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STATE OF NEBRASKA

Annual Statewide Performance Report Narrative
Program Year 2025
(July 1, 2025 – June 30, 2026)

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WIOA Title II
WIOA Title III
WIOA Title IV
Jobs for Veterans State Grant Program
Trade Adjustment Assistance Program

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I. Introduction

This annual statewide performance report narrative for Program Year 2025 (PY25) 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

(a) Evaluations

In PY25, the Nebraska Department of Labor concluded its 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 the project were to:

1. assess the effect of supportive services on participant outcomes;
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.

NDOL conducted this evaluation project in coordination with the Nebraska Workforce Development Board, which includes representatives from WIOA Title I, II, III, and IV as well as other workforce system partners. 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 analyzed 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 completed the final report in December 2025, and it is currently under Public Information Office review prior to publication. Since it has not been published yet, there is currently no link to share. Following publication, the report will be made publicly available electronically through NDOL's website. NDOL expects to publish the supportive services evaluation report during PY26 following completion of the review process.

NDOL will use the evaluation findings to inform continuous improvement efforts, including consideration of policy updates, technical assistance, staff training, and ongoing collaboration with local workforce development areas to strengthen supportive service delivery and participant outcomes.

Nebraska remains committed to supporting Federal evaluation activities by providing requested program data, survey responses, and access to local workforce areas for site visits, as applicable. No additional WIOA Title I evaluation or related research projects were conducted during PY25.

(b) Customer satisfaction

(1) Overview

Nebraska's workforce development system uses customer satisfaction surveys, customer feedback, and direct outreach to assess the experiences of job seekers, Title I-B participants, and employers who receive services through the American Job Center (AJC) network. Local workforce development areas use a combination of online surveys, QR codes, direct survey links, paper questionnaires, and staff-assisted outreach to make it convenient for customers to provide feedback. These approaches allow local areas to gather information about service quality, staff responsiveness, accessibility, and the extent to which services meet customer needs.

(2) Customer satisfaction outreach: Methodologies

(A) Data collection tools

Nebraska's local workforce development areas use a range of data collection tools to gather customer satisfaction feedback from Title I-B participants and employers. These include online surveys administered through feedback forms, SurveyMonkey, QR codes, direct survey links, and paper surveys. Survey links and QR codes are made available through AJC offices, Career Navigator desks, resource room computers, office displays, printed materials, staff communications, and workforce events.

Title I-B participants and job seekers.
Greater Lincoln requests feedback from job seekers at appointments and provides survey access through QR codes in resource room cubicles and at exit doors, as well as links on the AJC website, resource room computers, and staff email signatures. Greater Nebraska uses an NDOL-moderated SurveyMonkey account and provides local offices with QR codes and survey links for display on resource room computers, monitors, and printed cards. Its One-Stop Operator also contacts participants and provides survey links. Surveys are available in English and Spanish. Greater Omaha uses Microsoft Forms, with Career Navigators providing QR codes to participants and displaying them at their desks.

Employers.
Local areas collect employer feedback through online surveys, paper questionnaires, QR codes, and direct outreach by workforce and Business Services staff. Greater Lincoln requests feedback from employers engaged through services such as Incumbent Worker Training (IWT), On-the-Job Training (OJT), Work Experience (WEX), and career fairs. Greater Nebraska uses an NDOL-moderated SurveyMonkey account to collect feedback from organizations that have contacted or partnered with local offices through Business Services activities. Staff also use NEworks to validate employer contact information and support outreach. Greater Omaha uses Microsoft Forms and paper surveys, distributing them after job fairs, employer spotlights, worksite visits, and direct interactions with WIOA and Business Services staff. Randomly selected employers participating in OJT and WEX are also surveyed. Greater Nebraska additionally conducts an industry sector survey targeting newly registered employers. This survey supports workforce planning, identification of priority industries, and alignment of employer needs with employment, education, and apprenticeship opportunities.

(B) Outreach frequency

Customer satisfaction outreach is conducted through routine participant interactions and ongoing employer engagement. Surveys are distributed during appointments, AJC visits, workforce events, work-based learning activities, employer service interactions, and through electronic methods such as email, QR codes,

and survey links. Local areas supplement survey distribution with direct outreach by Career Navigators, One-Stop Operators, and Business Services staff to encourage participation.

(3) Customer satisfaction outreach: PY25 outreach statistics

Table 1. PY25 customer satisfaction outreach for Title I-B participants

Local area	Program	Contacted	Responded	Response rate
Greater Lincoln	Adult	160	66	41.3%
Greater Lincoln	Dislocated Worker	22	12	54.5%
Greater Lincoln	Youth	89	9	10.1%
Greater Nebraska	Adult	43	Not available	Not available
Greater Nebraska	Dislocated Worker	18	Not available	Not available
Greater Nebraska	Youth	1	Not available	Not available
Greater Omaha	Adult	276	110	39.9%
Greater Omaha	Dislocated Worker	22	Not available	Not available
Greater Omaha	Youth	188	18	9.6%

Table 2. PY25 customer satisfaction outreach for employers

Local area	Employers contacted	Employers responding	Response rate
Greater Lincoln	167	8	4.8%
Greater Nebraska	1891	45	2.38%
Greater Omaha	193	41	21.2%

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

NDOL's local areas have implemented several strategies to increase survey participation, including QR codes, website links, email signatures, text messaging, direct outreach by staff, and survey distribution during customer interactions and orientations. Survey results are reviewed regularly by local workforce boards and staff to identify opportunities to improve outreach and participation rates.

