

## STATE OF NEBRASKA

### Annual Statewide Performance Report Narrative Program Year 2024 (July 1, 2024 – June 30, 2025)

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**Contributing partner programs**

WIOA Title I

WIOA Title II

WIOA Title III

WIOA Title IV

Jobs for Veterans State Grant Program

Trade Adjustment Assistance Program

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## **Accessibility**

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## I. Introduction

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This annual statewide performance report narrative for Program Year 2024 (PY24) for the State of Nebraska provides information in accordance with [TEGL 05-18 Change 1](#). In addition to Federally required components, this report includes state-required components pursuant to [Neb. Rev. Stat. § 48-3304](#).

## II. Federally required components

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### (a) Evaluations

In PY24, the Nebraska Department of Labor (NDOL) concluded its *Disproportionate Impact Study* pilot and launched a new evaluation initiative focused on the impact of supportive service provisions within the WIOA Title I adult, dislocated worker, and youth programs. The primary objectives of this project are to:

1. assess the effect of supportive services on participant outcomes, with a focus on Federal performance indicators;
2. examine the influence of policy and guidance on the delivery of supportive services;
3. compare local-level barriers and successes in implementing supportive services; and
4. deliver actionable insights aimed at improving service delivery and participant outcomes across the state.

To support these objectives, NDOL conducted a comprehensive survey of former WIOA Title I participants dating back to PY22. Responses were aggregated and analyzed, with key findings presented in graphs and tables for inclusion in the final report. PIRL data was also leveraged to generate comparative outcome graphs illustrating differences in participant success based on receipt of supportive services. In addition, NDOL hosted a series of peer focus groups with local workforce development areas to share survey results and engage in discussions regarding potential factors influencing data trends. Over the course of the project, NDOL convened three meetings with local partners to review current practices and policies surrounding supportive services, identify and explore implementation successes and challenges, and analyze both survey results and PIRL data. NDOL is currently in the process of drafting the final report. Upon completion of internal review and approval, the report will be made available to the public.

### (b) Customer satisfaction

#### (1) Overview

In PY24, NDOL continued delegation of responsibility for customer satisfaction outreach to local workforce development areas. NDOL provided additional technical assistance to local workforce development areas concerning customer satisfaction outreach requirements, which covered the following topics:

1. legislative and regulatory requirements for customer satisfaction outreach;
2. importance of collecting customer satisfaction data;

3. customer satisfaction outreach requirements for local boards:
  - a. general requirements;
  - b. outreach plans;
  - c. methodologies; and
4. resources other states are using.

Since the additional technical assistance, local areas have begun redevelopment and enhancement of their customer satisfaction outreach plans and methodologies. The information provided below is based on local area practices in place during PY24, prior to the additional technical assistance provided early in PY25.

## (2) Customer satisfaction outreach: Methodologies

### (A) Data collection tools

Local areas employ multiple approaches to collection of customer satisfaction data from one-stop center customers, including Title I participants and employers, including:

1. encouraging one-stop center customers and Title I participants during in-person visits to complete customer satisfaction surveys;
2. posting QR codes at case manager desks, in resource rooms, and at one-stop center exits that provide an easy path to customer satisfaction surveys;
3. providing “take away” cards with direct links or QR codes leading to customer satisfaction surveys for customers, Title I participants, and employers;
4. outreach by email to one-stop center customers and Title I participants who use NWorks VOS Greeter<sup>1</sup> to check in when visiting one-stop centers;
5. providing links to customer satisfaction outreach surveys on resource room computers;
6. publishing links to customer satisfaction outreach surveys on one-stop center websites;
7. use of digital tools to conduct customer satisfaction outreach (Survey Monkey, Microsoft Forms, etc.);
8. enlisting local board members to encourage customer satisfaction feedback from employers;
9. distributing customer satisfaction surveys and QR codes to employers during job fairs, work site visits, randomly selected on-the-job training and work experience employers, after direct engagement with WIOA staff and business services representatives; and
10. incorporating customer satisfaction outreach requirements in Title I service provider agreement with local boards.

### (B) Outreach frequency

Frequency of local area customer satisfaction outreach varies by local area data collection approaches:

- daily for in-person contact with one-stop center customers visiting centers, including Title I participants and employers;
- following on-site visits with local area employers; and
- weekly or monthly for digital outreach to one-stop center customers, including Title I participants and employers.

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<sup>1</sup> NWorks VOS Greeter is a function within [NWorks](#) (Nebraska's management system of record) that serves as a visitor check-in system in Nebraska's one-stop centers.

### (C) Survey questions

Local area customer satisfaction survey questions used during PY24 are listed in Appendix I by local area. As stated in [Sec. II\(c\)\(1\)](#), local areas are currently modifying their surveys to ensure adequate collection of data for assessing customer satisfaction among local Title I program participants and local area employers.

#### (3) Customer satisfaction outreach: PY24 outreach statistics

Because local area customer satisfaction outreach methodologies were under redevelopment during PY24 and into PY25, valid customer satisfaction outreach statistics are not available for PY24.

#### (4) Customer satisfaction outreach: Efforts to improve customer satisfaction response rates

Local boards evaluate available customer satisfaction outreach data during local board meetings and establish goals to strengthen customer satisfaction outreach efforts and improve response rates. Further, local area administrative entities meet frequently, to support the efforts of local boards, and enlist support from their respective one-stop operators and one-stop center leadership teams.

#### (5) Customer satisfaction outreach: Generalizability

PY24 customer satisfaction outreach data collected by local areas were not generalizable to individual Title I program target populations (or employer populations) due to the design of outreach surveys. However, all local areas successfully participated in technical assistance provided by NDOL concerning customer satisfaction outreach, as mentioned in [Sec. II\(c\)\(1\)](#), and began modification of their respective customer satisfaction outreach plans and methodologies to ensure:

- collection of required customer feedback from Title I program target populations and local area employers; and
- continuous improvement and informed evaluation of effectiveness and physical and programmatic accessibility during annual one-stop delivery system assessments and triennial one-stop certification processes.

#### (6) Customer satisfaction outreach: Continuous improvement processes

As stated [Sec. II\(c\)\(2\)](#), local areas collect customer satisfaction feedback through surveys, direct feedback from customers and employers, as well as one-stop partners and community partners. Feedback is analyzed regularly during local area performance meetings and local workforce development board meetings, annually in relation to the one-stop delivery system programmatic and physical assessment, and triennially during certification of American Job Centers (AJCs). Customer satisfaction feedback directly informs necessary corrective actions, service design updates, and professional development priorities. In addition, local boards evaluate how well local area one-stop delivery systems and one-stop centers contribute to local area negotiated levels of performance for Title I programs.

Local area continuous improvement processes include:

1. ongoing review of service data and performance metrics;
2. regular staff training and technical assistance;
3. responsive adjustments to operations based on feedback and identified needs; and

4. coordination with community partners that assist with assessment of physical and programmatic accessibility for individuals with accessibility, such as the Assistive Technology Partnership, including assessment of:
  - a. reasonable accommodations and modifications for individuals with disabilities;
  - b. effective communication methods and auxiliary aids;
  - c. program delivery in integrated and accessible settings; and
  - d. physical accessibility of facilities.

(c) State strategies

- (1) Progress made in achieving the state's strategic vision and goals, as described in the state's Combined State Plan, for developing its workforce and meeting employer needs to support economic growth and economic self-sufficiency

(A) Overview

The strategic vision under [Nebraska's Combined State Plan for PY24 – PY27](#) is for Nebraska's workforce system to provide the highest quality workforce development services through innovation and collaboration. Under the current state plan, as well as the PY20 – PY23 state plan, Nebraska's two-part statewide strategic goal for developing its workforce and meeting employer needs to support economic growth and economic self-sufficiency was and is:

1. selection and prioritization of development of career pathways; and
2. alignment of the state's workforce development system.

When the ongoing two-part strategic goal was first established under the PY20 – PY23 state plan, the State Board established two work groups to support state plan partners with implementation of the goals, the Career Pathways Workgroup and the Alignment Workgroup, both of which include in their membership State Board members, state plan partners, required and additional one-stop partners, other workforce system partners, and local area representatives.

In addition to the efforts of the State Board's workgroups, efforts for developing Nebraska's workforce and meeting employer needs to support economic growth and economic self-sufficiency were enhanced. The [6 Regions, One Nebraska](#) initiative was launched, and the Governor and Nebraska State Legislature worked together to pass LB 265 which includes important updates to workforce development initiatives funded through the Workforce Development Program Cash Fund.

(B) 6 Regions, One Nebraska initiative

With more than 50,000 jobs open in the state, Nebraska needs to focus on workforce strategies that are sustainable and innovative and work strategically to provide career opportunities and develop communities that will attract and retain talented residents. During 2024, the *6 Regions, One Nebraska* initiative was launched. The initiative allows each of the six regions to make focused, data-driven decisions to select a project that will positively impact their future. The Governor enlisted the State Board as a *6 Regions* supporting partner.

The *6 Regions* initiative represents a shift in Nebraska's strategic focus to match the new realities of economic development. This means investing in our kids, making our communities magnets for talent, and targeting our business development efforts to our strengths—Nebraska's innovators, abundant natural resources and sustainable agricultural production. The Governor's Office, Nebraska Chamber of Commerce & Industry, and Nebraska Department of Economic Development are dedicated to the success



of the initiative and actively looking to enlist partners in the venture. The overarching goal of the 6 *Regions* initiative is to accelerate cooperation among communities to ensure regional partnerships become the norm for how Nebraska pursues economic development.

The State of Nebraska has made an initial financial investment in the 6 *Regions* initiatives, which has been matched by private funding, to establish each regional team. These investments are helping to fund the salary of full-time Regional Navigators for each region who will work alongside regional co-chairs to engage area partners. The investment will also provide financial incentives for initial regional projects in one of the following areas:

1. resident recruitment;
2. youth engagement;
3. entrepreneurship;
4. technology;
5. infrastructure; or
6. selected regional projects.

