

Nebraska Worker Training Program

Investing in Nebraska Workers, Communities and Businesses



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Good Life. Great Connections.

What is the **Worker Training Program**?

Creation:

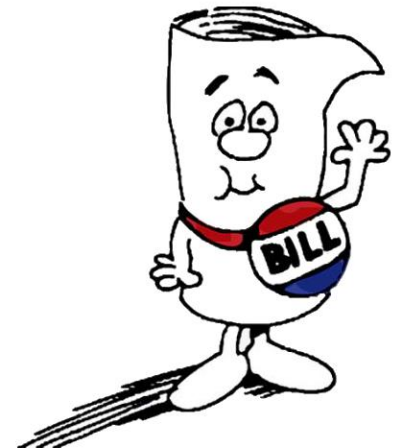
January 1, 1996 – Joint trust funds are created for unemployment and worker retraining. Trust fund interest is retained in Nebraska to support public and private job training to retrain and upgrade job skills for existing Nebraska workers .

Purpose:

In Accordance with Nebraska Revised Statutes §48-622.02 and 48-622.03. The Nebraska Worker Training and Support Cash Fund may be used to provide training opportunities that:

- ☐ expand the Nebraska workforce by increasing the pool of highly skilled workers in Nebraska;
- ☐ support public and private job training programs designed to train, retrain, or upgrade work skills of existing Nebraska workers of for-profit and not-for-profit businesses;
- ☐ recruit workers to Nebraska; and
- ☐ train new employees of expanding Nebraska businesses.

Employers, labor organizations, or other entities providing an apprenticeship training program may apply for a worker training grant.



Worker Training Program

Retraining Investment Strategies

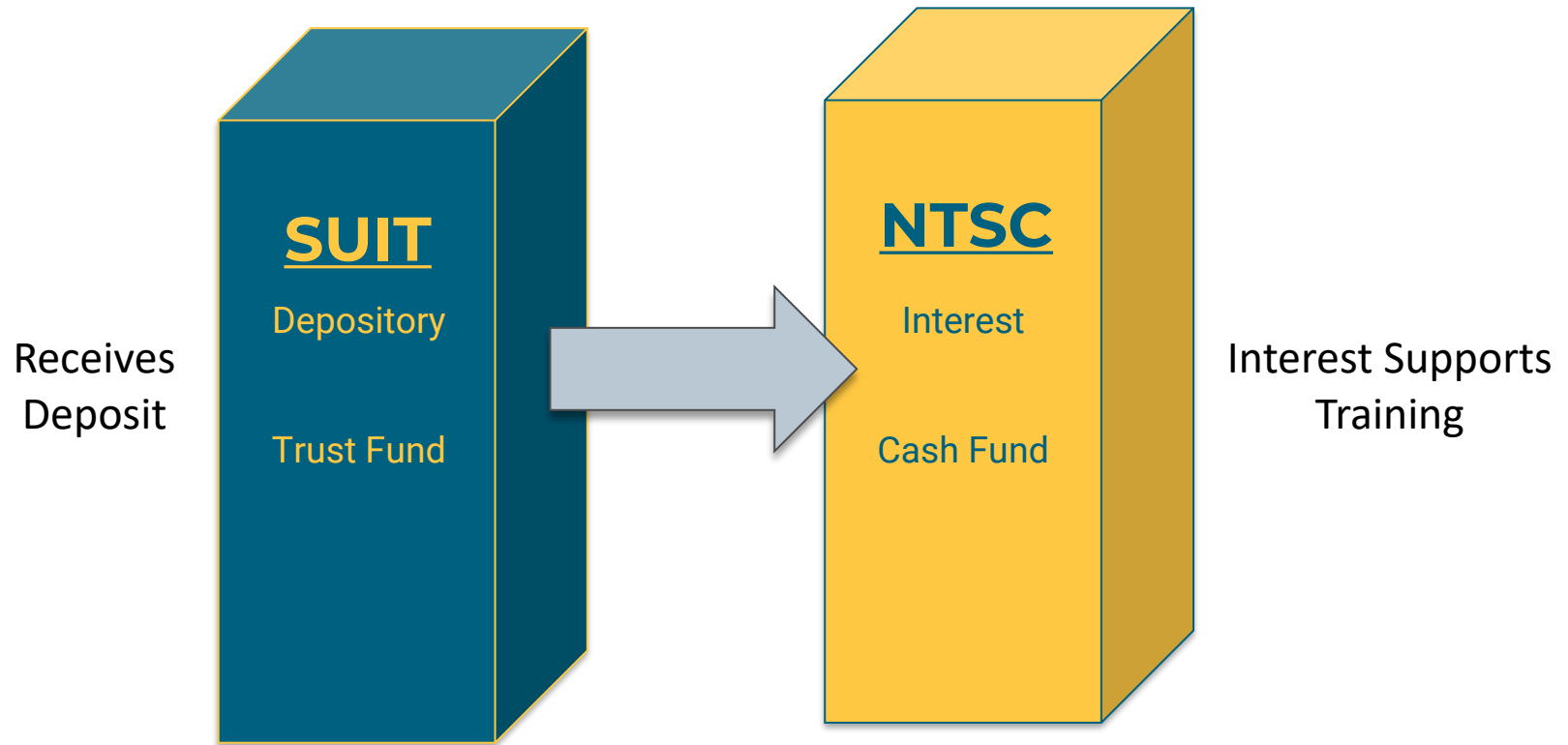
- ☐ Provide training, retraining, upgrading to Nebraska workers
- ☐ Build, strengthen and expand state labor pool]
- ☐ Broaden and deepen residents' skill base
- ☐ Support productivity gains to Nebraska firms
- ☐ Develop Nebraska's training, retraining capacity
- ☐ Prevent layoffs of current employees due to changes in technology
- ☐ Create high performance/high quality workplaces
- ☐ Diversify the production of goods and services
- ☐ Create high-skill, high-wage, high-demand jobs (H3)
- ☐ Prevent loss of high-skill jobs
- ☐ Upgrade workers with obsolete skills due to international competition

