

ADDRESS WORKFORCE

Empower Every Hardworking Nebraskan

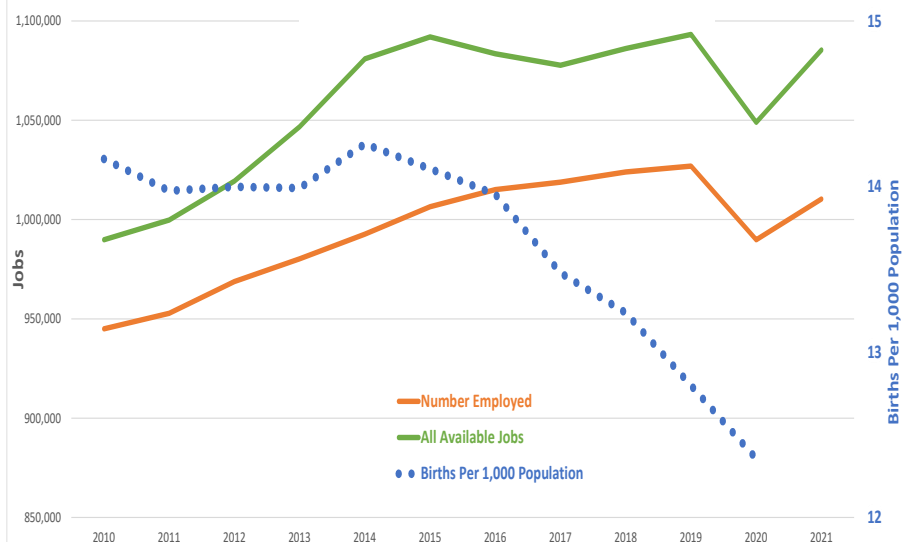
CHALLENGE

Birth rates have declined significantly over the past decade while demand for the products, services and food delivered by Nebraskans have steadily and successfully grown.

In any given month, Nebraska employers have 50,000 to 80,000 jobs open. Workforce participation has now recovered to 2020's highs. Anyone who wants to work already is.

Having posted the **lowest state unemployment rate in recorded history** and nearly two jobs available per job seeker, the crisis is acute.

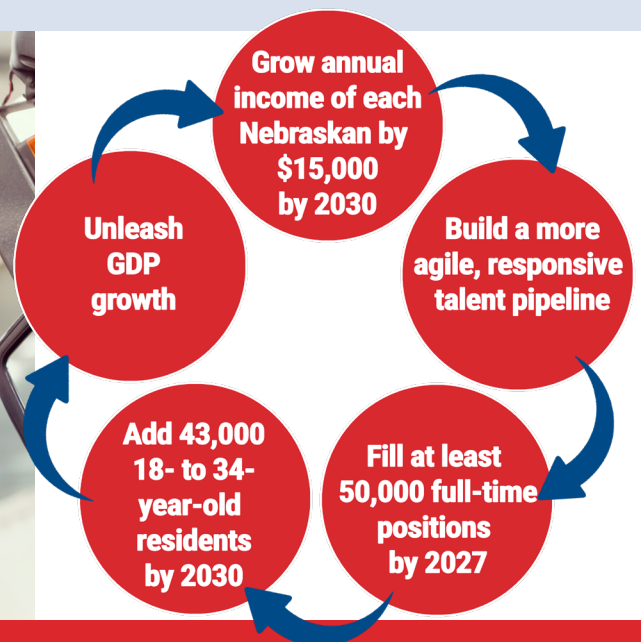
Nebraska Birth Rates, Labor Force and Available Jobs 2010-2021



OPPORTUNITY

Offering a **great quality of life, low cost of living, remote work opportunities, high-paying jobs, a robust logistics network, and safe, friendly and scenic communities**, Nebraska can **attract new talent** and **regain and expand** its economic prowess globally.

We are presented with major opportunities to **enhance quality of life** for all Nebraskans, **upskill and educate** Nebraskans for the tech-enabled careers of the future, and court and keep **employers with great jobs**.



LEGISLATIVE SOLUTIONS

Scale Nebraska's successful **workforce development** and **career and technical education programs** to ensure our historic economic opportunity reaches every Nebraska family and invests in future generations; bring certainty to **remote worker tax policy**; and cut red tape for talented workers seeking employment opportunities in the U.S.



Governor's Budget

POLICY OBJECTIVES

1. Invest in career advancement for all Nebraskans during historic economic opportunity
2. Enhance the well-being of all Nebraskans with higher-paying, high-demand jobs
3. Actively connect thousands of students with Nebraska careers and employers
4. Remove barriers to employer participation in state workforce training
5. Attract thousands of new residents and talented workers to Nebraska

I. WORKFORCE DEVELOPMENT

With expanded investment in workforce development grants, the Nebraska Legislature will accelerate the growth and development of Nebraska's vibrant workforce.

The workforce recruitment, retention and development grants created last year by the NE Legislature helped address the complex needs of talented Nebraskans returning to work post-pandemic. It complemented existing programs mainly focused on wage assistance.