(5) Customer satisfaction outreach: Generalizability

Customer satisfaction survey results provide useful insight into customer experiences and generally indicate positive perceptions of staff interactions, service delivery, career guidance, and employer services. Respondents also identified opportunities to improve staffing, bilingual resources, printed materials, website usability, follow-up communication, and employer outreach. Because survey participation is voluntary and response rates vary across customer groups and local areas, results may not be fully generalizable to the entire customer population. However, the findings provide meaningful information to identify trends and opportunities for improvement within Nebraska's workforce system.

(6) Customer satisfaction outreach: Continuous improvement processes

Nebraska's local workforce areas use customer feedback as a key component of continuous improvement efforts to strengthen service delivery, accessibility, and overall customer experience. Survey results and customer comments help identify strengths and opportunities related to staff responsiveness, communication, resource availability, employer engagement, and service accessibility. Greater Lincoln reviews customer feedback monthly to guide staff coaching, operational improvements, annual system

reviews, and one-stop center certification activities. Greater Nebraska uses participant, employer, and industry sector survey feedback to inform workforce planning and improve alignment between workforce services and employer needs. Greater Omaha incorporates customer feedback, performance data, and accessibility assessments into monthly performance reviews, board discussions, annual system evaluations, and triennial one-stop certification processes, using findings to support staff training, corrective actions, and accessibility improvements. Across all local areas, customer feedback has informed efforts to improve language access, follow-up communication, technology resources, access to information, and employer engagement. These continuous improvement activities support evaluation of the one-stop delivery system under 20 CFR § 678.800 and help ensure workforce services remain responsive to the needs of job seekers and employers throughout Nebraska.

(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 in 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 system and meeting employer needs to support economic growth and economic self-sufficiency were ongoing as described below.

(B) Talent Marketplace

In PY25 Nebraska began to prioritize the development of a talent marketplace. This will include a credential registry and resume feature to better connect employers to skilled talent. This will also support student employment opportunities and worker mobility – mapping skills to occupational and employer needs in real time. This will allow individuals to own and make portable their skills and learning assertions and control where and when the skills and credentials are shared. Nebraska's workforce and education partners agree the state requires a unified, transparent, and standards-based approach to describing and connecting credentials, competencies, programs, and jobs.

(C) Good Life, Great Careers

In PY25 work continued on Governor Pillen's *Good Life, Great Careers* initiative. The Governor supports the expansion of RAPs in Nebraska as one of many necessary steps to strengthen the state's workforce system. The Governor has called for the creation of 6,000 new apprentices by the end of 2030 and emphasizes the need for a unified system to connect learners to apprenticeship sponsors and employers.

In furtherance of *Good Life, Great Careers*, NDOL finalized a new workforce development grant with the Nebraska State Chamber Foundation, a nonprofit entity committed to strengthening Nebraska's economic vitality. The Foundation, in coordination with the Nebraska Manufacturing Advisory Council (NeMAC) and Nebraska's six community colleges, launched the Level 1 Manufacturing Certification Credential and Apprenticeship initiative to address Nebraska's urgent workforce needs. Funded by the workforce development grant approved by NDOL Commissioner Katie Thurber, the certification initiative establishes a statewide, stackable entry-level credential that verifies core manufacturing competencies and creates a consistent, industry-recognized credential across Nebraska. The goals of the certification initiative are to deliver modular, employer-validated training that supports immediate entry for individuals into critical manufacturing roles. The credentials earned by individuals completing the high-value, short-term curriculum will be recognized by the 41 manufacturing employers that comprise NeMAC, and these individuals will be afforded a hiring preference. The certification initiative aims to position Nebraska's community colleges as apprenticeship hubs, making registered apprenticeships the default pathway for credential completers.

As part of the *Good Life, Great Careers* initiative, the Nebraska Department of Labor conducted a comprehensive inventory and assessment of workforce development programs administered by the State of Nebraska. The assessment was launched during PY25. This effort included collecting information from all state agencies under the Governor, community colleges, the state college system, the university system, tribal colleges, the Nebraska Department of Education, and the Coordinating Commission for Postsecondary Education. The assessment collected information on program administration, funding, performance, reporting requirements, and populations served. Each workforce program was then mapped to its respective agency or educational institution.

As part of this assessment, Nebraska will create a comprehensive, strategic workforce development plan that addresses critical workforce needs and supports future economic growth for the state. A key component of that strategic plan will include the integration of the new Workforce Pell grants to help students complete short-term credential programs. This plan aligns with Pillar III of America's Talent Strategy to replace fragmented and duplicative programs with a streamlined, coordinated system that delivers unified workforce services.

In addition, a survey was distributed to 34,692 businesses registered in Nebraska, representing 621,621 covered employees in the first quarter of 2025, approximately 61.8% of the state's covered workforce during that period. A total of 4,001 responses were received during the two-week survey window. Survey topics included registered apprenticeships, employer partnerships with educational institutions, and the use of artificial intelligence (AI). Only 8.5% of respondents reported currently using or having used registered apprenticeships, while 46.5% indicated they have not used apprenticeships and 45% reported they are not familiar with registered apprenticeships.

Employers were also asked about collaboration with educational institutions to meet hiring needs. Most respondents (70%) reported that they do not collaborate with educational institutions for this purpose. Overall, most employers reported limited current use of AI and do not anticipate significant workforce disruption in the near term. Instead, employers expressed interest in guidance, training, and support to help workers and managers effectively adopt and use new AI tools.

(D) Workforce Pell

During PY25, the Commissioner of Labor worked with the Governor to establish a plan for Workforce Pell implementation. Nebraska established a working group with representatives from NDOL, NDE, the post-secondary commission, the university system, the state college system, the community college system, and the tribal college system. NDOL finalized Workforce Pell policies and procedures and worked closely with the Nebraska Workforce Development Board to review priority industries and to review initial program applications. As institutions continue developing programs aligned with Workforce Pell requirements, we anticipate additional submissions to NDOL in the coming months.