Worker Training Program Guidelines:

<https://dol.nebraska.gov/webdocs/getfile/1dd65426-b780-4a04-b281-1ea244f6d13f>

Partner Trust Funds

SUIT & NTSC



Unemployment & **SUIT Fund**

- ❑ Employer Pays Contributions Quarterly
 - ❑ 80% deposited in States Unemployment Compensation fund (clearing account).
 - ❑ Transferred to State's Account in Unemployment Trust Fund in Washington D.C.
 - ❑ Withdrawals from D.C. fund as needed for benefits and deposited in State's Benefit Account.
 - ❑ Checks issued for benefits.
 - ❑ 20% of contributions deposited in SUIT Fund and held there.*
 - ❑ Quarterly, interest generated on the SUIT is transferred to the Nebraska Training and Support Cash fund.
 - ❑ The NTSC Fund is used to fund training grants.
- * If needed to pay benefits, these funds will be transferred to the Clearing Account and will ultimately end up in the benefits account.

Key Takeaway: Interest accrued from State Unemployment Insurance Trust fund (SUIT)

Worker Training Program Requirements

- ☐ Employer must be current on all combined taxes and quarterly wage reports with the Nebraska Department of Labor under the Nebraska Employment Security Law. Failure to pay taxes or report wages may result in revocation of an award
-
- ☐ *Training providers **may be** required to demonstrate to the Commissioner, upon request, satisfactory evidence that the training provider has sufficient competencies to provide the training that it proposes to provide through either professional credentials or an established history of providing training and placement services to the public
 - ☐ *Training providers **must** maintain and make available:
 - ☐ records that clearly document all aspects of training and retention related to the training,
 - ☐ applicable financial records which document funds received and disbursed,
 - ☐ records of attendance of training recipients, and
 - ☐ any certificate or documentation of completed training.
 - ☐ *All classroom/laboratory training records shall be completed daily