The Governor will meet with each regional team twice annually for work sessions. Each session will include a presentation of data to inform regional decision making. Each region will also conduct asset mapping to identify the strengths it can draw upon to drive growth.

#### (C) Workforce Development Initiatives

Governor Pillen announced the creation of the *Nebraska Elite 11 Veterinarian Program* in February of 2024, and the first applications were received in March. The program is aimed at increasing the number of production animal veterinarians in Nebraska. Up to 25 students can take advantage of an initial scholarship to cover 50% of their tuition for the first two years of study in the College of Agricultural Sciences and Natural Resources at the University of Nebraska – Lincoln (UNL). Following their second year of study, 13 are chosen for a continuation scholarship that covers 100% of their tuition during their third and fourth years. From there, the Elite 11 are selected from UNL's Professional Program in Veterinary Medicine to have all tuition and fees paid for while they attend UNL's dual Doctor of Veterinary Medicine program with Iowa State University.

Another workforce development initiative focused on addressing the shortage of production animal veterinarians in Nebraska is the Nebraska Rural Veterinarian Grant Program. This program is 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.

On June 2, 2025, the Nebraska Legislature passed LB 265 which, in addition to the creation of a manufacturing modernization pilot program, provides for the utilization of the Nebraska Workforce Development Program Cash Fund to fund workforce development grants. LB 265 allows the Nebraska Commissioner of Labor to approve three workforce development grant proposals each calendar year. For calendar year 2025, the Commissioner of Labor approved grants to the following entities:

- The Builder Foundation to support the Builders of the Future program;
- United Way of the Midlands to support Jobs for America's Graduates (JAG); and

- The Nebraska State Chamber Foundation to support a Manufacturing Certification credential and apprenticeship program.

Additionally, LB 265 grants the Nebraska Workforce Development Board the responsibility to submit up to 18 workforce development grant proposals to the Commissioner of Labor each calendar year to set forth strategies and initiatives designed to develop the workforce in the state. The Commissioner of Labor may approve, reject, or modify any grant proposal submitted by the Nebraska Workforce Development Board. The State Board reviewed and submitted to the Commissioner of Labor two grant proposals for calendar year 2025:

- Heart Ministry Center in Omaha, NE to support its Fresh Start Program; and
- Lincoln Literacy in Lincoln, NE to support its Adult Skills Program.

(2) Progress made in implementing sector strategies and career pathways, business engagement strategies, work-based learning, work experiences for youth and adults, transitional jobs, on-the-job training, and incumbent worker training strategies and policies in the state

Work-based training in Nebraska's statewide one-stop delivery system is driven locally and at the state level with education as a supporting component. Work-based training activities provide access to training services that align with in-demand industry sectors and occupations, including on-the-job training, work experience, and internships; Registered Apprenticeship programs; customized training; and incumbent worker training. Work-based training activities and opportunities available in Nebraska's statewide one-stop delivery system are developed as described below.

- Local Title I program staff coordinate with business services consultants and employers to develop on-the-job training, internship, and work experience opportunities for Title I participants based on established individual employment plans for adults and dislocated workers and individual service strategies for youth.
- Registered Apprenticeship programs are developed and established by the US Department of Labor (USDOL) Office of Apprenticeship in Omaha and facilitated by the NDOL Registered Apprenticeship Unit.
- Customized training and incumbent worker training is developed, approved, and implemented by local workforce development boards in partnership with employers, local Title I programs, and other workforce system partners.

During 2024, local-level sector strategy and career pathway efforts relating to work-based learning, work experience for youth and adults, transitional jobs, on-the-job training, and incumbent worker training included:

1. incumbent worker training programs implemented by the Greater Lincoln Workforce Development Board focusing on enhancing occupational skills for current and potential workers and targeted sector strategies and career pathways, including training for entry-level positions in advanced manufacturing, pathways to entry-level jobs in healthcare and information technology, early childcare development occupations, and integrated English language learning in the workplace;
2. enhanced services for youth within the Greater Lincoln Workforce Development Area through collaboration with:
  - a. community-based-organization programs tailored to support young adults transitioning between high school and future opportunities through career exploration and work experiences; and

- b. local youth programs offering summer work experiences, such as the *Mayor’s Youth Employment Program* [Mayor, City of Lincoln] and the *Lancaster County Youth Program*, both of which offer summer work experiences for youth; and
  - c. Lincoln Manufacturing Council, which facilitates valuable worker experience opportunities within the field of manufacturing;
3. collaborative community-based strategies in the Greater Omaha Workforce Development area, such as the [Omaha STEM Ecosystem](#), which focuses on promoting high paying career pathways across various industries through collaborations between workforce, education, and local businesses;
  4. healthcare sector partnerships among major healthcare organizations in the Greater Omaha Workforce Development Area ([Charles Drew Health Center](#), [Children’s Nebraska](#), [Methodist Hospital](#), [Nebraska Medicine](#), [OneWorld Community Health Centers](#), and [QLI](#)) focusing on making pathways to employment with local major healthcare employers more accessible through the Greater Omaha American Job Center;
  5. earn-and-learn opportunities provided by community colleges, Registered Apprenticeship programs, and on-the-job training;
  6. workforce preparation academies that bring workforce development services to high school students, provide resume preparation assistance and mock interview services while the students learn about available careers and services;
  7. collaboration between Title I, Title II, community colleges, and employers providing integrated education and training programs;
  8. collaboration between local workforce development areas and Nebraska’s statewide [Homeless Continuums of Care](#) to provide workforce development and homeless services;
  9. cross training of Title I and [SNAP Next Step Employment and Training](#) staff on virtual service delivery, marketing and outreach, best practices, coenrollment and co-case management, braided funding, and aligned performance;
  10. collaboration between NDOL and Nebraska VR to develop career pathways and increase sustainable employment for job seekers who are individuals with disabilities; and
  11. collaboration between NDOL and Nebraska Adult Education providers (i.e., WIOA Title II providers) to provide orientation and increase participant awareness of partner program activities.

**(3) Efforts to increase access to Registered Apprenticeship Programs (RAPs) including creation of new RAPs and expansion of existing RAPs such as new youth apprenticeship opportunities**

Table 1 provides data on the growth of Registered Apprenticeship sponsors and participating employer rates in Nebraska for Fiscal Years 2018 to 2024 (FY18 to FY24). NDOL has continued its efforts to facilitate development of Registered Apprenticeship in Nebraska, in partnership with the USDOL Office of Apprenticeship in Omaha. Through this partnership, the total number of active sponsors has increased by 85.71 percent since FY18, and the total number of active participating employers has increased by 240.71 percent since FY18.

Table 1. Growth of Registered Apprenticeship in Nebraska FY18 – FY24: Sponsor and employer participation

FY	Total active registered sponsors	New sponsors	% growth of active registered sponsors since FY18	Total active participating employers	New participating employers	% growth of active participating employers since FY18
2018	63	10	-	140	0	-

FY	Total active registered sponsors	New sponsors	% growth of active registered sponsors since FY18	Total active participating employers	New participating employers	% growth of active participating employers since FY18
2019	76	16	20.63	151	11	7.86
2020	86	10	36.51	156	5	11.43
2021	102	16	61.90	177	21	26.43
2022	109	10	73.02	230	53	64.29
2023	109	14	73.02	296	66	111.43
2024	117	16	85.71	477	156	240.71

Source: US Department of Labor Office of Apprenticeship, Omaha, Nebraska [accessed October 7, 2025]

In addition to expanding Registered Apprenticeship in Nebraska, NDOL in partnership with the USDOL Office of Apprenticeship in Omaha has developed and continues to develop Registered Apprenticeship programs that serve youth ages 16 and older through collaboration with public and private high schools and employers in Nebraska, as certain Nebraska Registered Apprenticeship programs allow high school juniors and seniors ages 16 and older to simultaneously further their educational attainment while earning wages through participation in Registered Apprenticeship programs, subject to law labor requirements and limitations. This provides participating youth with significant advantages as they embark on their career pathways.

(d) Waiver

(1) Waiver of 75 percent OSY expenditure requirement

During PY24 (July 1, 2024 – June 30, 2025), the State had one waiver in place, waiver of the 75 percent out-of-school youth (OSY) expenditure requirement which was approved by the US Department of Labor Employment and Training Administration on May 30, 2024.

(2) Intended results, goals, and performance outcomes

Nebraska’s continuing strategic goal under this waiver is to increase the number of youth participating in evidence-based programs that result in positive outcomes for ISY, as well as OSY, including high school graduation, participation in postsecondary education, career development, and employment. One such evidence-based program is Jobs for America’s Graduates (JAG).

For the 2024-2025 school year, JAG served 513 High School Seniors in 50 schools across Nebraska. 97% of those Seniors graduated with a High School Diploma. The JAG Nebraska graduating class of 2024 had 57% of graduates pursuing further education and training programs. The graduating class of 2025 earned a total of \$6 million in scholarships.

JAG students participated in leadership development conferences, career development conferences, and legislative days at the Nebraska Capitol to gain leadership skills and work skills. Seven JAG students were co-enrolled with the Greater Nebraska WIOA Youth program to participate in a Work Experience opportunity in Macy, NE at [Umo'ho' Nation Public School](#). The school has a large community garden that provides work experience for students to learn job skills like planting, harvesting, leadership, and selling produce.

Nebraska is focused on continuing to strengthen the relationship between WIOA Service Providers and JAG programs across the state, to support Nebraska's Youth, with goals of increasing overall In-School Youth enrollment, JAG co-enrollment, and performance outcomes.