(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.

1. 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.
2. 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.
3. 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.
4. Local workforce development areas may utilize transitional jobs when appropriate to assist individuals with significant barriers to employment in gaining work experience and transitioning into unsubsidized employment.

During PY25, Nebraska continued advancing its strategic goals through development of the Talent Marketplace initiative, continued implementation of Good Life, Great Careers, expansion of apprenticeship-related initiatives, implementation of Workforce Pell, and ongoing collaboration through the Career Pathways and Alignment Workgroups.

The Career Pathways State Plan Workgroup continues to meet regularly. During PY25 the group determined that Task 3 is where additional work is needed. Members did not recall a coordinated statewide effort to systematically gather feedback from job seekers, employers, and local workforce areas.

Several opportunities were identified, including:

a. Leveraging existing surveys and feedback collected by local boards
b. Engaging Business Services Representatives [BSRs]
c. Collecting direct feedback from job seekers, especially those with significant barriers
d. Involving Adult Education partners to address digital literacy and basic skills gaps
e. Including reentry and corrections representation

Discussion emphasized the importance of hearing directly from job seekers about their experiences navigating career pathways and support services. Examples were shared with the group where skipping foundational assessments [language skills, digital literacy, background issues] led to unsuccessful outcomes. The group wants to develop a strategy to collect feedback in coordination with local and statewide partners.

(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

Nebraska continues to support Registered Apprenticeship as a workforce development strategy that connects employers with skilled workers through structured, work-based learning. Registered Apprenticeship programs provide opportunities to develop occupational skills while gaining practical work experience. The state's Registered Apprenticeship activity has expanded substantially since FY 2018, as reflected in the growth of registered programs and active sponsors.

Nebraska increased access to Registered Apprenticeship through employer outreach, apprenticeship-focused workforce initiatives, collaboration with education partners, and development of new pathways linking industry-recognized credentials to apprenticeship opportunities. Nebraska continues to explore opportunities to expand youth apprenticeship pathways through collaboration with secondary schools, postsecondary institutions, employers, and Registered Apprenticeship sponsors.

Table 3. Growth of Registered Apprenticeship in Nebraska FY18 – FY25: 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	-
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
2025	117	16	85.71	509	145	263.57

(d) Waiver

(1) Waiver of 75 percent OSY expenditure requirement

During PY25, the State had one waiver in place, the 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).

JAG students participated in leadership development conferences, career development conferences, and legislative days at the Nebraska Capitol to gain leadership skills and work skills. Over 20 JAG students were co-enrolled with the Greater Nebraska WIOA Youth program to participate in a Work Experience opportunity in Macy, NE at Umoⁿhoⁿ 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.

(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 PY25 are described below. No negative direct or indirect effects on state or local performance outcomes were reported during PY25.

Greater Lincoln Workforce Development Area

Greater Lincoln appreciated the waiver and valued the flexibility it provides to direct funds toward ISY when needed.

Greater Nebraska Workforce Development Area

The waiver enabled Greater Nebraska to significantly expand enrollment of in-school youth, including 26 students from the Omaha Indian Reservation, and strengthened its partnership with Jobs for America's Graduates (JAG) at Umóⁿhoⁿ Nation High School. The partnership streamlined enrollment, eligibility verification, payroll documentation, skills assessment, and timesheet submission, resulting in more efficient service delivery and consistent participation throughout the summer work experience program.

Beyond summer employment, the waiver supported the development of a more coordinated year-round service model. JAG and WIOA staff improved case management, classroom service delivery, measurable skills gain documentation, and post-graduation engagement. These efforts are intended to improve participant retention, service continuity, and performance outcomes. Greater Nebraska reported that enrolling and effectively serving this large number of in-school youth would not have been possible without the waiver.

Greater Omaha Workforce Development Area

Greater Omaha reported that the waiver had a direct positive impact by allowing the local area to continue investing in both out-of-school youth (OSY) and in-school youth (ISY) services. During PY 25, 120 youth were enrolled, including 28 ISY participants (23%). The waiver provided flexibility to dedicate approximately 25% of Youth funds to ISY activities, helping students who were still in school but at risk of future disengagement.

Most ISY participants benefited from work experience opportunities, which served as the primary method for career development, workplace readiness, and employer engagement. The waiver also had an indirect positive effect by enabling early intervention before youth became disconnected from education or the workforce. Through work-based learning and career exploration activities, participants strengthened employability skills, increased career awareness, and built connections with employers, supporting long-term educational and employment success.

(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.

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

Table 4: Greater Lincoln Workforce Development Area: Negotiated levels of performance for PY25

Program	Performance indicator	PY25 negotiated performance level
Adult	Employment rate Q2	78.0%
Adult	Employment rate Q4	77.0%
Adult	Median earnings Q2	$8,250.00
Adult	Credential attainment	70.0%
Adult	Measurable skills gains	67.0%
Dislocated worker	Employment rate Q2	86.0%
Dislocated worker	Employment rate Q4	87.5%
Dislocated worker	Median earnings Q2	$9,200.00
Dislocated worker	Credential attainment	70.0%
Dislocated worker	Measurable skills gains	68.0%
Youth	Employment rate Q2	79.0%
Youth	Employment rate Q4	78.0%
Youth	Median earnings Q2	$4,100.00
Youth	Credential attainment	62.0%
Youth	Measurable skills gains	55.0%

Table 5: Greater Nebraska Workforce Development Area: Negotiated levels of performance for PY25