2022 Workforce Retention, Recruitment & Development Grants (LB1167, LB1014)

70 M
60 M
50 M
40 M
30 M
20 M
10 M

\$10 M Available

\$62.1 M Requested as of Dec. 31

Eligible Uses

- **Wages/stipends**
- **Program development**
- **Equipment & technology**
- **Curriculum & assessment**
- **Recruitment**

LB610

Nebraska CTE (2020 - 2021)

100%
public schools participate

80%
(114,285) students (7-12) earn credit

29%
(27,800) students
(9-12) with CTE concentrations
(≤ 12 credit hours)

20,000
students in Career &
Technical Student Organizations
(CTSO)

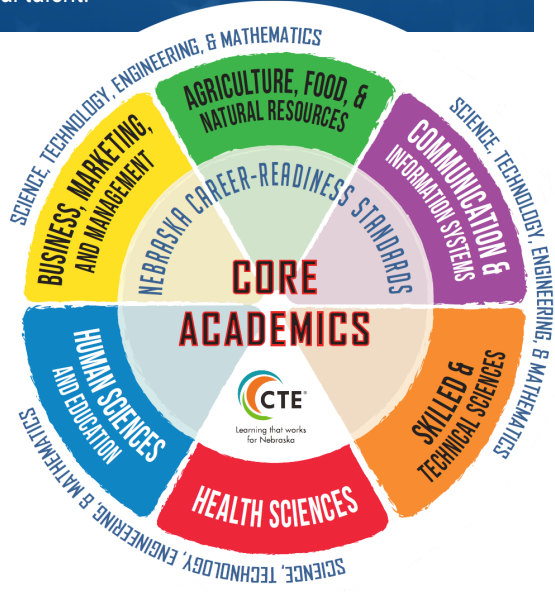
Source: NE Dept. of Education

II: CAREER & TECHNICAL EDUCATION

Expand the reach of career and technical education (CTE) programs statewide by 100% by appropriating \$10.3 million in new funding.

Exposing more K-12 students to STEM fields, technical skills and trades aligns with state priorities to recruit and retain healthcare, manufacturing, construction and engineering, logistics and agricultural talent.

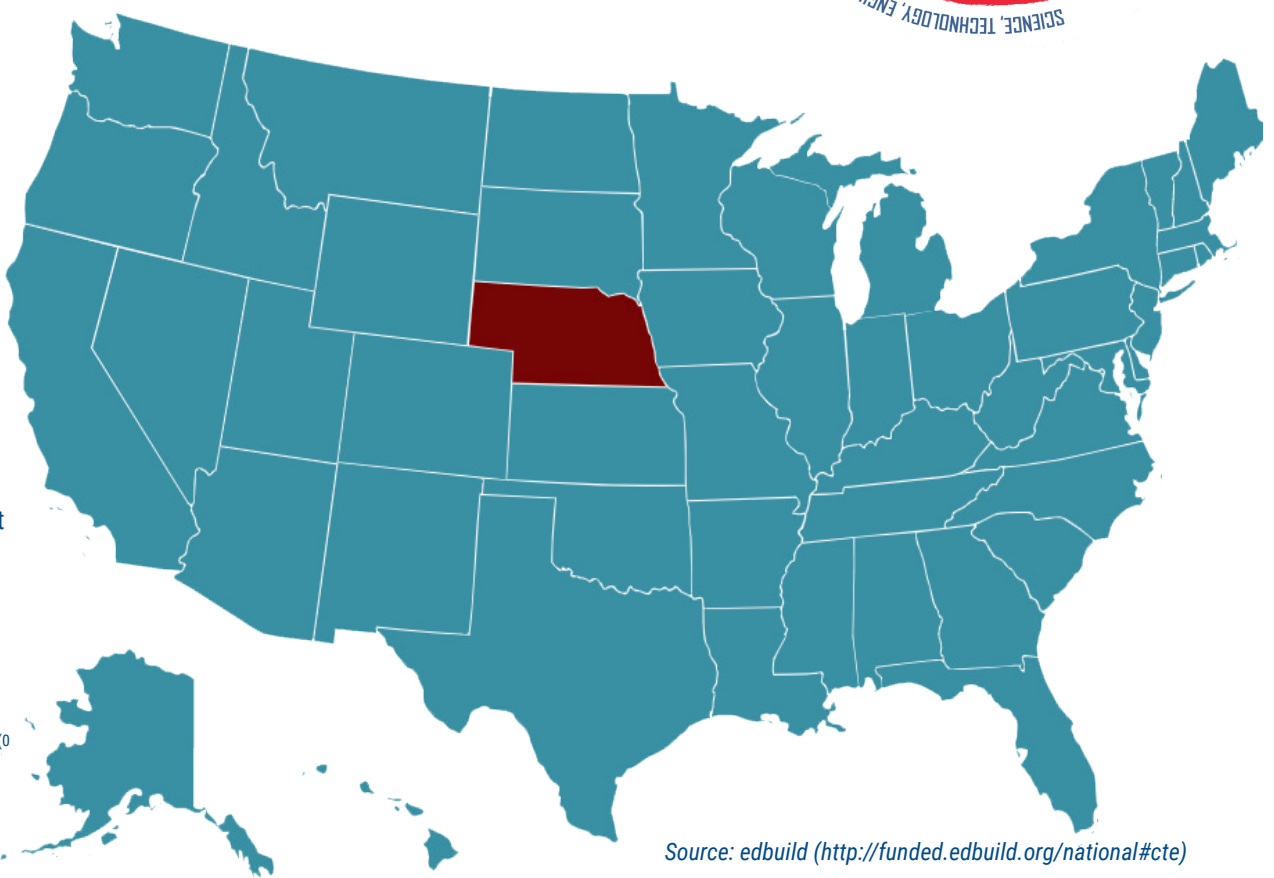
Graduation Results	
Students with CTE Concentration	Traditional Students
93% Graduation Rate • 80% with disabilities • 87% non-white • 93% female	87% Graduation Rate • 68% with disabilities • 75% non-white • 90% female