The projected impact of this waiver is enhancement of the state's ability to serve ISY, including those with basic skills deficiency and those who are English language learners, offenders, individuals who are in or have aged out of foster care, pregnant or parenting youth, youth with disabilities, and youth that require additional assistance to complete education or secure employment. In addition, this waiver is expected to increase the ability of local area Title I youth programs to enhance services for ISY, while continuing to serve OSY.

### *Local Area Waiver Responses*

#### Greater Lincoln Workforce Development Area

Greater Lincoln expended \$464,625.77 providing Title I youth program services during PY24, with 71 percent budgeted for OSY services and 29 percent for ISY. Funding came from both PY23 and PY24 Title I youth program allocations, which allowed Greater Lincoln to spend slightly more than would have been possible without the waiver. During PY24, Greater Lincoln served a total of 132 Title I youth participants; of those, 35 were ISY (approximately 26 percent of all youth served). Serving ISY in our mostly metropolitan local area presents unique challenges. While it is relatively easy to identify and enroll ISY, maintaining their engagement after the initial activity—most often a work experience (WEX)—is difficult. Once WEX concludes, many youth participants, particularly those still in high school, are reluctant to remain connected to the program. There is no evidence that this improved performance outcomes or made performance better.

#### Greater Nebraska Workforce Development Area

During PY24, Greater Nebraska served 105 Title I youth who participated in on-the-job training, work experience, stay-in-school activities, and post-secondary education and received supportive services. The flexibilities allowed under the waiver allowed Greater Nebraska to increase use of Title I youth program incentive payments during PY24 to improve and maintain ISY participant engagement. The waiver also allowed Greater Nebraska to support its partnerships with JAG and Project SEARCH. Both programs serve youth with barriers to employment, including youth with disabilities, residing in high-poverty areas, receiving free/reduced lunch, and basic skills deficiency.

Greater Nebraska's primary challenge with supporting achievement of the projected programmatic outcomes of this waiver relates to ISY engagement while serving ISY participating in JAG through the [Umo<sup>ho</sup> Nation Public School](#) in Macy, Nebraska. During the regular school year, absenteeism among Macy JAG students is high, so in-person visits at school aren't always possible which limits communication with ISY participants. In addition, while Macy JAG students are engaged during summer months through participation in work experiences, maintaining engagement outside of summer work experience is difficult because of limited access to phones, home computers, and internet, making regular contact between Title I youth case managers and Macy JAG students difficult.

Under the waiver, Greater Nebraska experienced a challenge relating to ISY with disabilities and performance under this waiver. During PY24, Greater Nebraska explored Title I enrollment of youth who are actively involved in [Project SEARCH](#), a partnership between [Assistive Technology Partnership](#), [Nebraska Commission for the Blind and Visually Impaired](#), [Nebraska Division of Developmental Disabilities](#), [Nebraska VR](#), Nebraska's public school systems, and local businesses. Greater Nebraska's largest Project SEARCH partnership is with [Hastings High School Project SEARCH](#). While some Project

SEARCH participants are eligible as ISY, because they are “attending school” in accordance with state law, most have completed their traditional education in accordance with their individual education plans and are focused on entering the job force. While Greater Nebraska is committed to serving youth with disabilities, the challenge arises for Greater Nebraska in relation to its Title I youth program performance. Due to the types of Title I ISY services that youth with disabilities need and where they are in their educational path, the quality services Greater Nebraska provides to ISY with disabilities is not truly reflected in its Title I youth program performance outcomes.

### Greater Omaha Workforce Development Area

To support achievement of the projected programmatic outcomes of the waiver, Greater Omaha met during PY24 with representatives from JAG and public school systems in Douglas, Sarpy, and Washington Counties to promote the Title I youth program and the services it provides to ISY, including internship connections and financial assistance with short-term credential attainment. We have also met with organizations such as [Avenue Scholars](#) to provide support and services to opportunity youth who are in college classes. In addition, Greater Omaha has cultivated strong partnerships among Title I, JAG, and Metropolitan Community College to support clearly defined pathways to credential attainment for ISY.

Greater Omaha has experienced challenges with supporting the projected outcomes of the waiver. In meeting with JAG representatives, several of the students participating in JAG in the Omaha metro area do not meet the ISY eligibility requirements for the Title I youth program. Concerning ISY Registered Apprenticeship participation, it is difficult to enroll ISY in Registered Apprenticeship programs because employers do not have the capacity to bring on ISY, and existing Registered Apprenticeships are generally at capacity with apprentices who are out of school. Further, there are very few quality pre-apprenticeship programs in the Greater Omaha workforce development area that prepare youth for transition to Registered Apprenticeship programs. Even with these challenges, the flexibilities allowed under this waiver made it possible for Greater Omaha to provide training resources to ISY attending college classes, including financial assistance with tuition that would not have been covered by financial aid. This led to ISY obtaining associate degrees or other industry recognized credentials and entering into full-time unsubsidized employment.

### (3) Direct and indirect effect of the waiver on Title I performance outcomes

Direct and indirect effects of the waiver on Title I performance outcomes during PY24 are described below.

- Greater Lincoln reported that the funding flexibility under this waiver allowed the local board to spend slightly more than would have been possible without the waiver; however, the waiver neither directly nor indirectly improved performance outcomes for its Title I programs.
- Greater Nebraska reported that the waiver allowed Greater Nebraska to support its partnerships with JAG and Project SEARCH. Both programs serve youth with barriers to employment, including disabilities, residing in high-poverty areas, receiving free/reduced lunch, and basic skills deficiency.
- Greater Omaha reported direct positive and negative effects of the waiver on its Title I performance outcomes, both in relation to performance outcomes for ISY who exited the youth program prior to high school graduation.
  - For those who completed high school or a college program, Greater Omaha was able to document credential attainment. However, for those youth who exited follow up prior to graduation, Greater Omaha was not able to document credential attainment which negatively impacted performance.

- The indirect effect on performance outcomes for ISY of this waiver, while it remains in effect during PY25, is that Greater Omaha’s Title I youth program has to be selective with what grade levels they enroll as ISY because the current waiver expires July 1, 2026.

(e) Performance accountability

(1) Specific state performance measures or goals and progress towards meeting them

The State of Nebraska has not established state-specific performance measures or goals.

(2) Performance deficiencies on the primary indicators of performance

NDOL has not identified performance deficiencies on primary indicators of performance among Nebraska’s local Title I programs and NDOL’s Title III program.

(3) State common exit policy

As permitted under [20 CFR § 677.150\(c\)\(3\)](#), NDOL has implemented a common exit requirement in its performance accountability policy which applies to participants coenrolled in:

1. Title I adult, dislocated worker, and youth programs;
2. Title III Wagner-Peyser Employment Service;
3. Title ID National Dislocated Worker Grant programs;
4. Jobs for Veterans State Grant program; and
5. Trade Assistance Act program.

This common exit requirement does not apply to participants who are coenrolled in partner programs that are not listed above.

(4) Negotiated performance levels for local area Title I programs

Table 2: Greater Lincoln Workforce Development Area: Negotiated levels of performance for PY24 and PY25

Title I program	Performance indicator	PY24 negotiated performance level	PY25 negotiated performance level
Adult	Employment rate Q2	78.0%	78.0%
Adult	Employment rate Q4	77.0%	77.0%
Adult	Median earnings Q2	\$8,250.00	\$8,250.00
Adult	Credential attainment within 4 quarters after exit	70.0%	70.0%
Adult	Measurable skills gains	67.0%	67.0%
Dislocated worker	Employment rate Q2	86.0%	86.0%
Dislocated worker	Employment rate Q4	87.5%	87.5%
Dislocated worker	Median earnings Q2	\$9,200.00	\$9,200.00
Dislocated worker	Credential attainment within 4 quarters after exit	70.0%	70.0%
Dislocated worker	Measurable skills gains	68.0%	68.0%

Title I program	Performance indicator	PY24 negotiated performance level	PY25 negotiated performance level
Youth	Employment rate Q2	79.0%	79.0%
Youth	Employment rate Q4	78.0%	78.0%
Youth	Median earnings Q2	\$4,100.00	\$4,100.00
Youth	Credential attainment within 4 quarters after exit	62.0%	62.0%
Youth	Measurable skills gains	55.0%	55.0%

Table 3: Greater Nebraska Workforce Development Area: Negotiated levels of performance for PY24 and PY25

Title I program	Performance indicator	PY24 negotiated performance level	PY25 negotiated performance level
Adult	Employment rate Q2	82.0%	82.0%
Adult	Employment rate Q4	79.0%	79.0%
Adult	Median earnings Q2	\$8,400.00	\$8,400.00
Adult	Credential attainment within 4 quarters after exit	70.0%	70.0%
Adult	Measurable skills gains	70.0%	70.0%
Dislocated worker	Employment rate Q2	87.0%	87.0%
Dislocated worker	Employment rate Q4	88.0%	88.0%
Dislocated worker	Median earnings Q2	\$9,100.00	\$9,100.00
Dislocated worker	Credential attainment within 4 quarters after exit	72.5%	72.5%
Dislocated worker	Measurable skills gains	72.0%	72.0%
Youth	Employment rate Q2	84.0%	84.0%
Youth	Employment rate Q4	82.0%	82.0%
Youth	Median earnings Q2	\$5,000.00	\$5,000.00
Youth	Credential attainment within 4 quarters after exit	65.0%	65.0%
Youth	Measurable skills gains	55.0%	55.0%

Table 4: Greater Omaha Workforce Development Area: Negotiated levels of performance for PY24 and PY25

Title I program	Performance indicator	PY24 negotiated level of performance	PY25 negotiated level of performance
Adult	Employment rate Q2	79.0%	79.0%
Adult	Employment rate Q4	77.0%	77.0%
Adult	Median earnings Q2	\$8,200.00	\$8,200.00
Adult	Credential attainment within 4 quarters after exit	70.0%	70.0%
Adult	Measurable skills gains	70.0%	70.0%



Title I program	Performance indicator	PY24 negotiated level of performance	PY25 negotiated level of performance
Dislocated worker	Employment rate Q2	85.0%	85.0%
Dislocated worker	Employment rate Q4	84.0%	84.0%
Dislocated worker	Median earnings Q2	\$9,400.00	\$9,400.00
Dislocated worker	Credential attainment within 4 quarters after exit	69.0%	69.0%
Dislocated worker	Measurable skills gains	69.0%	69.0%
Youth	Employment rate Q2	79.0%	79.0%
Youth	Employment rate Q4	78.0%	78.0%
Youth	Median earnings Q2	\$4,100.00	\$4,100.00
Youth	Credential attainment within 4 quarters after exit	64.0%	64.0%
Youth	Measurable skills gains	58.0%	58.0%

(5) State's approach to data validation and ensuring data integrity, including a description of the methodology of any validation activities

(A) State level system-automated quality control processes

NDOL verifies data quality on quarterly and annual basis at the state level through large-scale, system-automated processes within [NEworks](#)<sup>2</sup> pertaining to performance reporting for Title I and Title III programs.