Program	Performance indicator	PY25 negotiated performance level
Adult	Employment rate Q2	82.0%
Adult	Employment rate Q4	79.0%
Adult	Median earnings Q2	$8,400.00
Adult	Credential attainment	70.0%
Adult	Measurable skills gains	70.0%
Dislocated worker	Employment rate Q2	87.0%
Dislocated worker	Employment rate Q4	88.0%
Dislocated worker	Median earnings Q2	$9,100.00
Dislocated worker	Credential attainment	72.5%
Dislocated worker	Measurable skills gains	72.0%
Youth	Employment rate Q2	84.0%
Youth	Employment rate Q4	82.0%
Youth	Median earnings Q2	$5,000.00
Youth	Credential attainment	65.0%
Youth	Measurable skills gains	55.0%

Table 6: Greater Omaha Workforce Development Area: Negotiated levels of performance for PY25

Program	Performance indicator	PY25 negotiated level of performance
Adult	Employment rate Q2	79.0%
Adult	Employment rate Q4	77.0%
Adult	Median earnings Q2	$8,200.00
Adult	Credential attainment	70.0%
Adult	Measurable skills gains	70.0%
Dislocated worker	Employment rate Q2	85.0%
Dislocated worker	Employment rate Q4	84.0%
Dislocated worker	Median earnings Q2	$9,400.00
Dislocated worker	Credential attainment	69.0%
Dislocated worker	Measurable skills gains	69.0%
Youth	Employment rate Q2	79.0%
Youth	Employment rate Q4	78.0%
Youth	Median earnings Q2	$4,100.00
Youth	Credential attainment	64.0%
Youth	Measurable skills gains	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 a quarterly and annual basis at the state level through system-automated processes within NEworks, NDOL's case management system, during performance reporting cycles. This includes conducting edit checks on PIRL files, reviewing Quarterly Report Analysis results, and running scripts to verify that wage records were appropriately uploaded.

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

NDOL has established quality control requirements and procedures for Title I and Title III programs. Quality control activities must be conducted annually by Title I and Title III programs for quarters 1 through 3 of each program year. A random sample and quality control workbook is provided to program administrators by the State. Case files must be evaluated by Title I and Title III programs to compare recorded NEworks activities and case notes to documents or other allowable source documentation to determine if data entered in NEworks matches source documentation appropriately. Record correction requests must be submitted whenever quality control activities reveal source documentation does not align with data elements. Program administrators must submit quality control reports detailing the results of the process and identifying corrective actions when needed.

(C) 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 conducted by the WIOA State team. Random samples are generated after the end of the fourth quarter of each program year. All participant cases listed in Title I and Title III random sample lists are evaluated and compared to recorded NEworks activities, case notes, and source documentation available in NDM to determine if acceptable source documentation is present. Following completion of annual data validation activities, the WIOA State team generates reports indicating the numbers of participant cases evaluated based on the random sample participant lists, anomalies that may cause inaccurate reporting, trends in common data accuracy issues; and participant cases with data accuracy issues. The State works with local areas to ensure data is corrected in the system when possible. Data validation findings are reviewed with local areas, and technical assistance is provided when necessary to address recurring data quality issues and strengthen program reporting accuracy.

(D) Random record sampling

Random sample participant lists for Title I and Title III program populations are generated using the NEworks random sampling function. The function selects participant cases based on program population size, confidence level percentages, confidence intervals, and 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 - 30	90	15	15
31 - 60	90	15	20
61 - 99	90	15	23
100 – 199	90	15	26
200 – 299	90	15	27
300 – 399	90	15	28
400 – 499	90	15	28
500 – 599	90	15	29
600 – 699	90	15	29
700 – 799	90	15	29
800 – 899	90	15	29
900 – 999	90	15	29
1000 – 1999	90	15	30
2000 – 4999	90	15	30
5000 – 9999	90	15	30

Program population size	Confidence level %	Confidence interval	Required case sample size
10000 – 14999	90	15	30
15000 - 19999	90	15	30
20000 – 24999	90	15	30
25000 – 29999	90	15	30
30000 +	90	15	30

(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 PY25, 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;
- hiring temporary staffing to assist with Rapid Response services after the major dislocation event in Lexington;
- funding the transportation pilot to assist workers impacted by the layoffs in Lexington in traveling to North Platte for employment opportunities;
- supporting development of policies and procedures around Workforce Pell implementation;
- conducting a comprehensive inventory and assessment of workforce development programs administered by the State of Nebraska; and
- supporting the provision of statewide career services by one-stop delivery system staff.

These 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. In addition, assistance provided in response to the Tyson Foods plant closure in Lexington directly impacted performance by expanding Rapid Response capacity, increasing participant outreach and enrollment, improving access to training and supportive services, and connecting affected workers to employment opportunities. The transportation pilot and temporary staffing support helped reduce barriers to employment and enabled dislocated workers to more quickly reenter the workforce.

These activities supported workforce system performance by increasing access to reemployment services, training opportunities, and employment outcomes for affected workers.

Governor's Reserve funding also supported the development of policies and procedures related to Workforce Pell implementation. These efforts strengthened coordination between workforce and postsecondary education systems, increased staff readiness to support learners accessing workforce training and federal student aid resources, and positioned Nebraska to expand access to high-quality training opportunities that lead to recognized credentials and employment in in-demand occupations.

In addition, the comprehensive inventory and assessment of workforce development programs administered by the State of Nebraska provided valuable information on program alignment, service delivery, funding streams, and opportunities for greater coordination across partners. Findings from this effort are being used to identify gaps, reduce duplication of services, improve customer navigation of the workforce system, and support data-informed policy and investment decisions. Over time, these improvements are expected to enhance participant access to services, strengthen workforce system efficiency, and contribute to improved performance outcomes across WIOA core programs.

