



June 28, 2019

Nebraska Senator John Stinner
P.O. Box 94604
State Capitol
Lincoln, NE 68509

Dear Chairman Stinner:

In accordance with State statute (Neb. Rev. St. 81-1205), the Nebraska Department of Economic Development (DED) herein submits its Customized Job Training (CJT) report for the 2018 program year. The attached report can also be found as part of DED's 2018 Legislative Annual Report at the official website of the Nebraska Unicameral Legislature.

The current submission includes information relevant to each active and closed CJT grant, including program expenditures, new and existing employees trained, training dates, etc., as well as projected investments for the 2019 program year. Funding under CJT has provided valuable support for Nebraska by creating jobs and fostering workforce development.

The Department appreciates the Legislature's continued support for and commitment to Nebraska's people and communities.

Best Regards,

A handwritten signature in black ink, appearing to read "Dan Curran", written over a horizontal line.

Dan Curran
Deputy Director-Programs

CUSTOMIZED JOB TRAINING

When it comes to attracting businesses to grow and diversify the Nebraska economy, our state's greatest resource is its people.



Skilled labor availability is a key talking point for firms weighing expansion and relocation decisions. Similarly, companies seeking to launch new products, services and technologies need access to a workforce with the skills and qualifications to support enhanced innovation.

Nebraska's Customized Job Training Program (CJT) promotes the development of human capital to further develop our state's talented, hardworking labor force. CJT provides financial assistance for employee training to businesses seeking to create or retain quality jobs in Nebraska. In doing so, the program incentivizes new investments into the local workforce while spurring innovation and generating new opportunities for Nebraska families.

The CJT program:

- n Supports the recruitment and development of businesses seeking to create high-skill, high-quality jobs in Nebraska.
- n Proliferates Nebraska-made innovation by helping existing companies retrain and retool their labor force to support the launch of new products and technologies.
- n Incentivizes the creation of full-time positions to spur opportunities for Nebraska individuals and families.
- n Adds to the state's export productivity and economic diversity by supporting companies that primarily sell their products and services outside of Nebraska.

CJT-awarded businesses have one to three years to complete training for new or existing employees.



“The Customized Job Training program has been an invaluable resource for Nebraska’s workforce development, while also being a powerful tool for attracting new businesses and investments to Nebraska communities.”

*Rose Baker
Economic Development Consultant
DED*

Upon completion, they must maintain their employee baseline, as listed in the CJT application, for a period of at least two years. This includes all new jobs funded through the program.

CJT projects must create jobs, or, due to purchases of new technology or equipment, require the retraining of existing positions in order to retain those positions in Nebraska. Eligible CJT training activities include:

- n On-the-job training
- n Pre-employment training
- n Classroom training, either on-site or at an institute of higher education
- n Training tuition and fees
- n Training materials and equipment
- n Costs associated with upgrading the skills of the existing labor force to adapt to new technologies or the introduction of new product lines.

Customized Job Training 2018 Program Year Allotments and Contracts

DED signed three new CJT contracts in 2018, which will result in the training of 204 employees. In total, 20 CJT contracts were active during 2018, representing \$3,252,875 in awards. These contracts will result in 1,103 new and 40 existing employees being trained. Expenditures to date from year 2018 active contracts are \$2,052,482 (*Table 1.1*).

A total of 11 CJT contracts were closed in 2018. These resulted in the training of 270 new and 75 existing employees, with total expenditures of \$883,379.

Tables 1.1 and 1.2 below provide detailed information on CJT Calendar Year 2018 active and closed grants.

Table 1.3 provides a summary of CJT projected investments for the (in progress) 2019 program year.