1. NDOL’s NEworks vendor provides a PIRL<sup>3</sup> file to NDOL on a daily basis through secure file transfer.
2. The PIRL is uploaded to WIPS<sup>4</sup> during quarterly and annual reporting cycles. The PIRL passes through edit check protocols that scan all individual and programmatic data elements. Edit check protocols search for date range errors and inconsistencies, anomalies, and waterfall errors (i.e., if element a = 1 then element b cannot = 2).
3. Once quarterly and annual PIRL files successfully clear edit check protocols, PIRL reports are certified by the NDOL.
4. Similar edit check processes for wage data occur simultaneously in SWIS<sup>5</sup> during quarterly and annual reporting cycles established by USDOL.

<sup>2</sup> NEworks is NDOL’s management information system of record.

<sup>3</sup> [PIRL](#) refers to a Participant Individual Record Layout, a format for reporting program performance data to USDOL.

<sup>4</sup> [WIPS](#) refers to the Workforce Integrated Performance System, the system by which states report on performance of Federally funded workforce programs.

<sup>5</sup> [SWIS](#) refers to the State Wage Interchange System, the system used to facilitate the interstate exchange of Wage Data between participating state agencies.

(B) Title I and Title III quality control requirements and procedures

NDOL has established quality control requirements and procedures for Title I and Title III programs.

1. Quality control activities must be conducted annually by Title I and Title III programs for quarters 1 through 3 of each program year following conclusion of quarter 3, based on the schedule provided in Table 5 below.
2. The NDOL Reemployment Services Quality Control Unit (QCU) generates lists of randomly sampled participant cases from Title I and Title III participant populations for quarters 1 through 3 of each program year using the NEworks random sampling function described below in subsection (E).
3. QCU provides the random sample lists to local Title I administrative entities and the Title III administrator within 15 calendar days of the conclusion of quarter 3 of each program year.
4. During performance of annual quality control activities, all participant cases listed in random sample lists must be evaluated by Title I and Title III programs to compare recorded NEworks activities and case notes to documentation available in NEworks Document Manager (NDM) to determine if acceptable source documentation is present. [TEGL 23-19 Change 2, Attachment II](#) identifies multiple types of acceptable source documentation. If multiple types of source documentation are present in NDM for activities and case notes recorded in NEworks and those source documents conflict, the most objective acceptable source document must be used to determine if NEworks activities and case notes are accurate.
5. Following completion of annual quality control activities, the following actions must be taken by Title I and Title III programs.
  - a. Record correction requests must be submitted whenever quality control activities reveal that NEworks activities and case notes:
    - i. do not include or align with source documentation stored in NDM; and
    - ii. source documentation stored in NDM does not comply with types of acceptable source documentation described in [TEGL 23-19 Change 2, Attachment II](#).
  - b. quality control reports must be generated that:
    - i. indicate numbers of participant cases evaluated based on the random sample lists provided by QCU;
    - ii. identify anomalies that may cause inaccurate reporting;
    - iii. identify trends in common data accuracy issues;
    - iv. identify participant cases with data accuracy issues; and
    - v. identify corrective actions that were or will be taken based on the results of annual quality control activities.
  - c. Quality control reports must be submitted to the State Monitoring Unit (SMU) at [ndol.state\\_monitor@nebraska.gov](mailto:ndol.state_monitor@nebraska.gov) based on the schedule provided in Table 5.

Table 5. Annual schedule for Title I and Title III quality control activities and reporting

Quality control period	Start date of quality control activities	End date of quality control activities	Quality control report due date	Submission of quality control reports
July 1 – March 30	April 15	June 30	July 1	to SMU at <a href="mailto:ndol.state_monitor@nebraska.gov">ndol.state_monitor@nebraska.gov</a>

**(C) Conflicts of interest and quality control activities**

NDOL prohibits local area organizational practices that allow or require Title I service provider staff to conduct Title I quality control activities. NDOL also prohibits practices that allow or require Title III staff to conduct quality control activities for their respective participant cases. Both prohibitions are necessary, as these practices constitute real or apparent conflicts of interest. To avoid real or apparent conflicts of interest, Title I service provider staff and Title III program staff are prohibited from:

- conducting quality control activities for programs of which they are part; or
- evaluating participant cases for participants they may have served.

**(D) Title I and Title III data validation requirements and activities**

NDOL has established data validation requirements and procedures for Title I and Title III programs.

1. Data validation activities must be conducted annually by the SMU following conclusion of each program year based on the schedule provided in Table 6 below.
2. QCU generates lists of randomly sampled participant cases from Title I and Title III participant populations for the completed program year using the NEworks random sampling function.
3. QCU provides the random sample lists to the SMU within 15 calendar days of the conclusion of each program year.
4. During performance of annual data validation activities, all participant cases listed in Title I and Title III random sample lists must be evaluated and compared to recorded NEworks activities, case notes, and source documentation available in NDM to determine if acceptable source documentation is present. [TEGL 23-19 Change 2, Attachment II](#) identifies multiple types of acceptable source documentation. If multiple types of source documentation are present in NDM for NEworks activities and case notes and those source documents conflict, the most objective acceptable source document must be used to determine if NEworks activities and case notes are accurate.
5. Following completion of annual data validation activities, the following actions must be taken by the SMU.
  - a. Data validation reports must be generated that:
    - i. indicate numbers of participant cases evaluated based on the random sample participant lists provided by QCU;
    - ii. identify anomalies that may cause inaccurate reporting;
    - iii. identify trends in common data accuracy issues; and
    - iv. identify participant cases with data accuracy issues;
  - b. Resulting data validation reports must be submitted to the QCU Administrator at [ndol.wioa\\_policy@nebraska.gov](mailto:ndol.wioa_policy@nebraska.gov) based on the schedule provided in Table 6.
6. The QCU Administrator will evaluate data validation reports and implement necessary corrective actions, in collaboration with the SMU.

Table 6. Annual schedule for Title I and Title III data validation activities and reporting

Program year validation period	Start date of validation (post program-year)	End date of validation	Validation report due date	Submission of validation report
July 1 – June 30	July 15	September 30	October 1	to QCU Administrator at <a href="mailto:ndol.wioa_policy@nebraska.gov">ndol.wioa_policy@nebraska.gov</a>

(E) Random record sampling

QCU generates lists of randomly sampled participant cases for Title I and Title III program populations using the NEworks random sampling function. The random sampling function selects participant cases based on program population size, confidence level percentages, confidence intervals, and required case sample sizes, as described in Table 7.

Table 7. Required participant case sample size based on program population

Program population size	Confidence level %	Confidence interval	Required case sample size
1 – 99	95	15	30
100 – 199	95	15	35
200 – 299	95	15	37
300 – 399	95	15	39
400 – 499	95	15	39
500 – 599	95	15	40
600 – 699	95	15	40
700 – 799	95	15	41
800 – 899	95	15	41
900 – 999	95	15	41
1000 – 1999	95	15	42
2000 – 4999	95	15	42
5000 – 9999	95	15	43
10000 – 14999	95	15	43
15000 - 19999	95	15	43
20000 – 24999	95	15	43
25000 – 29999	95	15	43
30000 +	95	15	43

(f) Statewide Governor’s reserve funds

(1) Activities provided with the funds reserved by the Governor, which can be up to 15 percent of the State's [Title I] allotment. (Describe activities undertaken in whole or in part with the Governor's reserve and how those activities have directly or indirectly impacted performance.)

During PY24, activities provided with the funds reserved by the Governor included:

- developing and disseminating workforce and labor market information pursuant to a Workforce Information Grant (WIG), including information on in-demand industry sectors and occupations; and
- supporting the provision of statewide career services by one-stop delivery system staff.

Both activities impacted performance by ensuring that Nebraska’s Title I programs are able to provide current labor market information, as well as other career services as defined in [20 CFR § 678.430](#).

(g) Rapid Response

(1) Number of companies and workers served

During PY24, Rapid Response served 76 companies and 2,133 individuals. Title III staff participated in 21 formal Rapid Response events.

(2) Strategies for linking Rapid Response recipients to AJCs and processes for intake or coenrollment in core and partner programs; details of specific types of services provided to both companies and affected workers

Businesses are contacted by Title III staff to evaluate business needs and to gather information on employees impacted by layoffs and plant shutdowns. Each business is offered formal Rapid Response services. If businesses do not want formal services, then Title III staff provide physical or virtual resources that can be shared with impacted employees. In addition, each formal Rapid Response event involves coordination among Title III, Title I, and UI staff, as well as community resource staff. Title III staff are trained to execute formal Rapid Response events if other staff and community resource staff are not available to present.

