

2020-2021 reVision action grant

CDL expansion proposal

Northeast Community College
Aug. 31, 2020



OVERVIEW

Northeast Community College has a long track record of success with its existing truck-driving training program, thereby contributing to both the success of students and in serving regional communities. The sole focus of the truck driving training program to date has been to help constituents obtain a Class A Commercial Driver's License (CDL), a credential helping to fill the demand for heavy and tractor-trailer truck drivers that's second on the list of top 100 career fields based upon demand.

With the assistance of a reVision Grant, the College's Applied Technology division is wanting to fill an often-overlooked opportunity gap – by providing Class B CDL training.

The Class B CDL is the second-heaviest weight class, involving commercial motor vehicles (CMVs) weighing more than 26,001 pounds and trailers weighing less than 10,000 pounds. A Class B CDL gives drivers more opportunities for local and flexible truck driving jobs in areas like construction, shipping, and public transit. Individuals with a Class B CDL can operate straight trucks, dump trucks, parcel delivery trucks, furniture delivery trucks, garbage trucks, cement mixers, buses (with some training limits), tow trucks, small tank trucks, and food service trucks. Companies like Lyman-Richey, Model Electric, Waste Connections and others are reaching out to Northeast for assistance in getting unqualified – or underqualified – candidates the necessary credentials to meet their employment needs.

This grant, if awarded, will also enable the college to expand upon its existing Class A CDL training opportunities. Companies like the Nebraska Public Power District, Crete Carriers, Grand Island Express, Schuster, Werner Enterprises, and Norfolk Iron and Metal are partnering with Northeast in an attempt to address the need for truck driving training. These partnerships expand beyond job opportunities and advisory board participation. Companies like KB Trucking have donated 3 semi-trucks and trailers. Others contributed equipment and sponsorships. Northeast also, for example, has training agreements in place with Lyman-Richey and NPPD.

The partnerships do not stop with employers alone. Representatives of the Northeast Nebraska Office of Vocational Rehabilitation, for example, serve on the College's advisory board. Northeast also partners frequently with area Workforce Development offices to jointly find solutions for individuals and employers alike. Collaboration with Northeast's advanced English as a Second Language (ESL) program and Adult Education (GED) program has established a pathway for groups of special populations to obtain their CDL and further assists them in identifying, applying for, and landing a good job and career. If the grant is awarded, that process will be accelerated by offering the CDL training at all of Northeast's extended campuses in South Sioux City, O'Neill and West Point, as well as in Norfolk.

In terms of helping increase minority participation, Northeast's Adult Education program is nationally regarded for achieving performance standards while creating multiple literacy, vocational and

occupational training opportunities. The adult education program serves 20 counties with a diverse population of multilingual students speaking over 27 different languages.

One effort being championed inside the AE department is called Individualized Education and Training (IET). The new initiative allows students to enroll in credit or non-credit courses at Northeast while simultaneously receiving contextualized course work from a dedicated Adult Ed instructor. This is achieved using the IBest model allowing the AE instructor to attend college courses alongside the IET student. The student and instructor then work together outside of the credit or non-credit instructional time to reinforce expected learning outcomes and overcome potential language barriers that may have arisen during the lecture.

How does this relate to CTE and the CDL expansion plan? The transportation industry is a popular field of interest for many students who seek support from the Adult Education department. The program director and coordinator continue to seek funding to support their students who wish to enroll in truck driver training.

Northeast's collaborative efforts also involve high schools from the College's service region. In 2019, Northeast partnered with Pathways 2 Tomorrow (P2T), a consortium of eight high schools, to offer a transportation curriculum. Norfolk High School with its career academies also has expressed its support for Northeast's grant proposal.

In previously expanding the offerings to P2T in West Point, the College's truck driving program needed to cut short-term Class A CDL offerings on the Norfolk campus due to the shortage of available training personnel and funding. That's pertinent because a portion of the College's \$100,000 reVision grant application would be utilized to offset expenses to hire another trainer to reintroduce the college's 56-hour short-term Class A CDL training and expand Professional Truck Driving course offerings.