Collectively, these investments strengthened service delivery, enhanced coordination among workforce system partners, supported immediate reemployment outcomes, and contributed to improved workforce system performance and long-term workforce system improvements throughout Nebraska.

(g) Rapid Response

(1) Number of companies and workers served

During PY25, the Nebraska Department of Labor (NDOL) continued to provide Rapid Response services to employers experiencing or anticipating layoffs and closures, as well as workers affected by these events. Rapid Response activities support employers in managing workforce transitions and help impacted workers access employment, training, and partner services.

NDOL recorded 118 employer Rapid Response activities in NEworks during PY25. These activities included providing employers with Rapid Response and business downsizing information (E09), Rapid Response planning (E30), layoff aversion proposals (E33), layoff aversion consultations (E34), and formal Rapid Response events (E50). A separate staff-maintained spreadsheet documented 93 businesses contacted regarding potential layoffs or closures.

The difference between these figures reflects differences in tracking and documentation. Some businesses listed in the spreadsheet were not registered in NEworks, preventing staff from logging activities in the system. In other cases, services were declined, the potential layoff was determined to be unfounded, or insufficient information was obtained to document an activity in NEworks.

For workers, NEworks recorded 574 job seekers attending Rapid Response events during PY25. Separately, the staff-maintained spreadsheet documented 5,775 individuals affected by layoffs or closures. These figures measure different aspects of Rapid Response activity and should not be interpreted as equivalent counts of individuals who received or completed services. The difference reflects the fact that some affected workers were not registered in NEworks, and workers could not be recorded as Rapid Response event attendees when an employer declined an event.

(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

NDOL connects workers affected by layoffs and closures with American Job Center (AJC) services through formal Rapid Response events, information packets distributed by employers, and referrals to local workforce offices. When an employer accepts a Rapid Response event, impacted workers can receive information about available employment, training, and supportive services. When an employer declines an event, the employer may distribute NDOL information packets so affected workers can learn about available resources. Dislocated Workers identified through AJC offices may also access these services.

Services available to affected workers include orientation, initial assessments, labor market information, resume preparation, job search and placement assistance, career information and guidance, career planning, interest and skills testing, financial literacy, out-of-area job search assistance, and workforce preparation. Workers may also be connected with partner programs based on their needs and eligibility.

Local offices use different methods to document attendance at Rapid Response events. Some use Eligibility Explorer to record participants as they arrive, while others collect sign-in sheets and enter attendance information afterward. NDOL protocols direct staff to record Rapid Response event attendees in NEworks

under the corresponding Rapid Response calendar event. All affected workers are provided with information packets containing NDOL and partner service information and contact details.

Partner organizations participate in Rapid Response events by presenting information about their programs and services that may assist workers during their employment transitions. Partners that use NEworks to record services co-enroll participants when appropriate, supporting coordination across workforce programs and helping workers access additional assistance.

Employers also receive services designed to help them respond to workforce changes and explore alternatives to layoffs. These services include:

E09: Rapid Response and business downsizing information.
E30: Rapid Response planning and layoff response.
E33: Layoff aversion proposals.
E34: Layoff aversion consultations.
E50: Formal Rapid Response events.

These services help employers understand available resources, plan for workforce transitions, and consider potential alternatives to layoffs where feasible.

(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

NDOL's layoff aversion approach emphasizes early engagement with businesses, coordination with workforce and partner programs, and identification of alternatives that may help employers remain operational and retain workers. Business Services staff from NDOL and SNAP Employment and Training (E&T) develop relationships with employers, positioning them to seek assistance when they encounter operational or financial challenges that could lead to layoffs or closures.

Early engagement provides opportunities to assess business needs and identify possible interventions before workforce reductions become necessary. Depending on the circumstances, strategies may include connecting businesses with local industry partnerships, identifying new supply-chain opportunities, sharing resources with other local manufacturers, adopting new technologies, or supporting workforce training.

When a business needs to upgrade employee skills or transition to new technology, Rapid Response may support training aligned with existing career pathways. Such training can help employees acquire skills needed for changing business operations while supporting employers' efforts to remain competitive and retain their workforce.

NDOL also identifies Short-Time Compensation and Partial-Mass Layoff as potential alternatives during periods of reduced business activity. These approaches may help employers manage temporary downturns while reducing the need for permanent separations. By supporting business continuity and worker retention, layoff aversion strategies may also reduce reliance on unemployment insurance benefits and limit the economic disruption associated with layoffs.

Economic Benefits and Outcome Measurement

For PY25, NDOL sought information from the Unemployment Insurance (UI) and Labor Market Information (LMI) departments regarding the economic benefits and outcomes of Rapid Response and layoff aversion activities. UI did not have information available to quantify these economic benefits. LMI indicated that it was too early to assess employment outcomes and that several quarters of wage data would be needed to determine how many affected workers subsequently obtained employment.

Consequently, a return-on-investment estimate or a quantified measure of the economic benefits attributable to Rapid Response was not available at the time of reporting. Future analysis of wage and employment data may help NDOL evaluate outcomes for impacted workers and strengthen the measurement of program effectiveness.

Alignment With Business Engagement, Sector Strategies, and Career Pathways

NDOL's layoff aversion strategies are aligned with broader business engagement and workforce development efforts. Relationships developed by NDOL and SNAP E&T Business Services staff can help employers identify workforce challenges and seek assistance before layoffs become unavoidable. Where appropriate, businesses may be connected with local industry partnerships to explore shared resources, new supply-chain relationships, technology adoption, and other strategies that support business stability.

Training aligned with existing career pathways is another potential intervention when skill gaps or outdated technology threaten business competitiveness. By helping employers develop their current workforce, NDOL can support worker retention while preparing employees for evolving occupational requirements.