All resources distributed during formal events, physically dropped off to impacted businesses, or shared virtually provide impacted employees with information about the local AJC or one-stop center nearest to them, a location where they can access needed reemployment resources, such as Title III job search and resume assistance, Title I employment and training services, access to NEworks, priority telecommunication with UI representatives, and community resources. During each Rapid Response event, surveys are distributed to determine if impacted workers need or want additional resources and services. Results from the surveys are processed by Title III staff. Requests for additional resources and services are sent to appropriate program staff members who then contact the impacted workers.

(3) Discussions of layoff aversion strategies, including any metrics/outcomes developed and/or tracked by the state with respect to layoff aversion, such as return on investment or measures showing the economic benefits of Rapid Response and layoff aversion and how layoff aversion activities are aligned with business engagement, sector strategy, and career pathway efforts. States may detail systems, tools, networks or approaches designed to identify companies in distress and strategies to deliver necessary solutions as early as possible, as well as outcomes of the use of such systems or tools

Nebraska has developed streamlined processes for short-term layoffs to help businesses retain employees during a downturn in production, a temporary shutdown of production, or seasonal closure. These processes shorten the review or adjudication of UI claims, allowing employees to begin receiving benefits in a timelier manner. These processes also allow employers to retain good employees during shut down periods and the employees will not have to complete job searches which may result in employment with another employer.

(h) Title III Wagner-Peyser Employment Service activities provided under the Wagner-Peyser Act of 1933, as amended, Secs. 7(a) and 7(b), including activities such as providing job search and placement to Unemployment Insurance claimants, administering the work test, and making eligibility assessments (e.g., Reemployment Services Eligibility Assessment).

NDOL's Title III program delivers comprehensive reemployment services through an integrated service delivery model that emphasizes early intervention and sustained engagement. This model is designed to

connect UI claimant and non-claimant job seekers with critical workforce services, supporting them in their return to employment and economic self-sufficiency. At the core of Nebraska's approach is a seamless system that promotes equitable access to a wide range of tools, services, and training resources through NEworks. NEworks tracks self-service activities conducted by job seekers, workers, and employers, as well as staff-assisted services provided by NDOL-administered programs (Title III, UI, RESEA, Rapid Response, JVSG, TAA) and local Title I programs.

1. Employers use NEworks to post job openings, search for qualified candidates, and track engagement.
2. Program staff utilize NEworks to track and document staff-assisted services, manage referrals, ensure consistent communication across programs, and conduct quality assurance to ensure accuracy of recorded services.
3. All case notes and service records are accessible across programs using NEworks, allowing staff to coordinate efforts and provide efficient streamlined support to job seekers and workers.
4. Information on referrals, assessments, and case management activities is available to programs using NEworks, ensuring that individuals receive personalized services.
5. Through the use of NEworks, NDOL-administered programs and local Title I programs minimize duplication of services and assessments.
6. Local area administrative entity staff use NEworks for monitoring, reporting, and quality assurance purposes to ensure accurate performance reporting.

Title III staff are trained by the NDOL Unemployment Insurance Division (UI) regarding UI eligibility issues and how to communicate those issues to UI. This training is a component of NDOL's overall Meaningful Assistance training curriculum, in which all new hires must participate, and annual refresher training for Title III incumbent staff.

1. Identified eligibility issues are documented and communicated to UI the same day the issues are identified to allow UI to follow up accordingly utilizing standardized communication.
2. Eligibility reviews are conducted the day UI claimants engage with staff physically or virtually to access services.
3. Title III staff are located in each region of the state who have been trained by UI to provide direct UI adjudication and eligibility support.
4. UI staff are also trained in referring claimants in need of job search assistance to Title III staff.

Concerning Nebraska's Reemployment Services and Eligibility Assessment program (RESEA), each individual selected for RESEA participation undergoes a full UI eligibility review, verifying job search activity. With RESEA now fully integrated under the NDOL UI Division, staff are cross-trained in both UI and Title III Wagner-Peyser requirements, ensuring a holistic approach to service delivery. UI claimants who register in NEworks or are referred from partner agencies are automatically considered for RESEA services early in their UI claim. This assures the soonest back-to-work timetable for claimants, including Veteran claimants. Title III staff place a strong emphasis on serving Veterans. UI claimants who are Veterans identified as experiencing qualifying employment barriers (formerly known as significant barriers to employment) are referred to Disabled Veterans Outreach Program Specialists (DVOPs) for individualized support and case management.

UI claimants visiting AJCs and one-stop centers in Nebraska are welcomed with information about the full range of available services. Whether in-person, online through NEworks, by phone, or through resource room contact, claimants are encouraged to update their job profiles and sign up for job alerts that match their skills and experience. Well-trained staff at AJCs and one-stop centers ensure UI claimants receive meaningful assistance universally across Nebraska's statewide one-stop delivery system, whether

that be in person or through direct linkage to UI staff by phone or other technology within a reasonable timeframe.

Through this integrated service delivery model, Title III demonstrates its commitment to proactive, coordinated, and accessible workforce development services. By leveraging technology, eliminating duplication, and focusing on early engagement, Title III staff assist job seekers, workers, dislocated workers, Veterans, and UI claimants in moving towards meaningful, self-sustaining employment through efficient, quality service delivery and support.

(i) [National Dislocated Worker Grants \(NWDGs\)](#)

NWDGs were not awarded to or within the State of Nebraska during PY24.

(j) [State best practices and pay-for-performance contracting](#)

Best practices

*Greater Lincoln Workforce Development Area*

Greater Lincoln's best practices relate to its Title I youth program, services to new Americans, and offenders. Best practices during PY24 concerning Greater Lincoln's Title I youth program included city and county level youth programs in Greater Lincoln, like the City of Lincoln *Mayor's Youth Employment Program* and the *Lancaster County Youth Employment Program (YESS)*, both of which provide ISY and OSY with structured work experiences, mentorship, and career exploration opportunities, helping to bridge the gap between education and employment, and enhancing the success of Greater Lincoln's Title I youth program.

- 132 youth served through [YESS](#);
- 38 paid internships hosted in partnership with [The Bay](#), [YESS](#), [Lincoln Littles](#), and [Lancaster County Youth Employment Program](#); and
- employment outcomes across both programs were notable, with 75 percent of youth employed during the 4<sup>th</sup> quarter after program exit.

Best practices during PY24 in Greater Lincoln also included services to new Americans.

- 151 workers received English instruction and computer literacy training at their job sites (Kawasaki, Bryan Health, LPS, Instinct Pet Food, and Heartland Gourmet) from [Lincoln Literacy](#), a non-Title II literacy provider;
- employment outcomes for new Americans were also notable, with 91 percent retaining employment during the 4<sup>th</sup> quarter after program exit; and
- entrepreneurial support outcomes for new Americans resulted in eight refugee/immigrant women engaged in business planning with the [ECHO Collective](#).

Another best practice of Greater Lincoln is its work with the [Community Corrections Center – Lincoln](#), helping individuals eligible for work release gain employment through [TRANSFORM Nebraska](#), as well as CDL training opportunities and the [Bridges to Careers Program](#), both of which provide career pathways and support for participants with barriers to employment. Articles from the Lincoln Journal Star highlighting some of Greater Lincoln's best practices during PY24 are provided in Appendix II.

### *Greater Nebraska Workforce Development Area*

Even with the reduction in force mentioned below, Greater Nebraska implemented the following best practices during PY24.

1. Greater Nebraska had continued success through its implementation of *Walk-in Wednesday* workshops and hiring events. The *Walk-in Wednesday* initiative connects employers, job seekers, and Title I participants. *Walk-in Wednesday* was originally piloted in the Grand Island American Job Center and has since expanded to other local area one-stop centers.
  - a. Local area business service representatives connect with local area businesses to tailor *Walk-in Wednesday* workshops and events for specific employment sectors. *Walk-in Wednesday* is regularly promoted to the public through local radio station broadcast segments. *Walk-in Wednesdays*:
    - i. provide in-person opportunities for job seekers and participants to directly engage with employers and explore available local career and occupational possibilities;
    - ii. include access to skilled one-stop center staff who assist employers, job seekers, and participants with hiring processes and assistance with job applications and resume development; and
    - iii. have resulted in increased engagement among local area employers, job seekers, and participants.
2. PY24 Title I dislocated worker program success stories relate to two participants who were laid off due to a plant closure in Greater Nebraska and subsequently participated in a related Rapid Response event.
  - a. The first dislocated worker attended a Greater Nebraska workshop on resume writing and interviewing after attending the Rapid Response event. During the event, the dislocated worker also asked for job search assistance and requested OJT and supportive services to gain employment. Title I dislocated worker program staff assisted the participant with revision of his resume to align its format with current industry trends for resumes. The dislocated worker participated in OJT and received supportive services for purchase of required occupational tools. The participant obtained employment as an HVAC Technician making \$22.00 per hour.
  - b. The second dislocated worker requested assistance with resume improvement and job search assistance, as well as supportive services to gain employment. The dislocated worker was placed in OJT and received supportive services to acquire job-required clothing and travel reimbursement funds during OJT. The participant obtained employment as a Tile Maker making \$22.00 per hour

### *Greater Omaha Workforce Development Area*

During PY 24, Greater Omaha identified the need to collaborate more effectively with training providers to create a pathway for participants to exit training and enter an employment opportunity either through direct hire or work-based learning. Implementation of this collaboration occurred at the end of PY 24. Greater Omaha also identified the need to have a career navigator dedicated to serving those participants who are co-enrolled across the youth and adult programs to eliminate confusion for the participants. In addition, Greater Omaha continued implementation of its ONEUp orientation series as a best practice for promoting career exploration and career pathway awareness, particularly for youth interested in construction and trade industry sectors. Held at the Greater Omaha AJC, the ONEUp orientation series features panel discussions with representatives from local trade unions and Metropolitan Community College (MCC). Panelists provide insights into union membership, application processes, apprenticeship benefits, available funding for MCC programs, and career pathways that follow completion of MCC



coursework or Registered Apprenticeship. To ensure broad community engagement, key partners such as Goodwill and the Omaha Public School System coordinated to bring youth and students to these events. While open to the general public, the orientations are designed with a youth-centered approach to support early career awareness and informed decision-making. Following the panel discussions, union representatives and MCC staff host information tables where attendees may ask further questions, gather materials, and receive employment applications. The events also include involvement among construction and trade employers offering on-the-job training opportunities, allowing Title I participants and other job seekers to directly connect with potential employers. The ONEUp orientation series supports integrated accessible services by:

1. expanding awareness of career pathways in high-demand sectors;
2. facilitating direct access to training providers and employers;
3. supporting youth and underserved populations in navigating postsecondary and apprenticeship options; and
4. fostering community partnerships that strengthen the local workforce pipeline.

