

April 14, 2025

Guidance Document

Pursuant to Neb. Rev. Stat. §84-901.03

This guidance document is advisory in nature but is binding on an agency until amended by such agency. A guidance document does not include internal procedural documents that only affect the internal operation of the agency and does not impose additional requirements or penalties on regulated parties or include confidential information or rules and regulations made in accordance with the Administrative Procedures Act. If you believe that this guidance document imposes additional requirement or penalties on regulated parties, you may request a review of the document.

Nebraska Rural Veterinarian Grant Program Guidelines

The need for production animal veterinarians in Nebraska is undeniable. To grow the Nebraska production animal veterinarian workforce, the Nebraska Department of Labor seeks to implement the Nebraska Production Animal Rural Veterinarian Grant Program.

The Nebraska Production Animal Rural Veterinarian Grant Program is a grant program for recent graduates of veterinarian schools or new practicing veterinarians moving to the State of Nebraska that are seeking to establish or join a production animal veterinary practice in rural Nebraska. The program offers financial grants to veterinarians who have accepted a job offer to practice in rural Nebraska on or after January 1, 2025.

Under the Grant Program up to thirteen (13) new entrants to a production animal health veterinary practice in rural Nebraska may be selected to receive a \$150,000 grant from the Nebraska Department of Labor. The total amount of grant funds awarded under the Grant Program shall be no more than \$1,950,000.

For purposes of the Grant program, the term “new entrant” refers to any individual who graduated with a Doctor of Veterinarian Medicine degree since the Fall 2023/Spring 2024 academic year and has agreed to accept a job offer to practice veterinary medicine or has established a veterinary animal practice in rural Nebraska on or after January 1, 2025. Additionally, “rural Nebraska” means any county in Nebraska with a population of less than 40,000 people.

Selection Criteria for Grant Applicants:

Applications shall be submitted by the grant applicant to the Nebraska Department of Labor in a form and manner prescribed by the Commissioner of Labor. The following selection criteria will be considered by Department of Labor when reviewing grant applications:

- **Aptitude for Production Animal Veterinary Practice.** Applicants must demonstrate a strong interest and passion for production animal health. Criteria include:
 - Demonstrated interest and passion for production animal health.
 - Relevant experience in animal health, production livestock, or related fields.
 - Active involvement in co-curricular activities related to agriculture, animal science and/or veterinary medicine.
 - Academic success.
 - Commitment to Rural Nebraska.
- Applicants must have successfully completed a Doctorate of Veterinary Medicine Degree and be licensed to practice veterinary medicine in Nebraska.

- The Nebraska Department of Labor will issue the grants to the recipients from the Workforce Development Program Cash Fund, created by LB1413 (2024), to the University of Nebraska-Lincoln.

Recipients of Nebraska's Elite 11 scholarship are not eligible to receive funds from this Grant Program.

Terms and Conditions of Grant Awards:

All Grant Awards shall be contingent upon the following conditions:

- The grant applicant must accept a job as a veterinarian in a rural Nebraska veterinary animal practice that dedicates a minimum of 80% of its hours worked on production animals or the grant applicant must establish a new veterinarian animal practice in rural Nebraska that dedicates a minimum of 80% of its hours worked on production animals.
- The grant applicant must reside in Nebraska following job acceptance or the establishment of a new veterinarian animal practice.
- The grant applicant must commit to stay in Nebraska and practice in a veterinarian animal practice that meets the requirements outlined above for a minimum of eight years.
- The grant applicant must continually maintain in good standing a license to practice veterinarian medicine and surgery in Nebraska.
- Applicants selected to receive a Grant Award from the Nebraska Production Animal Rural Veterinarian Grant Program will execute a Grant Agreement setting forth the terms and conditions of the Grant Award.
- Applicants selected to receive a Grant Award shall provide documentation annually to the Nebraska Department of Labor in form and manner prescribed by the Commissioner of Labor that verifies a Grant Recipient's continued eligibility under the terms and conditions of the Grant Agreement.

Payment of Grant Awards:

The grant shall be paid in full at the end of eight consecutive successful years of meeting the requirements outlined above.