-style-type: none"> <li>Accountant</li> <li>Financial Manager</li> <li>Computer Numerically Machine Tool Programmers</li> </ul>	 <ul style="list-style-type: none"> <li>Cost Estimator</li> <li>Logistics Analysts</li> <li>Financial Analysts</li> <li>Court Reporter</li> </ul>	 <ul style="list-style-type: none"> <li>Air Traffic Controller</li> <li>Various Engineering Occupations</li> </ul>	<b>Transportation, Distribution, &amp; Logistics</b> <b>Health Sciences</b> <b>Energy &amp; Engineering</b> <b>Finance</b> <b>Information Technology</b> <b>Manufacturing</b> <b>Law, Public Safety, Corrections &amp; Security</b>
Realistic	 <ul style="list-style-type: none"> <li>Collision Repair &amp; Refinishing</li> <li>Construction/Carpenter</li> <li>Motor Sport Repair</li> <li>Animal Breeder (Zoo)</li> <li>Electrician</li> <li>Automotive Mechanic</li> <li>Computer User Support</li> <li>Police Officer/Firefighter</li> </ul>	 <ul style="list-style-type: none"> <li>Medical/Clinical Lab Tech's</li> <li>Nonfarm Animal Caretaker</li> <li>Electrical Drafter</li> <li>Engineering Tech</li> <li>Veterinary Tech's</li> <li>Broadcast Technicians</li> <li>Robotics Technician</li> <li>Elevator Installer &amp; Repairer</li> </ul>	 <ul style="list-style-type: none"> <li>Electrical Engineering</li> <li>Technician</li> <li>Audio and Video</li> <li>Equipment Technicians</li> <li>Surveyor</li> </ul>	 <ul style="list-style-type: none"> <li>Automotive Engineer</li> <li>Various Engineering Careers</li> </ul>	<b>Agriculture, Food &amp; Natural Resources</b> <b>Architecture &amp; Construction</b> <b>Transportation, Distribution &amp; Logistics</b> <b>Energy &amp; Engineering</b> <b>Manufacturing</b> <b>Information Technology</b> <b>Arts, A/V Technology, &amp; Communication</b> <b>Law, Public Safety, Corrections &amp; Security</b>
Investigative	 <ul style="list-style-type: none"> <li>Industrial Engineering Technician</li> </ul>	 <ul style="list-style-type: none"> <li>Diagnostic Medical</li> <li>Sonographer (UNMC)</li> <li>Clinical Laboratory</li> <li>Technician</li> <li>Phlebotomist</li> <li>Computer Programmer</li> </ul>	 <ul style="list-style-type: none"> <li>Nurse Anesthetists</li> <li>Software Developer</li> <li>Conservation Scientist</li> </ul>	 <ul style="list-style-type: none"> <li>Computer/Information Research Scientist</li> <li>Survey Researcher</li> <li>Various Engineering Occupations</li> </ul>	<b>Agriculture, Food &amp; Natural Resources</b> <b>Information Technology</b> <b>Health Sciences</b> <b>Marketing</b> <b>Manufacturing</b> <b>Energy &amp; Engineering</b>
Artistic	 <ul style="list-style-type: none"> <li>Photographer</li> <li>Digital Video Production</li> <li>Director (TV, Radio, etc.)</li> <li>Interpreter or translator</li> </ul>	 <ul style="list-style-type: none"> <li>Multimedia Artists and Animators</li> <li>Broadcast News Analyst</li> <li>Architectural Drafter</li> <li>Graphic Designer</li> <li>Music Directors</li> </ul>	 <ul style="list-style-type: none"> <li>Video Game Designer</li> <li>Desktop Publisher</li> <li>Technical Writers</li> </ul>	 <ul style="list-style-type: none"> <li>Interior Designer</li> <li>Various Engineering Occupations</li> </ul>	<b>Arts, A/V Technology, &amp; Communication</b> <b>Information Technology</b> <b>Human Services</b> <b>Architecture &amp; Construction</b>
Social	 <ul style="list-style-type: none"> <li>CNA</li> <li>Healthcare Support Worker</li> <li>Physical Therapist Assistant</li> </ul>	 <ul style="list-style-type: none"> <li>Genetic Counselor (UNMC)</li> <li>Registered Nurse</li> <li>Dental Hygienist</li> <li>Coach or Scout</li> <li>Fitness Trainer</li> </ul>	 <ul style="list-style-type: none"> <li>EMT</li> <li>Teacher</li> <li>Counselor</li> </ul>	 <ul style="list-style-type: none"> <li>Physician Assistant (UNMC)</li> <li>Respiratory Therapist (UNMC)</li> <li>Various Health Occupations (OT, PT) (UNMC)</li> </ul>	<b>Health Sciences</b> <b>Education &amp; Training</b>
Enterprising	 <ul style="list-style-type: none"> <li>Chefs and Head Cooks</li> <li>Customer Service Rep</li> </ul>	 <ul style="list-style-type: none"> <li>Construction Manager</li> <li>Barber/Cosmetologist</li> <li>Travel Agent</li> <li>Purchasing Managers</li> <li>Personal Financial Advisor</li> </ul>	 <ul style="list-style-type: none"> <li>Wholesale/Retail Buyers</li> <li>IT Project Manager</li> </ul>	 <ul style="list-style-type: none"> <li>Sales Engineer</li> <li>Real Estate Appraiser</li> <li>Paralegals and Legal Assistants</li> </ul>	<b>Business, Management and Administration</b> <b>Architecture &amp; Construction</b> <b>Marketing</b> <b>Hospitality and Tourism</b> <b>Information Technology</b> <b>Law, Public Safety, Corrections &amp; Security</b>