#### SUCCESS STORIES

A young person entered Greater Omaha's Title I youth program while still in high school. Due to a series of uncontrollable events, the participant had to drop out of high school to help his family. The participant's case manager remained a constant support during that time. Because of continuing encouragement from the participant's case manager, the participant enrolled in a self-paced program to obtain a high school diploma. The case manager provided continued support and guidance, as well as supportive services, to assist the participant with achieving his goal to obtain a high-school diploma.

Another young person entered Greater Omaha's Title I youth program while in high school as a refugee. Even though that individual had graduated from high school in their country of origin, they needed to obtain a high school diploma in the United States. The participant's case manager provided support and guidance. Further, the participant successfully participated in and completed work experience. The participant was able to graduate from high school and is currently enrolled in a postsecondary education program.

#### Pay-for-performance contracting

NDOL addresses pay-for-performance contract strategy in its Title I program funding policy,<sup>6</sup> in alignment with [20 CFR Part 683 Subpart E](#). During PY24, Nebraska's three local workforce development boards did not utilize pay-for-performance contract strategies. However, two local boards implemented performance-based incentive contracts with their respective Title I service providers, which focus on achieving WIOA performance measures and related goals and benchmarks for customer satisfaction and referral outcomes.

### **III. State required components**

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As required pursuant to [Neb. Rev. Stat. § 48-3304](#), annual statewide performance report narratives submitted to USDOL by NDOL must include information on:

- USDOL annual funding allotments to NDOL for Title I adult, dislocated worker, and youth programs;

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<sup>6</sup> NDOL's state policy manual is accessible at <https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/Policies>.

- NDOL funding allocations to designated local areas for Title I adult, dislocated worker, and youth programs; and
- expenditure of funds by NDOL and local areas pertaining to Title I adult, dislocated worker, and youth programs.

Table 8. PY24 state allotment and local area allocations for WIOA Title I programs

Program	Local area distribution \$	Governor set aside \$	Rapid Response \$	Allotment \$
Adult	1,872,315.00	330,409.00	0.00	2,202,724.00
Dislocated Worker	1,461,910.00	274,107.00	91,371.00	1,827,388.00
Youth	2,369,529.00	418,152.00	0.00	2,787,681.00
Total	5,703,754.00	1,022,668.00	91,371.00	6,817,793.00

Table 9. Greater Lincoln Workforce Development Area: PY24 local area allocations for WIOA Title I programs

Program	Allocation \$
Adult	356,094.00
Dislocated Worker	300,426.00
Youth	564,174.00
Total	1,220,694.00

Table 10. Greater Nebraska Workforce Development Area: PY24 local area allocations for WIOA Title I programs

Program	Allocation \$
Adult	344,401.00
Dislocated Worker	574,287.00
Youth	441,670.00
Total	1,360,358.00

Table 11. Greater Omaha Workforce Development Area: PY24 local area allocations for WIOA Title I programs

Program	Allocation \$
Adult	1,171,820.00
Dislocated Worker	587,197.00
Youth	1,363,685.00
Total	3,122,702.00

Table 12. PY24 distribution of state allotment for WIOA Title I adult programs

Distribution	Base funds distribution \$	Advance funds distribution \$	Distribution \$
85% to designated local areas	368,081.00	1,504,234.00	1,872,315.00
15% to Governor set aside	64,956.00	265,453.00	330,409.00
Total	433,037.00	1,769,687.00	2,202,724.00

Table 13. PY24 allocations for local WIOA Title I adult programs

Local area	Allocation %	Base funds allocation \$	Advance funds allocation \$	Allocation \$
Greater Lincoln	19.019	70,005.00	286,089.00	356,094.00
Greater Nebraska	18.394	67,706.00	276,695.00	344,401.00
Greater Omaha	62.587	230,370.00	941,450.00	1,171,820.00
Total	100.000	368,081.00	1,504,234.00	1,872,315.00

Table 14. PY24 distributions of state allotment for WIOA Title I dislocated worker programs

Distribution	Base funds distribution \$	Advance funds distribution \$	Distribution \$
80% to designated local areas	315,140.00	1,146,770.00	1,461,910.00
15% to Governor set aside	59,088.00	215,019.00	274,107.00
5% to Rapid Response	19,697.00	71,674.00	91,371.00
Total	393,925.00	1,433,463.00	1,827,388.00

Table 15. PY24 allocations for local WIOA Title I dislocated worker programs

Local area	Allocation %	Base funds allocation \$	Advance funds allocation \$	Allocation \$
Greater Lincoln	20.550	64,762.00	235,664.00	300,426.00
Greater Nebraska	39.283	123,798.00	450,489.00	574,287.00
Greater Omaha	40.166	126,580.00	460,617.00	587,197.00
Total	100.000	315,140.00	1,146,770.00	1,461,910.00

Table 16. PY24 distributions of state allotment for WIOA Title I youth programs

Distribution	Distribution \$
85% to designated local areas	2,369,529.00
15% to Governor set aside	418,152.00
Total	2,787,681.00

Table 17. PY24 allocations for local WIOA Title I youth programs

Local area	Allocation %	Allocation \$
Greater Lincoln	23.810	564,174.00
Greater Nebraska	18.640	441,670.00
Greater Omaha	57.551	1,363,685.00
Total	100.000	2,369,529.00

Table 18. PY24 statewide expenditures for WIOA Title I training services<sup>7</sup>

WIOA Title I Program	Participants receiving training services #	Training services expenditures \$
Adult	200	514,790.00
Dislocated Worker	64	279,879.00
Youth	79	233,908.00
Total	343	1,028,577.00

Table 19. PY24 cost of program activities<sup>8</sup>

Program activity	Program expenditures \$
Greater Lincoln Adult	274,842.22
Greater Lincoln Dislocated Worker	257,701.51
Greater Lincoln Youth	595,982.88
Greater Nebraska Adult	406,421.67
Greater Nebraska Dislocated Worker	333,426.44
Greater Nebraska Youth	412,628.87
Greater Omaha Adult	1,118,387.90
Greater Omaha Dislocated Worker	322,666.56
Greater Omaha Youth	1,396,236.20
Rapid Response	36,764.84
Statewide Activities: Governor set-aside (general)	129,984.81
Statewide Activities: Governor set-aside (Nebraska Department of Correctional Services – Training contract)	0.00
Statewide Activities: Governor set-aside (WIG)	124,571.10
Statewide Activities: Statewide activities	292,051.08
Statewide Activities: IT software maintenance	138,032.89
Statewide Activities: IT services	15,196.89
Total	5,854,895.86

<sup>7</sup> Statewide Performance Reports, Programs: WIOA Adult, ETA-9169, WIOA Dislocated Worker, ETA-9169, WIOA Youth, ETA-9169; accessed October 8, 2025

<sup>8</sup> Nebraska Department of Labor Division of Finance, file name WIOA Annual Program Activity 2025.xlsx, accessed September 19, 2025

## Appendix I. Local area customer satisfaction outreach survey questions

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### Greater Lincoln Workforce Development Area

#### *Jobseeker/worker customer satisfaction outreach survey*

1. Enter the date of your recent AJC visit.
2. Which AJC location did you visit/receive services?
3. Identify the specific staff member(s) who assisted you.
4. On a scale of 1-10 (with 10 being the highest), please rate your overall level of satisfaction with the services received at the AJC.
5. I accessed the following AJC services.
  - a. Job Search
  - b. Resume Assistance
  - c. Unemployment Insurance Information
  - d. Job Interview/Job Fair/Hiring Events
  - e. Assessment Testing
  - f. Workshop/Job Club
  - g. Reemployment Services
  - h. Training Information (WIOA, TAA, etc.)
  - i. Veteran Services
  - j. Resource Room
  - k. Use Fax/Phone/Copier
  - l. Other
6. The physical layout of the AJC facility was welcoming and inviting.
  - a. Yes
  - b. No
7. On a scale of 1-10 (with 10 being the highest), please rate how courteous and professional the staff were during your AJC visit.
8. On a scale of 1-10 (with 10 being the highest), please rate how knowledgeable the staff were during your AJC visit.
9. On a scale of 1-10 (with 10 being the highest), how likely are you to recommend AJC to a friend or colleague?
10. Did the American Job Center help you achieve your goals?
  - a. Yes - My goal was achieved
  - b. Some - I made progress towards my goal
  - c. Little - Progress was started
  - d. No - No progress was made
11. Do you have any additional comments or feedback regarding your recent experience? Feel free to let us know which staff person(s) assisted you during your visit.
12. How did you hear about the AJC?
  - a. Family/Friend
  - b. Social Media
  - c. School
  - d. Website
  - e. Television
  - f. Radio
  - g. Newspaper
  - h. Other
13. Would you like someone to contact you about your experience?
14. How would you like us to contact you?