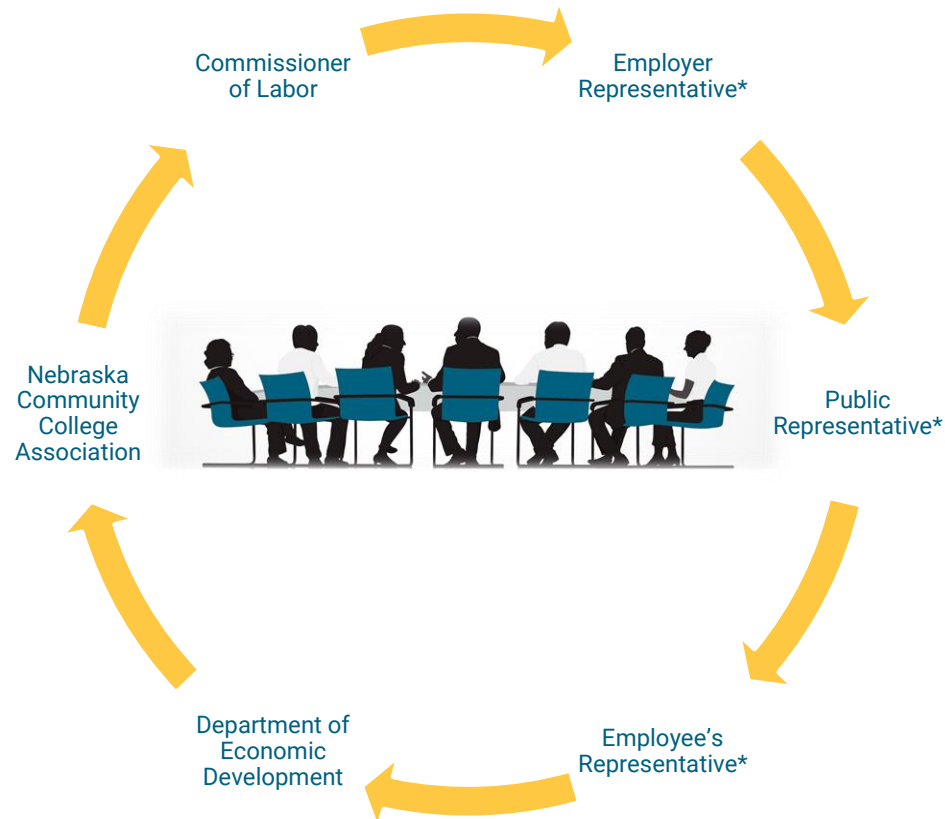
Worker Training Program Requirements

- ❑ At the completion of a grant, the following documentation must be provided:
 - ❑ **Completed Grant Closeout Form** provided by the Nebraska Department of Labor;
 - ❑ All training records including but not limited to **class roster, social security number** of individuals for which training cost reimbursement is sought, **attendance records, and billing invoices**; For a consortium grant, the lead entity/agency at the time of training shall provide the participant/employee's name, their employer of record's name, and the last four digits of the participant/employee's social security number with its request for reimbursement of training costs.
 - ❑ Training outcomes; and
 - ❑ Evaluation of stated training goal(s) including supporting material to establish if goal(s) was met
 - ❑ Supporting material to establish what was accomplished if goal(s) was not met, an evaluation as to whether the goal(s) is still achievable in the future, and reason(s) for not meeting the stated goal(s).



Worker Training Board

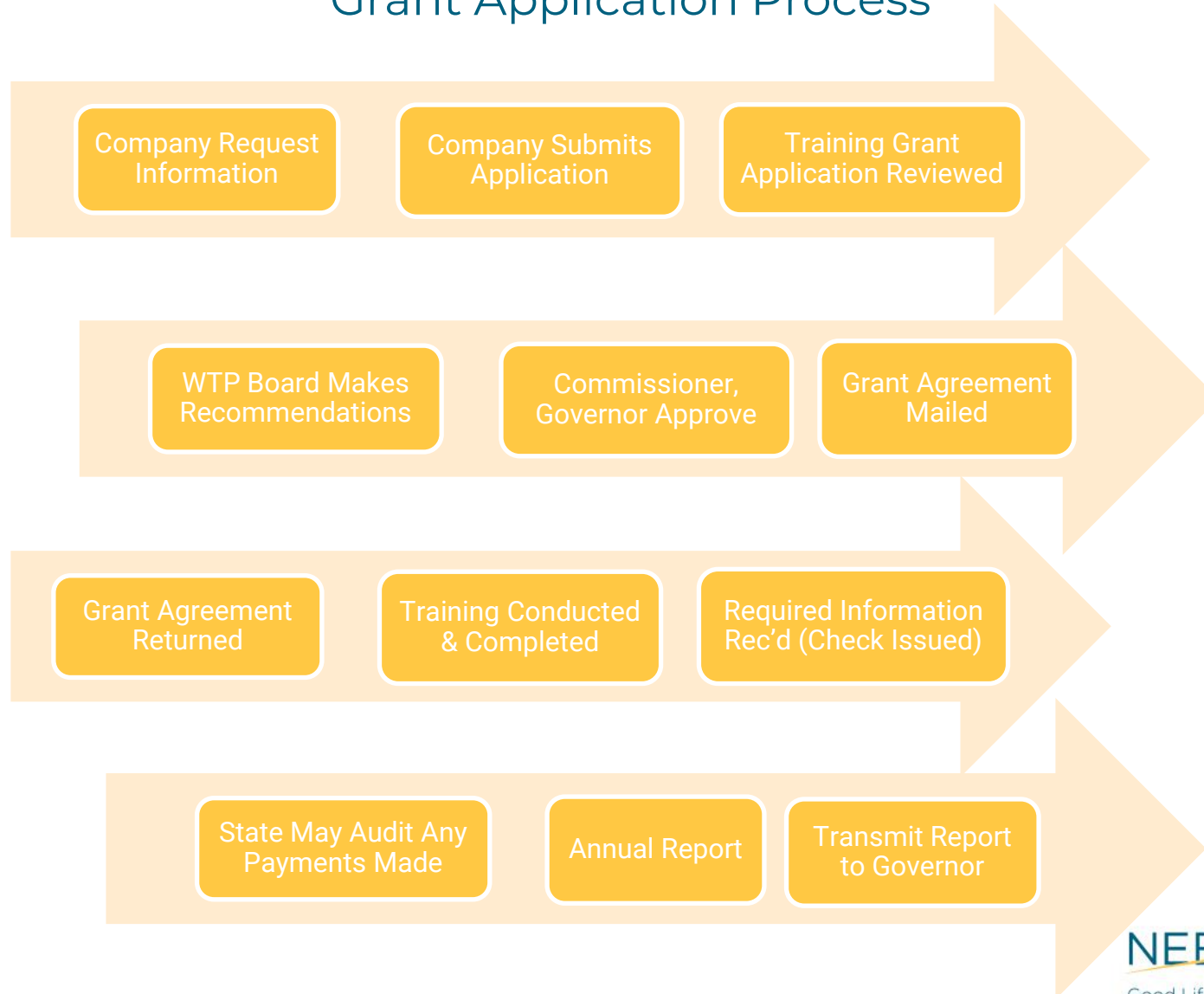
Nebraska Training and Support Trust Fund