✓Indicates OPS Career Center Programs of Study AND/OR Introductory Pathways to Careers

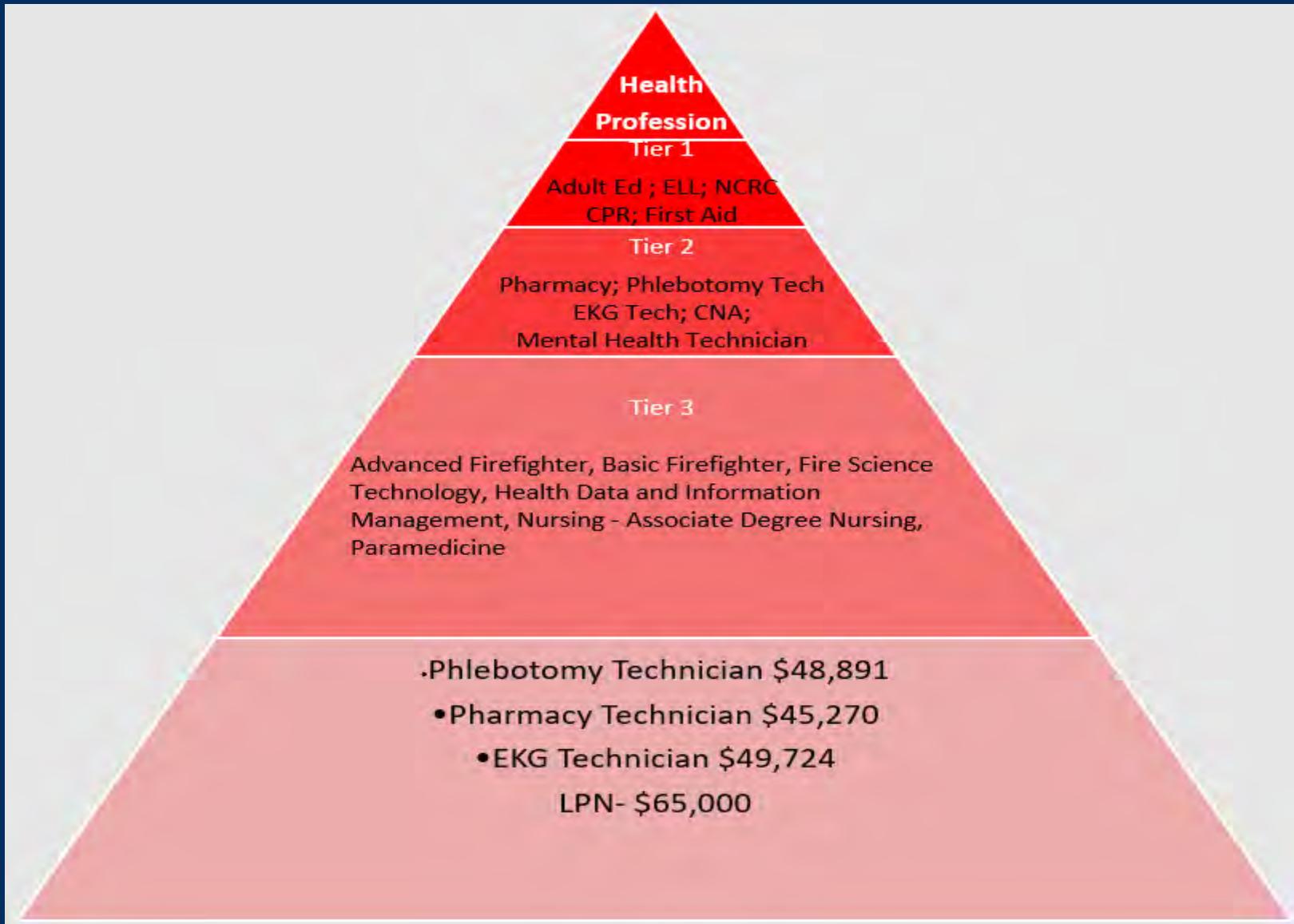
# Tools to Align the Education to Employment Pathways