*Employer customer satisfaction outreach survey*

1. On a scale of 1-10 (10 being the most satisfied), please rate your overall level of satisfaction with the services received during your visit with the business services staff member.
2. Identify the specific staff member(s) who assisted you today
  - a. List current staff members
3. Did the AJC business services staff discuss any of the following services with you? Check all that apply
  - a. Assessments/WorkReady
  - b. Work Based Learning Opportunities (OJT/Work Experience)
  - c. Free Online Job Listings
  - d. Pre-screening Job Applicants
  - e. Job Fairs/Recruiting Services
  - f. No cost Interview Space onsite at the AJC
4. On a scale of 1-10 (with 10 being the highest), please rate how courteous and professional staff were during your AJC visit today.
5. On a scale of 1-10, rate the staff knowledge during your AJC visit today
6. On a scale of 1-10, rate how confident you are that working with us will result in you finding qualified candidates.
7. Identify the frequency your business has posted jobs with ACJ on NEworks
  - a. Weekly
  - b. Monthly
  - c. 1-5 times per year
  - d. 6-11 times per year
  - e. never
8. On a scale of 1-10, rate how likely are you to recommend the AJC to a business colleague
9. Did the American Job Center help you achieve your goals?
10. Do you have any additional comments or feedback regarding your recent experience? Feel free to let us know which staff person(s) assisted you during your visit.
11. Please specify the 5 digit zip code for your business
12. How did you hear about the AJC?
13. Would you like someone to contact you about your experience?

Greater Nebraska Workforce Development Area

Greater Nebraska uses Survey Monkey to conduct customer satisfaction outreach. Greater Nebraska's survey questions for jobseeker/worker and employer outreach are provided below.

*Jobseeker/worker customer satisfaction outreach survey*

1. Which American Job Center/one-stop center location did you visit (location)?
2. Were you able to meet with a staff member (yes, no, not applicable) ?
3. How did you access services (in person, library, remote, outreach, through a community organization, Rapid Response event, or other)?
4. If you went to an American Job Center or another one-stop center in person, did you face any of the following accessibility issues (trouble locating, lack of signs, unable to navigate building, no issues, other, not applicable) ?
5. If you drove to the American Job Center or another one-stop center, were you able to find parking easily (yes, no, did not drive)?
6. How far did you have to travel one-way to access the American Job Center or one-stop center (select mode of transportation and distance traveled)?

7. Are you enrolled in or did you receive services from any of the following programs (program list provided)?
8. Were you able to get the services that you wanted (yes, no, not applicable)?
9. If you have a disability, were you provided with accommodations, such as assistive technology (yes, no, not applicable)?
10. Did you find it easy to connect with a staff member (yes, no, not applicable)?
11. Did you receive the services you were looking for (yes, no, not applicable)?
12. Were there any technology difficulties (yes, no, not applicable)?
13. If you accessed our website, did you find it easy to navigate to find what you were looking for (yes, no, not applicable)?
14. Why did you come to the American Job Center or one-stop center for assistance (file UI, UI & other, other & not UI)?
15. If filing for or receiving Unemployment benefits, how were your unemployment questions answered (in person, phone, or NA)?
16. If you received assistance with an Unemployment claim, were you satisfied with the level of services you received from the assigned claim specialist (yes, no, not applicable)?
17. Through your visit today, did you learn more about your rights and responsibilities when it comes to Unemployment benefits (yes, no, not applicable)?
18. On a scale of 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services you received? (NEworks assistance, resume assistance, application assistance, Veteran services, labor market information, interviews, Unemployment assistance, job leads, training)?
19. In general, how satisfied or dissatisfied were you with the services you received? (very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied, very dissatisfied)
20. Did you have an appointment? (yes, no, not applicable)
21. How long did you have to wait before you met with a staff member?
22. Did staff act professionally and treat you with respect? (yes, no, not applicable)
23. How likely are you to recommend our services to others? (very likely, likely, neither likely nor unlikely, unlikely, very unlikely)
24. How did you hear about the services available at the American Job Center/one-stop center? (NDOL website, NEworks, community organizations, word of mouth, social media, flyer, Greater Nebraska representative)
25. What field of work are you interested in (admin, health care, education, trade, manufacturing, IT, agriculture, logistics, energy, other)?
26. What barriers have prevented you from participating in workforce programs (homelessness, justice involved, LEP, GED or equivalent, single parent, long-term unemployed, low income, impairment, losing public assistance, other)?
27. Would you like someone from the American Job Center or one-stop center to contact you to talk about your recent visit (yes, no)?
28. If yes, please provide your contact information.
29. Please use this space to provide any additional comments or feedback pertaining to the services you received.
30. If you experienced any physical or programmatic accessibility issues in your attempt to participate in workforce programs or receive services, please provide us with a summary of what you required and did not receive during your visit.

*Employer customer satisfaction outreach survey*

1. From which office location did you receive services? (location)
2. Were you able to meet with a staff member? (yes, no, not applicable)
3. How familiar are you with the following business-related programs or services? (VF,S,NV) (AJC

network, job fairs, labor market reports, training, recruitment, on-the-job training, Trade Act Assistance, Rapid Response services, Veteran services)

4. What barriers have prevented you from participating in workforce programs? (check all that apply) (time, program knowledge, connecting to programs)
5. On a scale from 1 to 5, with 1 being the lowest and 5 being the highest, how would you rate the following services: (NEworks, referrals, posting jobs, job fairs, labor market info)
6. Overall, how satisfied or dissatisfied were you with the business services provided to you? (VS,SS,N,SD,VD,NA)
7. How professional (polite, accurate, and businesslike) or unprofessional (impolite, inaccurate, and unbusinesslike) were the staff you spoke with? (VP,SP,N,SU,VU,NA)
8. How accessible or inaccessible were the staff at the American Job Center/one-stop center that you visited? (VA,SA,N,SI,VI,NA)
9. How likely or unlikely are you to recommend business services to other employers? (VL,SL,N,SU,VU,NA)
10. How did you hear about our business services? (check all that apply) (NDOL website, NEworks, word of mouth, social media, flyer, Greater Lincoln representative, other)
11. Would you like a staff member to contact you to discuss your experience? (yes, no)
12. If yes, please provide your contact information below: (fill in)
13. Please use the space below to provide additional comments or feedback. (fill in)

#### Greater Omaha Workforce Development Area

##### *Jobseeker/worker customer satisfaction outreach survey*

1. Enter the date of your recent AJC visit/interaction?
2. At which location did you visit or receive services?
3. Please identify the specific staff member(s) who assisted you today
4. On a scale of 1-10, please rate your overall level of satisfaction with the services received during your visit today at the AJC
5. I accessed the following AJC services (please select all that apply)
  - a. Job search
  - b. Resume assistance
  - c. Unemployment Insurance information
  - d. Job interview/job fair/hiring events
  - e. Assessment testing
  - f. Workshop/job club
  - g. Partner event training
  - h. Reemployment services
  - i. Training information (WIOA, TAA, etc.)
  - j. Veteran services
  - k. Resource room
  - l. Use fax/phone/copier
  - m. Other
6. Was the physical layout of the AJC welcoming and inviting?
7. On a scale of 1-10, please rate how courteous and professional staff were during your visit today to the AJC
8. On a scale of 1-10, please rate the staff's knowledge during your visit today to the AJC
9. On a scale of 1-10, please rate how likely you are to recommend the AJC to a business colleague
10. Did the American Job Center help you achieve your goals?
11. Do you have any additional comments or feedback regarding your recent experience? Feel free to let us know which staff person(s) assisted you during your visit



12. Please specify the 5 digit zip code of your residence
13. How did you hear about the AJC? (please select all that apply)
  - a. Family/friend
  - b. Social media- Facebook
  - c. Social media- Instagram
  - d. Social media- LinkedIn
  - e. Social media- X
  - f. Social media- YouTube
  - g. Social media- TikTok
  - h. School
  - i. Website
  - j. Television
  - k. Radio
  - l. Newspaper
  - m. Other
14. If you would like to be contacted regarding your experience, please enter your full name, email address, and phone number below

*Employer customer satisfaction outreach survey*

1. Enter the date of your recent AJC visit/interaction?
2. At which location did you visit or receive services?
3. On a scale of 1-10, please rate your overall level of satisfaction with the services received during your visit today with the business service staff member.
4. Which best describes your industry?
5. Please identify the specific staff member(s) who assisted you today?
6. Company Name
7. Did the AJC Business Services staff discuss any of the following services with you? (please select all that apply)
  - a. Free online job postings
  - b. Job fairs and/or recruiting services
  - c. Work based learning opportunities
8. On a scale of 1-10, please rate how courteous and professional staff were during your visit today to the AJC
9. On a scale of 1-10, please rate the staff's knowledge during your visit today to the AJC
10. On a scale of 1-10, please rate how confident you are that working with us will result in your finding qualified candidates
11. Identify the frequency your business has posted jobs with the AJC or on NEworks
  - a. 1-5 times per year
  - b. 6-11 times per year
  - c. Never
  - d. Weekly
12. If you've never posted jobs with the AJC or on NEworks, why not?
13. On a scale of 1-10, please rate how likely you are to recommend the AJC to a business colleague
14. Did the American Job Center help you achieve your goals?
15. Please specify the 5 digit zip code for your business
16. How did you hear about the AJC?
17. If you would like contacted regarding your experience, please enter your full name, business name, email, and phone number below

## Appendix II. PY24 Lincoln Journal Star news articles highlighting Greater Lincoln best practices

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9/24/25, 8:11 AM

American Job Center Rooftop Career Fair set for Wednesday

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### **American Job Center Rooftop Career Fair set for Wednesday**

Jul 12, 2024

**T**he American Job Center invites area residents to an outdoor career fair from 10 a.m. to noon Wednesday, July 17. The Rooftop Career Fair will be on the sixth floor of the parking garage above the American Job Center, 1330 N St., Suite A.

Those attending may park for free in the Park & Go garage at 14th and N streets and use the elevator. To receive one hour of free parking, attendees must enter their license plate number into one of the kiosks in the parking garage.