Board Chair selected from these three Advisory Council Members
Nebraska Training and Support Trust Fund – Governing Board

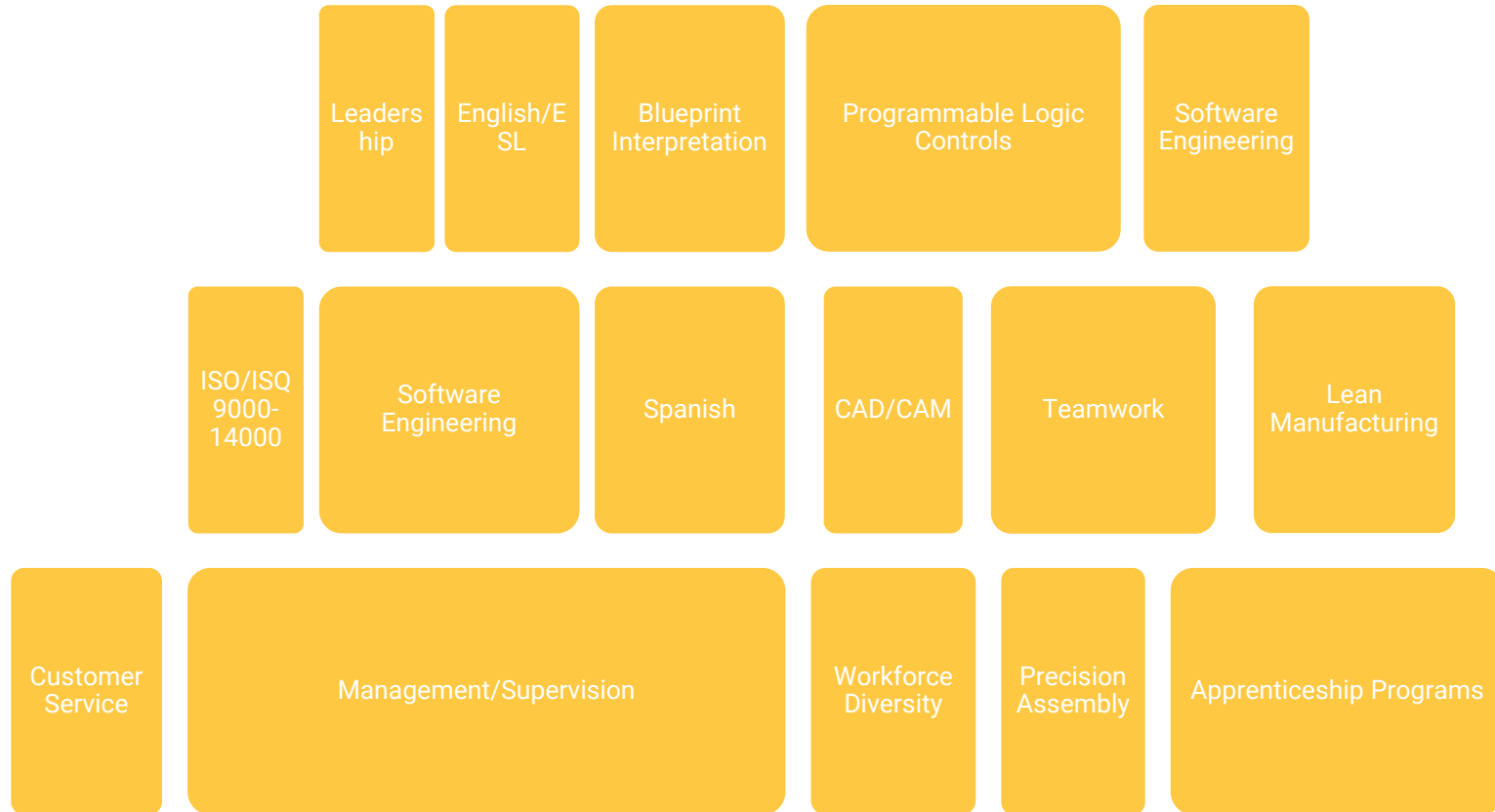
Nebraska Worker Training Program

Grant Application Process