Together, these strategies provide a framework for early intervention, coordinated business assistance, and worker support. Although quantitative estimates of economic benefits were not available for PY25, the activities described demonstrate NDOL's approach to preventing avoidable layoffs where possible, supporting businesses through workforce transitions, and connecting affected workers with employment and training resources.

(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 (NDWGs)

During Program Year 2025, the Nebraska Department of Labor (NDOL) received a $1,671,239 National Dislocated Worker Grant (NDWG) from the U.S. Department of Labor to respond to the closure of the Tyson Foods beef processing plant in Lexington, Nebraska. The facility ceased operations on January 20, 2026, resulting in approximately 3,200 worker layoffs and creating an unprecedented economic disruption for the Lexington area and surrounding region. NDWG funding supports employment and training services for eligible dislocated workers in Buffalo, Custer, Dawson, Frontier, Gosper, Lincoln, and Phelps Counties.

The NDWG was implemented as an extension of Nebraska's Rapid Response strategy. Rapid Response activities began immediately following the closure announcement and included worker orientations, unemployment insurance assistance, NEworks registration, job fairs, partner resource events, multilingual workshops, and direct outreach to affected workers. Information gathered through Rapid Response events, worker surveys, and partner referrals was used to identify individuals interested in reemployment and training services and to facilitate enrollment into the NDWG.

NDOL coordinated NDWG services through the Lexington Job Center and leveraged existing Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker program infrastructure to ensure consistency in service delivery. Services available through the grant include individualized career services, skills assessments, labor market information, career planning, occupational skills training, supportive services, job search assistance, on-the-job training (OJT), customized training, and targeted placement assistance. Initial training priorities included commercial driver's license (CDL) training, certified nursing assistant (CNA), medication aide, medical coding, construction occupations, welding, and other high-demand occupations identified through local labor market analysis and employer engagement efforts.

Nebraska's NDWG implementation emphasizes co-enrollment whenever eligibility requirements are met and co-enrollment benefits the participant. Under the state's co-enrollment policy, career planners coordinate services across WIOA Title I, Wagner-Peyser Employment Services, Adult Education, SNAP Employment and Training, Unemployment Insurance, and other partner programs to maximize available resources and avoid duplication of services. Participants affected by the Tyson closure were assessed for co-enrollment opportunities with WIOA Dislocated Worker formula-funded programs, Adult Education English Language Learning (ELL) and Adult Basic Education (ABE) services, and other workforce partner programs. Coordination is documented within NEworks, and funding responsibilities for services are tracked across programs to ensure efficient resource utilization.

The grant has also strengthened collaboration among workforce, education, economic development, and community partners. NDOL worked closely with Central Community College, Mid-Plains Community College, local chambers of commerce, the Nebraska Department of Health and Human Services, Adult Education providers, employers, community organizations, and local governments to support worker transition efforts. Additional strategies included multilingual service delivery, translated materials, interpreter services, language-access technology, transportation assistance for workers commuting to new employment opportunities, and targeted outreach to underserved populations.

While the Tyson closure did not involve a federally declared disaster or emergency event, the NDWG response was coordinated using many of the same cross-agency planning and response structures utilized during major workforce disruption events. NDOL collaborated with state and local partners to rapidly mobilize resources, coordinate service delivery, identify training capacity, share labor market information, and mitigate downstream economic impacts on the region. These coordinated efforts supported both affected workers and the broader community's economic recovery.

Through the integration of Rapid Response services, WIOA Dislocated Worker programming, partner co-enrollment strategies, and extensive community collaboration, Nebraska's NDWG response has expanded access to reemployment, training, and supportive services for workers impacted by the Tyson Foods plant closure while helping employers address workforce needs throughout the region.

(j) State best practices and needs

Challenges

Greater Lincoln Workforce Development Area

Greater Lincoln is working to prioritize Registered Apprenticeships (RA). However, the local area continues to face challenges meeting employer needs when promoting RA programs. Many employers prefer to hire incumbent workers or seek apprenticeship candidates who are already work-ready. In general, non-priority group adults tend to align more closely with RA program requirements and can more readily meet employer expectations. By providing employers with more qualified candidates, the AJC can strengthen employer trust and create a pathway where employers become more willing to accept apprenticeship participants who need additional development, particularly those in priority groups 1–3.

Participants in priority groups 1–3 often require more soft-skill development and foundational training, such as math skills, before they are ready for a Registered Apprenticeship. The local area recognizes the importance of high-quality pre-apprenticeships and is actively collaborating with employers to design programs that support these participants.

TEGL 7-20 encourages that 75% of adult participants fall within priority groups 1–3, but it also allows for a minimum baseline of 50.1% for priority of service. NDOL policy, however, currently requires local areas to meet the full 75% priority threshold.

To better support the promotion and expansion of Registered Apprenticeships, the local area respectfully requests that NDOL consider revising its policy to allow local areas to serve at least 45% non-priority group adults. This flexibility would improve employer alignment, increase apprenticeship opportunities, and ultimately create stronger pathways for priority group participants by ensuring employers are first supported with candidates who meet their immediate workforce needs.

Greater Nebraska Workforce Development Area

The Greater Nebraska WIOA program has experienced ongoing challenges in maintaining a stable and effective case management team. Vacancies, staff turnover among case managers and regional managers, and the time required to onboard and train replacement staff have contributed to inconsistent service availability across the regions.

Frequent caseload transfers between case managers, particularly when participants are reassigned across regions, have also disrupted continuity of services and communication with active participants and individuals receiving follow-up services. These transitions have made it more difficult to consistently engage participants, obtain updated progress information, and document required outcomes in a timely manner.