# Academic Focus Areas- Path Forward





# Health Professions



# Holistic student supports through coaching and wraparound services

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- Industry-aligned curriculum designed for real-world success
- Integrated Education & Training (IET) pathways
- Strong employer engagement and collaboration
- Connections to Pre-Apprenticeship and Apprenticeships

**Outcome:** Enhanced coordination and shared accountability for student success in completing education and gaining meaningful employment.



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PUBLIC LAW 119-21—JULY 4, 2025

20 USC 1087tt  
note.

20 USC 1070a  
note.

Time periods.

Effective date.

(B) by inserting “, as in effect for such academic year,” after “section 479A(b)(1)(B)(v)”.

(3) CONFORMING AMENDMENTS.—

(A) IN GENERAL.—Section 479A(b)(1)(B) of the Higher Education Act of 1965 (20 U.S.C. 1087tt(b)(1)(B)) is amended—

(i) by striking clause (v); and

(ii) by redesignating clauses (vi) and (vii) as clauses (v) and (vi), respectively.

(B) EFFECTIVE DATE.—The amendment made by subparagraph (A) shall take effect on July 1, 2026.

(b) FEDERAL PELL GRANT INELIGIBILITY DUE TO A HIGH STUDENT AID INDEX.—

(1) IN GENERAL.—Section 401(b)(1) of the Higher Education Act of 1965 (20 U.S.C. 1070a(b)(1)) is amended by adding at the end the following:

“(F) INELIGIBILITY OF STUDENTS WITH A HIGH STUDENT AID INDEX.—Notwithstanding subparagraphs (A) through (E), a student shall not be eligible for a Federal Pell Grant under this subsection for an academic year in which the student has a student aid index that equals or exceeds twice the amount of the total maximum Federal Pell Grant for such academic year.”.

(2) EFFECTIVE DATE.—The amendment made by paragraph (1) shall take effect on July 1, 2026.

**SEC. 83002. WORKFORCE PELL GRANTS.**

(a) IN GENERAL.—Section 401 of the Higher Education Act of 1965 (20 U.S.C. 1070a) is amended by adding at the end the following:

“(k) WORKFORCE PELL GRANT PROGRAM.—

(1) IN GENERAL.—For the award year beginning on July 1, 2026, and each subsequent award year, the Secretary shall award grants (to be known as ‘Workforce Pell Grants’) to eligible students under paragraph (2) in accordance with this subsection.

(2) ELIGIBLE STUDENTS.—To be eligible to receive a Workforce Pell Grant under this subsection for any period of enrollment, a student shall meet the eligibility requirements for a Federal Pell Grant under this section, except that the student—

“(A) shall be enrolled, or accepted for enrollment, in an eligible program under section 481(b)(3) (hereinafter referred to as an ‘eligible workforce program’); and

“(B) may not—

“(i) be enrolled, or accepted for enrollment, in a program of study that leads to a graduate credential; or

“(ii) have attained such a credential.

(3) TERMS AND CONDITIONS OF AWARDS.—The Secretary shall award Workforce Pell Grants under this subsection in the same manner and with the same terms and conditions as the Secretary awards Federal Pell Grants under this section, except that—

“(A) each use of the term ‘eligible program’ (except in subsection (b)(9)(A)) shall be substituted by ‘eligible workforce program under section 481(b)(3);

“(B) the provisions of subsection (d)(2) shall not be applicable to eligible workforce programs; and

“(C) a student who is eligible for a grant equal to less than the amount of the minimum Federal Pell Grant because the eligible workforce program in which the student is enrolled or accepted for enrollment is less than an academic year (in hours of instruction or weeks of duration) may still be eligible for a Workforce Pell Grant in an amount that is prorated based on the length of the program.