“We saw success with our Rooftop Career Fair in 2023 and decided it would be beneficial for both employers and job seekers to keep the momentum going,” said Dylan Wren, AJC Workforce administrator. “We are excited to be adding new employers and veteran resources to our job fair.”

Local employers attending the event include Advanced Services, Allo Fiber, Apace, B&R Stores, Cedars, CL Construction, Duncan Aviation, Home Instead, Instinct Pet Foods, Lincoln Electrical JATC, Lincoln Electric System, Lincoln Public Schools, Mosaic, NEBCO, Nelnet, Penlink, Russ's Market, State of Nebraska, Super Saver, Transportation Security Administration, United States Postal Service, UNMC College of Dentistry, Uribe Refuse Services, Watts Electric Company and more.

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The American Job Center offers five main coaching and training programs:

- Adult program for those ages 18 and older;
- Dislocated Worker program for those affected by a layoff or closure;
- Youth Employment Support Services for those ages 14 to 24;
- Ticket to Work program to help those who receive disability benefits return to work or begin working for the first time; and
- SNAP Next Step Employment and Training program for those currently receiving SNAP benefits.

Features of the American Job Center include conference and interview rooms that enable clients to meet potential employers and career planners. Equipped with state-of-the-art technology such as free Wi-Fi, webcams, televisions and iPads, the rooms allow clients to interview for potential jobs in person or virtually.

Attendees are encouraged to set up a NEWorks account prior to attending the event. Visit <https://networks.nebraska.gov/vosnet/loginintro.aspx?plang=E> and choose Option 3. For more information about the American Job Center in Lincoln, visit [ajc.lincoln.ne.gov](http://ajc.lincoln.ne.gov).

9/24/25, 8:11 AM

Truck driver

[https://journalstar.com/news/local/government-politics/article\\_909712ba-d1fc-11ef-87e9-ab8dde334235.html](https://journalstar.com/news/local/government-politics/article_909712ba-d1fc-11ef-87e9-ab8dde334235.html)

## Lincoln's American Job Center marks milestone in truck driver training program

Ben Drozd

Jan 13, 2025

**L**incoln Mayor Leirion Gaylor Baird announced Monday the American Job Center reached its goal of licensing 40 people through a truck driver training program.

Since last year, the city has devoted \$686,000 in American Rescue Plan Act funds toward the commercial driver's license program to address the growing demand for truck drivers in Lincoln and Lancaster County.

The CDL training initiative covers all tuition costs at driving academies and assists participants with transportation, child care and licensing fees. The center also helps connect individuals with employers upon completion of the training.

Out of the program's 66 participants so far, 40 have earned their licenses and 20 are still in training. Six people did not complete training. Out of the 40 who have already received their CDL, 31 have found jobs.

At a news conference Monday, Gaylor Baird said the American Job Center hopes to credential another 40 people.

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02/27/25, 8:11 AM

Lincoln using ARPA money for training for high-skilled jobs

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## Lincoln uses \$1.3 million in federal stimulus interest to train residents for high-skilled jobs

Margaret Reist

Feb 27, 2025

**L**incoln will use \$1.3 million in interest from federal American Rescue Plan Act dollars for an initiative to help Lincoln's underemployed and unemployed residents train for skilled, high-demand fields, the mayor announced Thursday.

"This new initiative will help prepare Lincoln's workforce for the high-wage, high-skill, high-demand careers of tomorrow, creating financial stability for our community members and ensuring our employers have access to a skilled workforce," Mayor Leirion Gaylor Baird said.

The new Future-Ready Workforce Initiative will provide scholarships for training in high-demand careers such as electricians; heating, ventilation, air conditioning technicians; and automotive service technicians.

The money comes from interest earned on the nearly \$46 million in American Rescue Plan Act dollars it got in 2021.

The ARPA money had to be allocated to specific projects by the end of last year and it must be spent by Dec. 31, 2026.

City officials said about \$39 million has been spent so far, but the money earned roughly \$1.7 million in interest.

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6/24/25, 8:11 AM

Lincoln using ARPA money for training for high-skilled jobs

The interest money has fewer restrictions on it than the ARPA dollars, but city officials decided to continue to invest in workforce development, a priority in which they invested \$12 million of ARPA dollars — the largest share of the stimulus money.

Another \$400,000 of the interest is being retained for administration of the stimulus dollars.

Gaylor Baird said the decision to invest heavily in workforce development is a way to address local business's workforce needs and to create opportunity for residents that will last far into the future.

"We think we've been able to create something that we think is really going to make life better for more people," she said.

Gaylor Baird also said the root of all problems society faces is really poverty.

"If we can eliminate poverty by getting more people into high-paying, high-demand, high-skill careers then we are making a true difference in the lives of the people we serve," she said.

Dylan Wren, the city's workforce administrator, said there are more than an average of 300 open positions annually for electricians, and HVAC and auto technicians in Lincoln.

Through the initiative, the city hopes to train about 125 people.

"This initiative offers a chance for our residents to build skills, earn good wages and fill jobs that keep our city running," Wren said.

The scholarships will be available for various training paths — to earn associate degrees or certificates from Southeast Community College or complete apprenticeship programs.

The American Job Center will provide case management and will provide costs for child care, gas money or elder care to help erase barriers, Wren said.

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6/24/25, 8:11 AM

Lincoln using ARPA money for training for high-skilled jobs

Largely because of the retirement of baby boomers, the need for electricians is projected to grow at 11% annually over the next 10 years, and those in the field will likely command high wages and benefits, said Roy Lamb, SCC director of training at the Lincoln Electrical Joint Apprenticeship and Training Center.

"They will literally be able to write their own meal ticket," he said.

Lamb said his organization's apprentices will earn over \$187,000 in wages over their four-year apprenticeship, and they'll graduate with no student loan debt.

With new technologies such as EV charging, renewable energy and the need for data centers, the demand will only grow.

"With concerted efforts such as this workforce initiative we are launching today, we can begin to turn the tide and increase the number of electricians that meet the demands of today and well into the future," he said.

The initiative will focus on underemployed individuals, those facing barriers to employment and residents seeking to enhance their job opportunities or make a career change.

Training programs will be offered through a coalition that includes:

\* **Southeast Community College**, which will offer training programs for electrical technicians, automotive technicians, and HVAC technicians;

\* **American Job Center**, which will provide comprehensive case management for participants and track performance metrics;

\* **Lincoln Partnership for Economic Development**, which will facilitate relationships with local businesses offering employment opportunities;

\* **International Brotherhood Electrical Workers Local 265**, which will provide electrician apprenticeship and journeymen training programs;

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6/24/25, 8:11 AM

Lincoln using ARPA money for training for high-skilled jobs

“ **City of Lincoln**, which will convene partners, identify gaps in the job training pipeline and funding opportunities, and help connect community resources;

“ **Lincoln Electrical Joint Apprenticeship and Training Center**, which will manage and facilitate apprenticeships for program participants.

Ron Runyan, who owns Vision Mechanical, said trade schools and apprenticeship programs are crucial to developing a capable workforce and offer long-term, rewarding careers in the HVAC industry for young people.

“While technology is revolutionizing areas like diagnostics, system design and fabrication, it’s the hands-on expertise of trained professionals that ensure we continue to experience the comfort and reliability that HVAC services provide,” he said.

Lincoln City Council Chairwoman Sandra Washington said community leaders have a responsibility to provide access to good-paying jobs, effective training programs and support resources that help people overcome barriers to employment.

“I believe the Future-Ready Workforce Initiative checks all three of those boxes,” she said.

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9/24/25, 8:11 AM

Editorial, 3/12: Skilled-jobs program a wise investment by city

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OUR VIEW

## **Editorial, 3/12: Skilled-jobs program a wise investment by city**

**Journal Star editorial board**

Mar 11, 2025

**F**our years after the city received \$46 million in American Rescue Plan Act dollars, the pandemic relief funds continue to pay off for Lincoln in the form of a recently announced initiative to help underemployed and unemployed residents train for skilled jobs in high-demand fields.

The Future-Ready Workforce Initiative will use \$1.3 million in interest accumulated from the rescue act funds to provide scholarships for training in high-demand careers such as electricians, heating, ventilation and air conditioning technicians and automotive service technicians.

The scholarships, which will be available for various training paths, including earning associate degrees or certificates from Southeast Community College or completing apprenticeship programs, are expected to train about 125 people who should immediately find work.

For Lincoln, according to Dylan Wren, the city's workforce administrator, has an average of 300 open positions for electricians, HVAC and auto technicians.

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[https://journalstar.com/opinion/editorial/article\\_f2a2bf0c-f918-11ef-b0a4-07a1465bcb1e.html](https://journalstar.com/opinion/editorial/article_f2a2bf0c-f918-11ef-b0a4-07a1465bcb1e.html)

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Using \$1.3 million of the \$1.7 million in accumulated interest for job training wasn't specifically required by the rescue act. But city officials decided to continue to invest in workforce development, a priority in which they invested \$12 million from the ARPA funds, the largest share of the stimulus money.

"We think we've been able to create something that we think is really going to make life better for more people," Mayor Leirion Gaylor Baird said in announcing the initiative. "If we can eliminate poverty by getting more people into high-paying, high-demand, high-skill careers then we are making a true difference in the lives of the people we serve."

The remaining \$400,000 in interest is being held by the city to administer the spending of the \$7 million remaining in ARPA, which had to be allocated to specific projects by the end of last year and spent by Dec. 31, 2026.

The initiative, which hopefully can be continued in some fashion after the ARPA funds are exhausted, will also address city as well as individual employment needs.

Primarily due to the retirement of baby boomers, the need for electricians is expected to grow at 11% annually over the next 10 years. Initiative graduates will fill some of those jobs, and similar positions in HVAC and auto technology that are being vacated by the retirees.

That makes the initiative a win for the city, those who receive the training and the businesses that will employ them, and makes it the wisest possible investment of the money derived from the ARPA funds, public money well spent.