Nebraska Worker Training Program

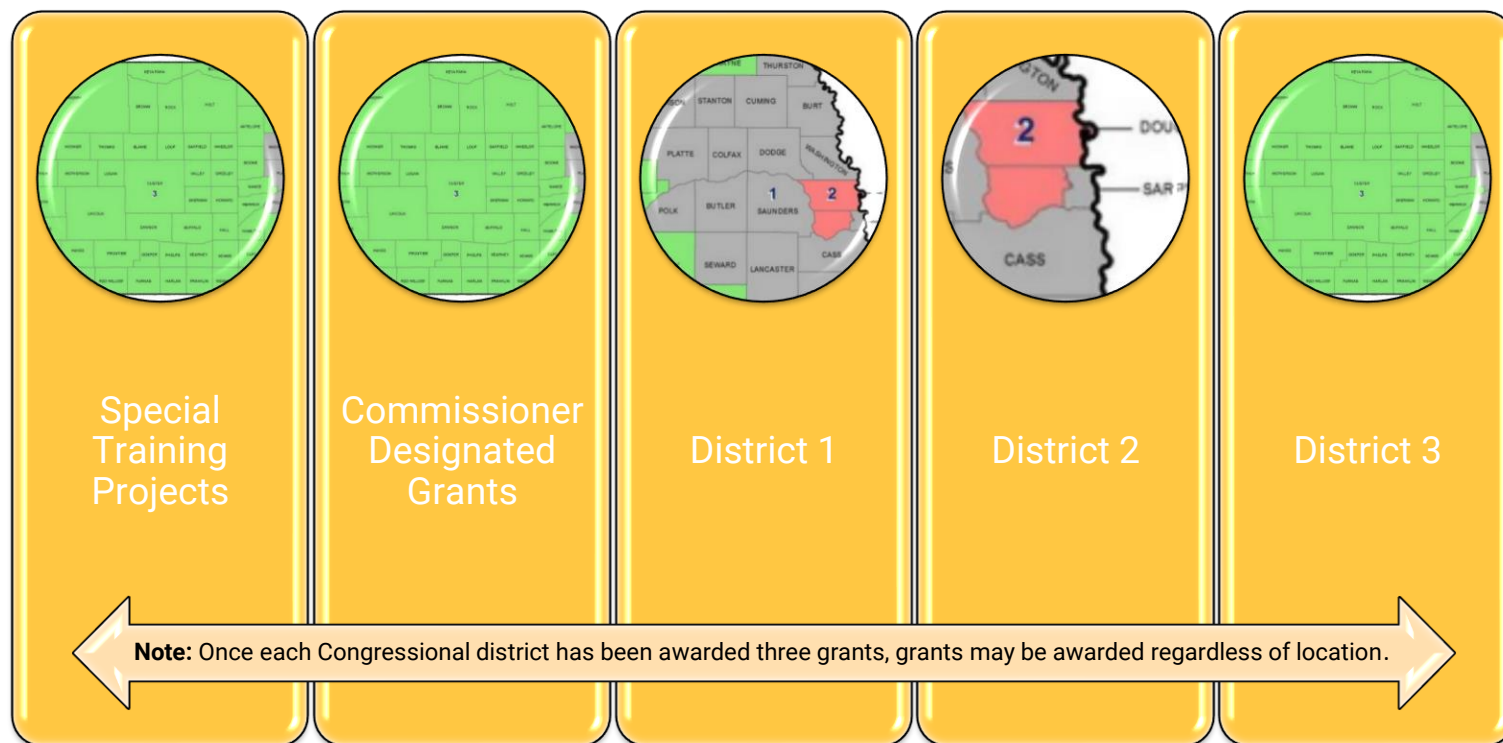
Sample Training Proposals



Worker Training Program

District Distribution

Each quarter up to 20% of grant funds are available in five categories:

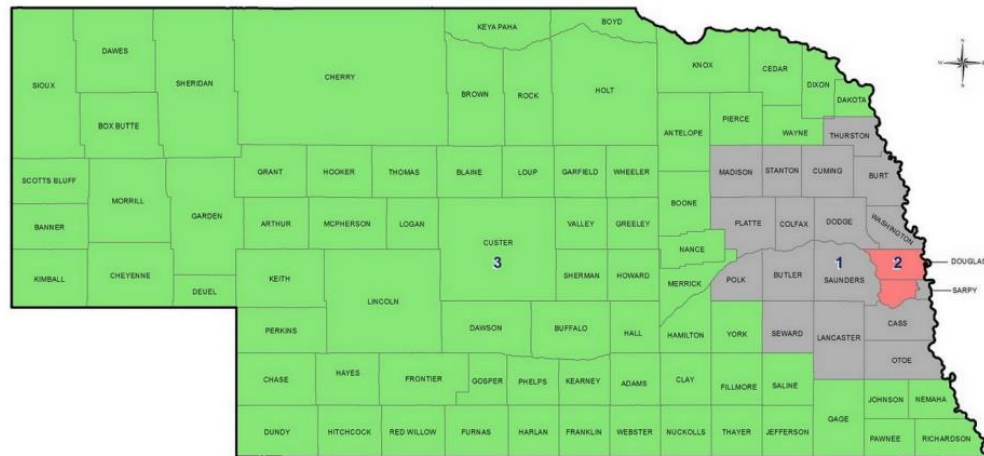


Nebraska Worker Training Program Distribution Objectives

Initial equitable distribution between the three
Congressional Districts.

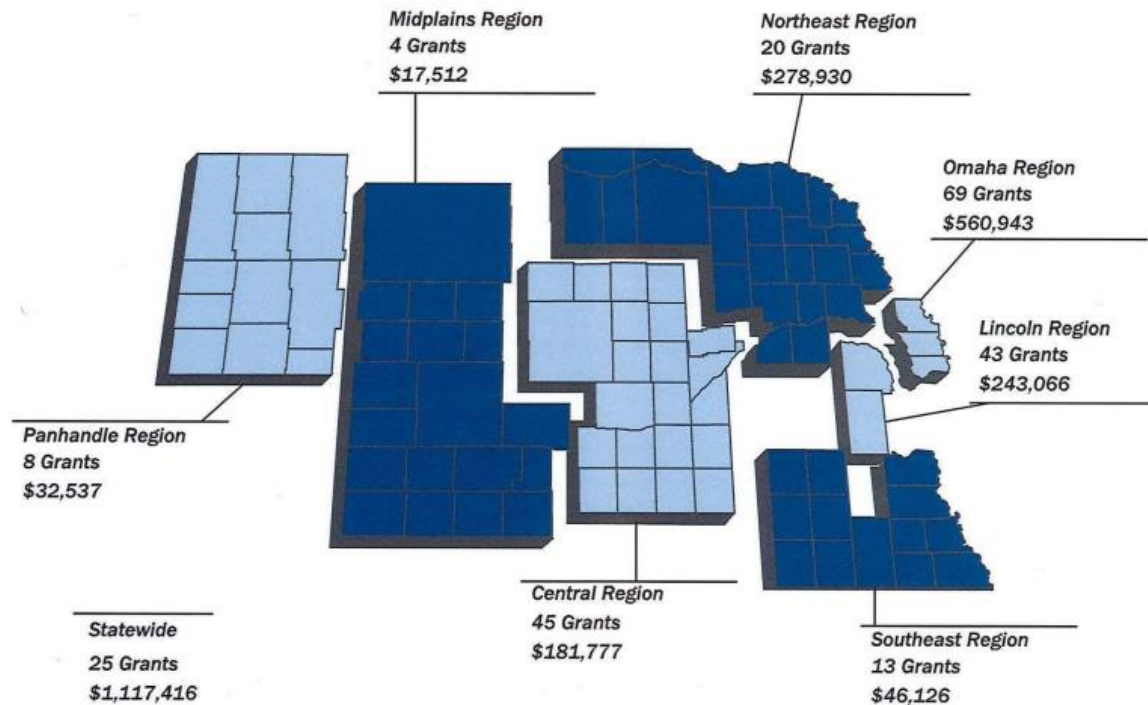
U.S. House of Representatives - LB 704 (2011)

(Districts took effect May 27, 2011)



Geographical Grant Distribution

Geographical Grant Distribution July 1, 2018 - June 30, 2019



Worker Training Program Annual Report:

<https://dol.nebraska.gov/webdocs/Resources/Items/Worker%20Training%20Program%20Annual%20Report%202019.pdf>

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Submission & Review Date

<u>Grant Quarter</u>	<u>Application</u>	<u>Application Review</u>	<u>Training Delivery</u>
First Quarter	12/31/2021	TBD	Jan. – March
Second Quarter	3/31/2021	TBD	April – June
Third Quarter	6/30/2021	TBD	July – Sept.
Fourth Quarter	9/30/2021	10/26/2021	October – December



Thank You!

Your submission has been received.

Where to Apply?