As a result, the program has experienced gaps in the collection and documentation of measurable skill gains, credential attainment, and employment outcomes. These data gaps negatively affect the program's ability

to accurately report participant achievements, monitor progress toward performance goals, and meet established WIOA performance measures.

Greater Omaha Workforce Development Area

Greater Omaha local area faces challenges with maintaining engagement and tracking outcomes for in-school youth (ISY), particularly those who enroll in WIOA as freshmen or sophomores. NEworks does not differentiate ISY by grade level, which complicates tracking participants whose anticipated graduation and credential attainment may be several years after enrollment. Maintaining engagement over this extended period is especially challenging for youth who initially enroll for summer work experience. These participants may view the program as a short-term employment opportunity and may not yet recognize the long-term benefits of working with a career navigator on education, training, and career planning.

We also face challenges in developing accessible apprenticeship pathways for youth who are still in high school. Although we are collaborating with employers and the community college to build these pathways, employer age requirements, limited availability to work during the school year, and employers' capacity to provide sufficient supervision and mentoring can restrict participation. Employers may be interested in engaging ISY but have difficulty dedicating staff time to support students on the job site. We continue to work with partners to address these barriers, but they limit opportunities for youth to begin apprenticeships before graduation.

Assistance is needed to clarify enrollment, exit, follow-up, and credential-reporting expectations for ISY who enter WIOA early in high school, including how to appropriately track and report outcomes when graduation is several years away. Technical assistance on NEworks functionality and potential enhancements to distinguish grade levels and anticipated graduation dates would also be beneficial.

Best practices

Greater Lincoln Workforce Development Area

The Greater Lincoln Workforce Development Area implemented several innovative strategies to support workforce development and employment outcomes. Through partnerships with the Mayor's Youth Employment Program, Lancaster County Youth Employment Program, The Bay, and Kawasaki, 89 youth were served, including 30 paid internships that provided valuable work experience. To support New Americans, 112 workers received on-site English language and digital literacy training through Lincoln Literacy, improving both job retention and advancement opportunities. Re-entry initiatives, developed in partnership with Community Corrections and Bridges to Careers, connected justice-involved individuals to employment opportunities and Commercial Driver's License (CDL) training. In addition, 14 participants accessed Registered Apprenticeship opportunities in transportation and skilled trades, expanding career pathways for priority populations. The ECHO Collective supported 14 refugee and immigrant women in launching businesses, helping reduce barriers to economic self-sufficiency. The American Job Center (AJC) also participated in Rapid Response activities, providing relocation and transportation assistance to workers impacted by regional layoffs.

Greater Nebraska Workforce Development Area

Greater Nebraska continued to demonstrate innovative workforce development practices through its Walk-in Wednesday initiative, which originated at the Grand Island American Job Center and has since expanded to additional one-stop centers throughout the local area. Through targeted outreach and collaboration with employers, business service representatives tailor workshops and hiring events to meet the needs of specific industry sectors. Regularly promoted through local radio broadcasts, Walk-in Wednesday events provide

job seekers and WIOA participants with direct access to employers, career exploration opportunities, and one-on-one assistance from workforce staff with applications, hiring processes, and resume development. These efforts have increased engagement among employers, job seekers, and program participants. Greater Nebraska also strengthened service delivery by co-enrolling all Senior Community Service Employment Program (SCSEP) participants in WIOA, enhancing access to individualized employment services, intensive job search assistance, and job placement opportunities that support transitions to unsubsidized employment. In addition, Greater Nebraska expanded its focus on Registered Apprenticeships by incorporating apprenticeship updates into routine board meetings, collaborating with NDOL Apprenticeship staff on statewide initiatives, developing apprenticeship-focused training opportunities utilizing WIOA-funded On-the-Job Training (OJT), and exploring the use of interim credentials for WIOA participants enrolled in Registered Apprenticeship programs.

Greater Omaha Workforce Development Area

During PY25, the local area strengthened services to both employers and job seekers by expanding employer engagement efforts and creating stronger pathways from work-based learning to permanent employment. Enhanced outreach to local businesses resulted in stronger employer relationships and increased use of On-the-Job Training (OJT) as a workforce development strategy, allowing staff to better align participant training with employer needs and in-demand occupations. These efforts led to 17 OJT placements across the Adult, Dislocated Worker, and Youth programs, demonstrating successful collaboration between workforce staff and employer partners. The local area also successfully transitioned participants from Work Experience (WEX) activities into OJT placements, providing individuals with opportunities to build workplace skills, demonstrate their abilities, and gain exposure to employer expectations before moving into unsubsidized employment. In addition, the local area reported positive outcomes among participants with barriers to employment, including individuals with disabilities, low-income individuals, unemployed workers, justice-involved individuals, and youth in need of additional support services, highlighting the effectiveness of targeted workforce interventions and employer partnerships.

Success stories

Greater Lincoln Workforce Development Area

1. A single father on TANF completed a Registered Apprenticeship with GANA and earned his CDL.
2. After a layoff, a participant entered the JATC apprenticeship and found a stable skilled-trade career.
3. After a plant closure, AJC supported his relocation and CDL training; he is now fully employed.

Greater Omaha Workforce Development Area

After 39 years in the banking industry, a dislocated worker lost her position due to a reduction in force and enrolled in the WIOA program seeking a new career path. Through a work experience placement with a local manufacturing company, she successfully transitioned into an unfamiliar industry and demonstrated skills that quickly earned the confidence of her employer. Following the work experience, she began a WIOA-funded On-the-Job Training (OJT) program on July 28, 2025, as an Administrative Services Manager, where she assumed responsibility for office operations, customer communications, digital records management, invoicing, and financial processes. Throughout the training period, her supervisor consistently recognized her strong work ethic, leadership, and contributions to improving business operations through process documentation and organizational improvements. Upon successfully completing the OJT on December 19, 2025, she was hired as a permanent full-time employee at $20.00 per hour. Her successful transition from a long-term banking career into manufacturing demonstrates the effectiveness of work-based learning and OJT opportunities in helping dislocated workers gain new skills, secure meaningful employment, and meet local workforce needs.