“(4) PREVENTION OF DOUBLE BENEFITS.—No eligible student described in paragraph (2) may concurrently receive a grant under both this subsection and—

- “(A) subsection (b); or
- “(B) subsection (c).

“(5) DURATION LIMIT.—Any period of study covered by a Workforce Pell Grant awarded under this subsection shall be included in determining a student’s duration limit under subsection (d)(5).”

Determination.

(b) PROGRAM ELIGIBILITY FOR WORKFORCE PELL GRANTS.—Section 481(b) of the Higher Education Act of 1965 (20 U.S.C. 1088(b)) is amended—

(1) by redesignating paragraphs (3) and (4) as paragraphs (4) and (5), respectively; and

(2) by inserting after paragraph (2) the following:

“(3)(A) A program is an eligible program for purposes of the Workforce Pell Grant program under section 401(k) only if—

“(i) it is a program of at least 150 clock hours of instruction, but less than 600 clock hours of instruction, or an equivalent number of credit hours, offered by an eligible institution during a minimum of 8 weeks, but less than 15 weeks;

“(ii) it is not offered as a correspondence course, as defined in 600.2 of title 34, Code of Federal Regulations (as in effect on July 1, 2021);

“(iii) the Governor of a State, after consultation with the State board, determines that the program—

“(I) provides an education aligned with the requirements of high-skill, high-wage (as identified by the State pursuant to section 122 of the Carl D. Perkins Career and Technical Education Act (20 U.S.C. 2342)), or in-demand industry sectors or occupations;

“(II) meets the hiring requirements of potential employers in the sectors or occupations described in subclause (I);

“(III) either—

“(aa) leads to a recognized postsecondary credential that is stackable and portable across more than one employer; or

“(bb) with respect to students enrolled in the program—

“(AA) prepares such students for employment in an occupation for which there is only one recognized postsecondary credential; and

State and local governments.  
Determination.

State and local governments.  
Determination.

Definitions.

20 USC 1070a  
note.

“(BB) provides such students with such a credential upon completion of such program; and

“(IV) prepares students to pursue 1 or more certificate or degree programs at 1 or more institutions of higher education (which may include the eligible institution providing the program), including by ensuring—

“(aa) that a student, upon completion of the program and enrollment in such a related certificate or degree program, will receive academic credit for the Workforce Pell program that will be accepted toward meeting such certificate or degree program requirements; and

“(bb) the acceptability of such credit toward meeting such certificate or degree program requirements; and

“(iv) after the Governor of such State makes the determination that the program meets the requirements under clause (iii), the Secretary determines that—

“(I) the program has been offered by the eligible institution for not less than 1 year prior to the date on which the Secretary makes a determination under this clause;

“(II) for each award year, the program has a verified completion rate of at least 70 percent, within 150 percent of the normal time for completion;

“(III) for each award year, the program has a verified job placement rate of at least 70 percent, measured 180 days after completion; and

“(IV) for each award year, the total amount of the published tuition and fees of the program for such year is an amount that does not exceed the value-added earnings of students who received Federal financial aid under this title and who completed the program

3 years prior to the award year, as such earnings are determined by calculating the difference between—

“(aa) the median earnings of such students, as adjusted by the State and metropolitan area regional price parities of the Bureau of Economic Analysis based on the location of such program; and

“(bb) 150 percent of the poverty line applicable to a single individual as determined under section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2)) for such year.

“(B) In this paragraph:

“(i) The term ‘eligible institution’ means an eligible institution for purposes of section 401.

“(ii) The term ‘Governor’ means the chief executive of a State.

“(iii) The terms ‘in-demand industry sector or occupation’, ‘recognized postsecondary credential’, and ‘State board’ have the meanings given such terms in section 3 of the Workforce Innovation and Opportunity Act.”.

(c) EFFECTIVE DATE; APPLICABILITY.—The amendments made by this section shall take effect on July 1, 2026, and shall apply



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## Proposed dates for 2026 Board meetings

- March 13, 2026, 9a – 12p
- June 12, 2026, 9a – 12p
- September 25, 2026, 9a – 12p
- December 4, 2026, 9a – 12p

Proposed location is the NET Center at 1800 North 33<sup>rd</sup> Street, Lincoln, NE 68503, subject to availability.