Career & Technical Education

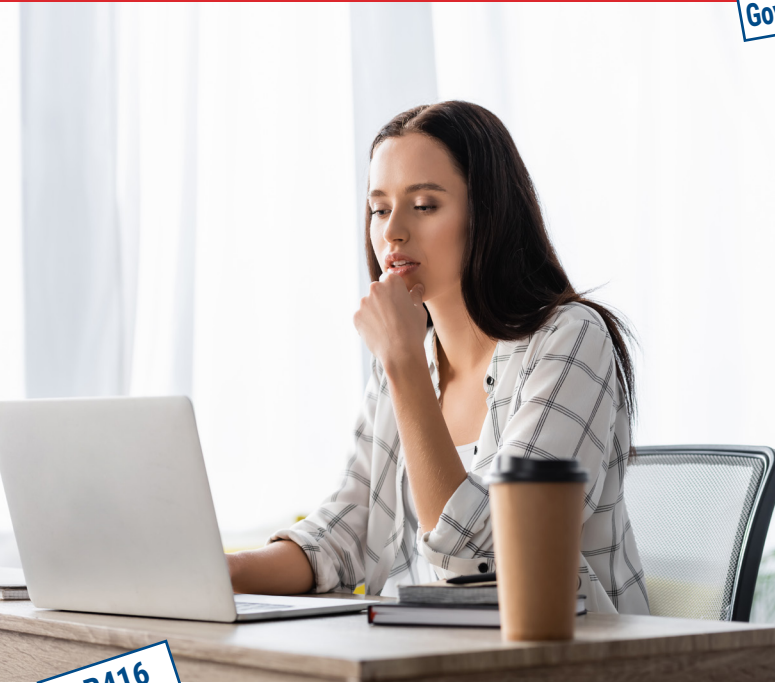
Nebraska is the only state that appropriates no matching funds for federal Perkins funding, which supports career and technical education (CTE).

Several student professional organizations benefit from federal CTE funding



Source: edbuild (<http://funded.edbuild.org/national#cte>)





LB416

IV. BOOST COLLEGE & UNIVERSITY ENROLLMENT

Increase student enrollment at Nebraska colleges and universities by 10% in five years through a combination of targeted scholarships for both in- and out-of-state students and a renewed focus on international student recruitment in high-demand fields. Streamline the federal student visa application process and support on-the-job student learning ambitions.



V. FEDERAL IMMIGRATION REFORM

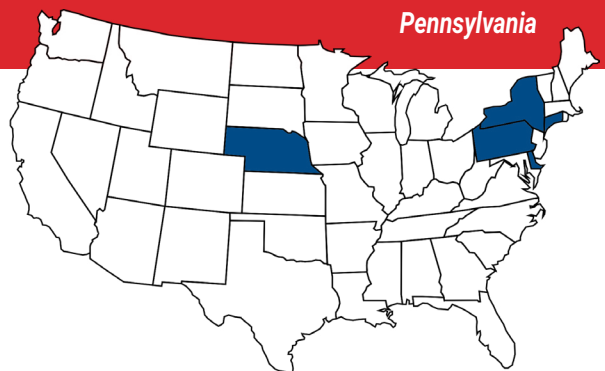
Prioritize solutions that effectively and legally address our workforce shortage. Reform and expand worker visa and temporary worker programs. Deliver permanent certainty related to legal status of current residents and requirements going forward. Deliver effective border security and other controls over illegal immigration.

III. TAX CERTAINTY FOR REMOTE WORKERS

Modernize Nebraska's tax code to better leverage remote workers in filling the workforce gap. Minimize the **threat of double taxing** remote workers in two states by adopting a de minimus threshold per calendar year for imposing Nebraska income tax, except in special cases.

Nebraska is one of only five states that use the outdated "Convenience Rule" to tax workers performing duties both inside and outside the state.

- Connecticut
- Delaware
- Nebraska
- New York
- Pennsylvania



Accelerate Our State

Last year's **game-changing investments** in community, workforce and infrastructure, plus historic tax cuts, cleared the way for a **new era of growth and prosperity** in Nebraska – an era of new families, growing communities, enhanced quality of life, and global market leadership.

We can't afford to let our foot off the gas pedal in 2023. We can't lose our lead in economic recovery and global competitiveness.

We can't let up. We won't. **We must accelerate our state.**