Link:

<https://dol.nebraska.gov/ReemploymentServices/Training/WorkerTrainingProgram>

The screenshot shows the official Nebraska Government Website for the Department of Labor. The header includes the Nebraska logo and the text "Good Life. Great Connections." and "Department of Labor". A navigation bar lists various services: JOBS & TRAINING, UNEMPLOYMENT, LABOR DATA, BUSINESSES, LABOR LAW, SAFETY, CONTACT US, and NEWS. Below the header is a banner image of two people. The main content area is titled "Worker Training Grants" and contains the following text:

In accordance with Nebraska Revised Statutes § 8-622.02 and 48-622.03, the Nebraska Worker Training and Support Cash Fund may be used to provide training opportunities that:

- expand the Nebraska workforce by increasing the pool of highly skilled workers in Nebraska;
- support public and private job training programs designed to train, retain, or upgrade work skills of existing Nebraska workers of for-profit and not-for-profit businesses;
- recruit workers to Nebraska; and
- train new employees of expanding Nebraska businesses.

Employers, labor organizations, or other entities providing an apprenticeship training program may apply for a worker training grant.

Please select Program Guidelines for more information or contact NDOL.WTG@nebraska.gov

Contact: NDOL.WTG@nebraska.gov

Worker Training Board Meeting Schedule



Grant Application

Program Guidelines

Current Quarter
Recipients

Grant Closeout

Annual Report

Key Components of Electronic Application

- ☐ Basic Company Information
- ☐ Identify Training Goals
- ☐ Identify Reason for the Training and Anticipated Outcomes
- ☐ Identify Training Provider
- ☐ Identify who is being trained
- ☐ Develop training budget – **EXPLAIN YOUR NUMBER!**
 - ☐ Investment
 - ☐ Company Match

SAVE OFTEN, fill out the form completely, Provide Funding Options

Scoring Criteria

Set Points

1. Economic Development Impact
2. Job Characteristics (H3)
3. Grantee
4. Likelihood of Completion
5. Employer Match
6. Cost Per Participant
7. Business Size



Discretionary Points

Scoring Rubric

Measure	0 Points	1 – 10 Points	11 – 20 Points
1. Statement of Need	Missing, unclear, or not related to grant purpose	Need expressed does not match grant purpose; not tied to relevant industry needs	Need is clearly stated and tied to area industry needs strongly
Measure	0 Points	1 – 15 Points	16 – 30 Points
2. Goals and corresponding outcomes	Missing, unclear, or not related to grant purpose	Goals and/or outcomes are included, but they are stated vaguely/inconclusively and/or their correlation is weak	Goals and outcomes are clearly stated, and their correlation is evident/strong
Measure	0 Points	1 – 10 Points	11 – 20 Points
4. Budget	Missing, unclear, or incomplete	Budget lacks details	Budget is clearly detailed
Measure	0 Points	1 – 30 Points	31 – 50 Points
7. Impact	Missing, unclear, or incomplete	Somewhat innovative, more traditional approach with average potential for impact on trainees	Innovative approach with potential for significant impact on large number of trainees