Pay-for-performance contracting

NDOL addresses pay-for-performance contract strategy in its Title I program funding policy, in alignment with 20 CFR Part 683. During PY25, Nebraska's three local workforce development boards did not utilize pay-for-performance contract strategies.

III. State required components

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

a. The total amount of federal funding provided to the state and to each of the local workforce development areas for the adult, youth, and dislocated worker programs and
b. the amount expended within each program for training services.

Table 8. PY25 state allotment and local area allocations for WIOA Title I programs

Program	Local area distribution $	Governor set aside $	Rapid Response $	Allotment $
Adult	1,872,429.00	330,428.00	-	2,202,857.00
Dislocated Worker	1,315,485.00	246,653.00	82,219.00	1,644,357.00
Youth	2,361,065.00	416,659.00	-	2,777,724.00
Total	5,548,979.00	993,740.00	82,219.00	6,624,938.00

Table 9. Greater Lincoln Workforce Development Area: PY25 local area allocations for WIOA Title I programs

Program	Allocation $
Adult	318,712.00
Dislocated Worker	237,357.00
Youth	502,543.00
Total	1,058,612.00

Table 10. Greater Nebraska Workforce Development Area: PY25 local area allocations for WIOA Title I programs

Program	Allocation $
Adult	329,042.00
Dislocated Worker	476,837.00
Youth	417,187.00
Total	1,223,066.00

Table 11. Greater Omaha Workforce Development Area: PY25 local area allocations for WIOA Title I programs

Program	Allocation $
Adult	1,224,675.00
Dislocated Worker	601,291.00
Youth	1,441,335.00
Total	3,267,301.00

Table 12. PY25 distribution of state allotment for WIOA Title IB adult programs

Distribution	Base funds distribution $	Advance funds distribution $	Distribution $
85% to designated local areas	364,402.00	1,508,027.00	1,872,429.00
15% to Governor set aside	64,306.00	266,122.00	330,428.00
Total	428,708.00	1,774,149.00	2,202,857.00

Table 13. PY25 allocations for local WIOA Title IB adult programs

Local area	Allocation %	Base funds allocation $	Advance funds allocation $	Allocation $
Greater Lincoln	17.021	62,026.00	256,686.00	318,712.00
Greater Nebraska	17.573	64,036.00	265,006.00	329,042.00
Greater Omaha	65.406	238,340.00	986,335.00	1,224,675.00
Total	100.000	364,402.00	1,508,027.00	1,872,429.00

Table 14. PY25 distributions of state allotment for WIOA Title IB dislocated worker programs

Distribution	Base funds distribution $	Advance funds distribution $	Distribution $
80% to designated local areas	280,790.00	1,034,695.00	1,315,485.00
15% to Governor set aside	52,648.00	194,005.00	246,653.00
5% to Rapid Response	17,550.00	64,669.00	82,219.00
Total	350,988.00	1,293,369.00	1,644,357.00

Table 15. PY25 allocations for local WIOA Title I dislocated worker programs

Local area	Allocation %	Base funds allocation $	Advance funds allocation $	Allocation $
Greater Lincoln	18.043	50,664.00	186,693.00	237,357.00
Greater Nebraska	36.248	101,781.00	375,056.00	476,837.00
Greater Omaha	45.709	128,345.00	472,946.00	601,291.00
Total	100.000	280,790.00	1,034,695.00	1,315,485.00

Table 16. PY25 distributions of state allotment for WIOA Title I youth programs

Distribution	Distribution $
85% to designated local areas	2,361,065.00
15% to Governor set aside	416,659.00
Total	2,777,724.00

Table 17. PY25 allocations for local WIOA Title I youth programs

Local area	Allocation %	Allocation $
Greater Lincoln	21.285	502,543.00
Greater Nebraska	17.669	417,187.00
Greater Omaha	61.046	1,441,335.00
Total	100.000	2,361,065.00

Table 18. PY25 statewide expenditures for WIOA Title I training services[1]

WIOA Title I Program	Participants receiving training services #	Training services expenditures $
Adult	227	391,223.00
Dislocated Worker	81	265,890.00
Youth	76	206,871.00
Total	384	863,984.00

Table 19. PY25 cost of program activities[2]

Program activity	Program expenditures $
Greater Lincoln Adult	346,142.03
Greater Lincoln Dislocated Worker	204,512.01
Greater Lincoln Youth	457,043.25
Greater Nebraska Adult	398,385.98
Greater Nebraska Dislocated Worker	520,360.78
Greater Nebraska Youth	450,994.33
Greater Omaha Adult	1,302,975.31
Greater Omaha Dislocated Worker	591,523.12
Greater Omaha Youth	1,594,530.07
Rapid Response	207,960.99
National Dislocated Worker - Tyson Foods	62,743.97
Statewide Activities: Statewide activities	233,907.70
Statewide Activities: IT software maintenance	137,189.11
Statewide Activities: IT services	13,913.43
Total	6,522,182.08

[1] Statewide Performance Reports, Programs: WIOA Adult, ETA-9169, WIOA Dislocated Worker, ETA-9169, WIOA Youth, ETA-9169; accessed November 01, 2026

[2] Nebraska Department of Labor Division of Finance, file name WIOA Annual Program Activity 2026.xlsx, accessed November 01, 2026