Table 1.1 CJT Active Grants, 2018 Program Year

Business Name	Award	Expenditures to Date	New Employees Trained	Existing Employees Trained	Training Institutions	Training Period Start Date	Training Period End Date
Bell Lumber & Pole Co.	\$120,000	\$93,801	30	0	In-House Training	4/4/2014	4/4/2017
Zoetis	\$116,000	\$0	29	0	In-House Training	4/4/2015	12/4/2017
Agile Sports Technologies d/b/a Hudl	\$500,000	\$312,563	100	0	In-House Training	5/12/2015	5/12/2018
Benchmark Biolabs	\$42,500	\$8,452	17	0	In-House Training	7/17/2015	7/17/2018

Business Name	Award	Expenditures to Date	New Employees Trained	Existing Employees Trained	Training Institutions	Training Period Start Date	Training Period End Date
Signature Performance	\$25,500	\$25,500	51	0	In-House Training	8/26/2015	8/26/2017
Resource Pro Services	\$60,000	\$48,714	20	0	In-House Training	9/1/2015	9/1/2018
HDR	\$360,000	\$355,973	80	0	In-House Training	9/28/2015	9/28/2018
Marshall Engines	\$25,000	\$0	25	0	In-House Training	10/21/2015	10/21/2018
Michael Foods	\$43,000	\$28,650	2	40	Classroom Training, In-House Training	1/1/2016	1/1/2019
Nelnet, Inc.	\$372,000	\$372,000	93	0	In-House Training	2/3/2016	2/3/2017
Hendrix-ISA	\$39,000	\$0	39	0	In-House Training	3/30/2016	3/30/2019
ACASS Systems	\$92,000	\$0	46	0	In-House Training	4/11/2016	4/11/2019
Cargill	\$699,675	\$647,565	285	0	Classroom Training, In-House Training	5/1/2016	5/1/2018
Endicott Clay Products	\$56,000	\$56,000	28	0	In-House Training	10/10/2016	10/10/2017
Venture Tech	\$40,000	\$0	8	0	In-House Training	7/1/2016	7/1/2019
Hybrid Turkeys	\$32,000	\$0	16	0	In-House Training	9/1/2017	9/1/2019
Lukjan Metal Products	\$75,000	\$75,000	30	0	In-House Training	5/17/2017	5/17/2019
Monolith Materials	\$130,000	\$28,264	26	0	In-House Training	5/1/2018	5/1/2020
FAST Global Solutions	\$239,700	\$0	141	0	In-House Training	9/21/2018	9/21/2019
Agile Sports Technologies d/b/a Hudl	\$185,000	\$0	37	0	In-House Training	7/1/2018	7/1/2020

Table 1.2 CJT Closed Grants, 2018 Program Year

Business Name	Award	Expenditures to Date	New Employees Trained	Existing Employees Trained	Training Institutions	Training Period Start Date	Training Period End Date
Rosenbauer Aerials	\$24,000	\$24,000	5	0	In-House Training	8/30/2013	8/30/2016
Duncan Aviation	\$210,000	\$210,000	60	0	In-House Training	8/18/2014	2/18/2016
Xpanxion, LLC	\$40,000	\$38,153	10	0	In-House Training	10/13/2014	1/13/2016
Klute Inc.	\$30,000	\$30,000	12	0	In-House Training	3/5/2015	3/5/2016
BuilderTREND Solutions, Inc.	\$73,500	\$46,752	21	75	In-House Training	4/3/2015	4/3/2016
GIX Logistics	\$17,500	\$17,500	5	0	In-House Training	5/6/2015	5/6/2016
BD Medical	\$272,000	\$270,378	68	0	In-House Training	5/15/2015	5/15/2016
Fusion Medical	\$102,000	\$43,086	34	0	In-House Training	5/6/2015	5/6/2016
VM Innovations d/b/a Spreetail	\$101,500	\$101,500	29	0	In-House Training	5/18/2015	5/18/2016
Oxbow Enterprises, Inc.	\$64,000	\$64,000	16	0	In-House Training	8/25/2015	8/25/2016
Catch Intelligence	\$40,000	\$38,009	10	0	In-House Training	8/27/2015	12/27/2016

Table 1.3 CJT Projected Investments, 2019 Program Year

Summary of Job Training Fund Projected Investments	
Current Job Training Funds Available (Total)	\$8,275,393
Remaining Balance of Projects Under Contract	\$(5,659,726)
Project Commitments	\$(1,679,000)
Expendable Training Funds Available	\$936,667