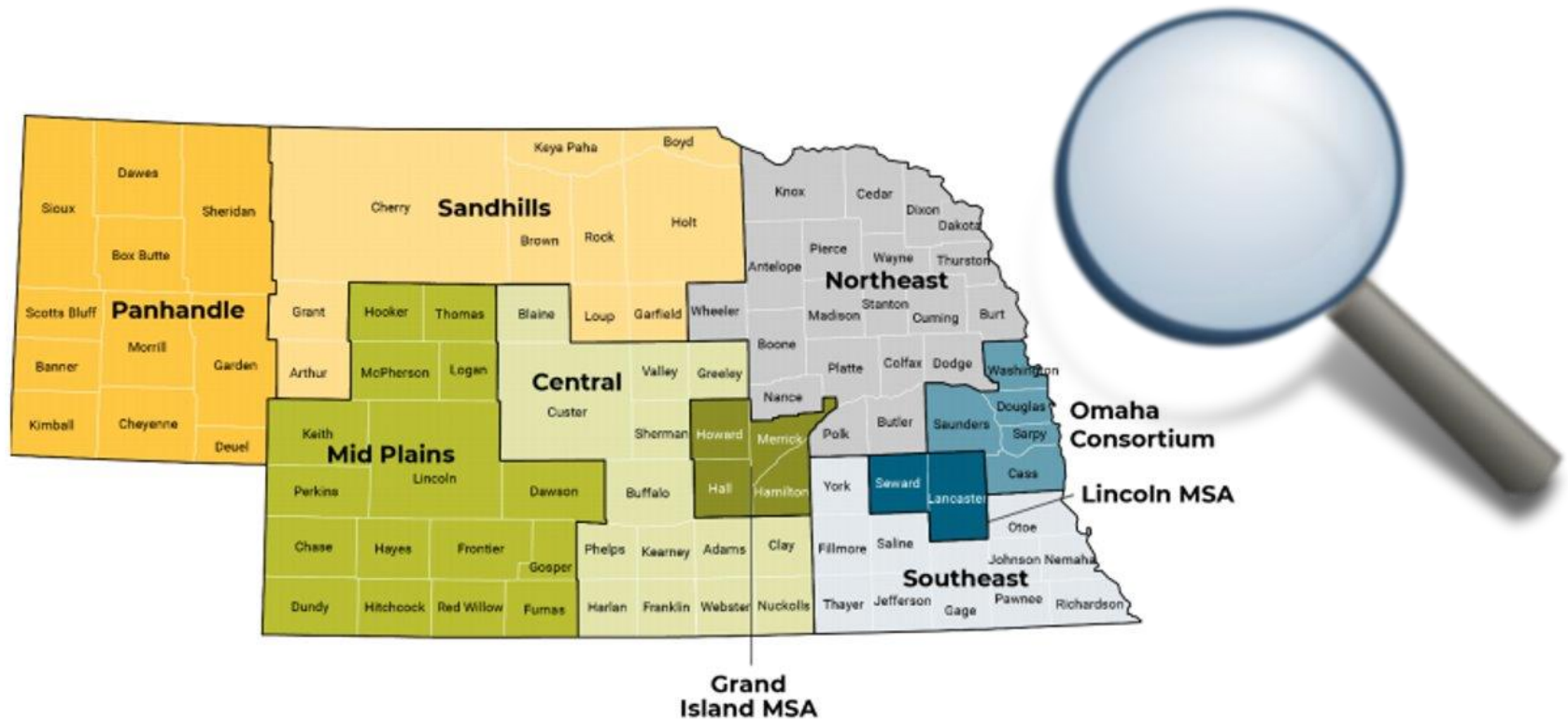
Discretionary points are extremely important! This will be the first time your proposal will have eyes on it!

Nebraska Economic Development Regions

H3 High Wage. High Demand. High Skill.

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DEPARTMENTS OF
LABOR, EDUCATION, & ECONOMIC DEVELOPMENT



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Scoring Criteria: Take Notice!

H3 Occupations

Based on geographical region and H3 report on h3.ne.gov

- ☐ 40 Points will be awarded for High Wage
- ☐ 40 Points for High Skill
- ☐ 40 Points for High Demand

Example:

Look at “carpenters” on the website. Training for a carpenter in Omaha would receive 120 points. Training for a carpenter in Lincoln would receive 80 points.

Likelihood of Completion

Points will be deducted for every grant an applicant has open at the time of submission.

- ☐ (-10) points for every grant an applicant has open

No deduction if the open grant is a multiyear grant and the timeframe of the grant award has not run.

Example:

If a company has four grants open that are not a multiyear grant, then they would have 40 points deducted.

Social Security Numbers

You will need to provide social security numbers for anyone who attends a training program that receives money from the worker training grant (consortium grants).

When the legislature changed the “pot” of money from a trust fund to a cash fund it meant that other entities could try to poach those funds.

Social security numbers are part of a strategy to support the need for funds to be given for training and development.

This allows the Nebraska Department of Labor to track retention and wage increases on individuals who took part in a training program supported by grant dollars. This in turn allow them to track the success rate of the program.



Grant Closeout Requirements

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Things to



Remember!

1. Create separate applications for each training program. If multiple projects are included on the same application, it will be ineligible.
2. Various occupations can attend the same training or certificate program.
3. You will receive an e-mail notifying that your submission has been received.
4. Your Grant Agreement is due within 30 days of receiving and signing it.
5. Completion of the training is one year from the given date.

Nebraska Worker Training Grant

CY21Q1 – CY21Q3

Businesses Approved Statewide



81

Industries of Focus

For-Profit

66

businesses

Non-Profit / STP

15

businesses

Approved Dollar

\$659,456

Top Industries



*Administration/Business Support
Trade (Construction/Apprenticeship)
Healthcare*

Total Applications Received

141

CY21Q1

CY21Q2

55

9/30/2020 – 12/31/2020

53

01/01/2021 – 3/31/2021

Success Rate of Those Eligible



67.25%

Total Employees Trained

2,038

Top Trainings



*OSHA Certifications,
Apprenticeship,
Leadership, Microsoft*

Amount Matched by Employer (Invested in Employees)

\$3,137,785

CY21Q1

CY21Q2

\$486,406

9/30/2020 – 12/31/2020

\$2,001,880

9/30/2020 – 12/31/2020

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(308) 217-2015

Nebraska Worker Training Program Inbox

NDOL.WTPHelp@Nebraska.gov

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