The overall goal will be to establish Northeast as the premiere leader not only in Class A, but also Class B CDL training.

In working to achieve that goal, Northeast will be in a position to comply with the coming new rules from the Federal Motor Carrier Safety Administration regarding minimum training requirements for Entry-Level Driver Training (ELDT). The rules were to become effective February 2020 but were stayed until February 2022. The new ELDT rules moved CDL standards from the state level to the federal level, require documentation of hours spent behind the wheel, and initiated significant changes in the curriculum mandates for anyone seeking a Class A or Class B CDL. Under the new mandate, there will now be 31 topics compared to the previous four, in addition to 19 behind-the-wheel skills and vehicle inspection skills.

What's key is that funding provided by the reVision grant will help to scale the CDL training program at Northeast so that individuals and companies alike experience a seamless transition in meeting their career goals and employment needs.

Equipment, in the form of a used dump truck, is being requested as part of the grant application. To ensure quality training and the success of the student, the college will need to have a vehicle that is representative of the equipment on the road, up-to-date, and in good operating condition. While training

on the specific type of equipment one plans to work with would be ideal, a dump truck provides the best overall match for the greatest number of vehicle types. While a new truck can easily cost more than \$100,000, Northeast representatives have been working with a variety of dealers and sources to seek out a used truck – ideally, no more than 10 years old so that it has the needed updated equipment – that can be purchased for the budgeted amount of \$55,000. More specifically, Northeast will seek a used truck that has a Gross Vehicle Weight Rating of more than 26,000 pounds; features air brakes; has a pintle (pin) hitch so that CDL training in a variety of classes can be offered; and has manual transmission. Training on a truck with manual transmission provides students with greater license and driving options.

The proposed expansion of Northeast’s CDL training dovetails well with the goals identified in the College’s overall Perkins plan. For example, one of the goals in Element 4 (student performance data) is to “explore options to increase accessibility to CTE programs with high upfront costs.” Another -- Element 2 (local workforce alignment) -- pertaining to the College’s partnership with P2T is to “continue with existing collaborative efforts with local and regional industry and economic development partners in the CTE fields.” A third (also Element 2) is to “provide increased attention to industries/fields of study that may have strong employment potential in the near future.” This expansion plan will contribute to the achieving of those goals.

It’s worth noting that the second most popular type of CDL to get at a truck driving school is the Class B. The approval to move forward with the reVision grant will further promote Northeast Community College’s proven record of success in providing opportunities for our students and in serving our regional communities by increasing opportunities for our current students in fields like plumbing and construction; increasing access to much-needed training; ensuring a globally competitive workforce; and developing and maximizing resources.

KEY OBJECTIVES

The key objectives for this CDL training expansion plan are:

1. Provide Class B CDL training programs and classes to individuals from throughout the College’s service area.
2. Enhance existing Class A CDL training programs and classes.
3. Provide students with high-quality instruction in order to help them find jobs or careers that make use of their newly acquired skills and credentials.
4. Meet the strong demand from local and area companies for individuals who qualify for these types of high-skill, high-wage and high-demand trucking jobs.
5. Better serve special populations in northeast Nebraska by making CDL training programs and classes more accessible.
6. Continue to collaborate with area high schools via CDL training programs and classes and explore possible new local partnerships.

Reflecting those objectives, Northeast Community College’s planned expansion of its CDL training opportunities also aligns well with at least three of Nebraska CTE’s Perkins V strategic priorities – (1) aligned CTE programs, (2) systemic career development; and (5) work-based learning.

Northeast already is of valuable service to individuals within and outside of the College's service area by offering CDL training. A reVision action grant will accelerate expansion plans by adding to current Class A training and providing Class B training, too.

By doing so, Northeast will be helping to meet a strong and increasing demand for men and women who have a CDL as part of their skillset. It's an indication of how Northeast's CTE offerings are well positioned with opportunities learners will have available to them in the future (Perkins V priority 1).

There was an estimated 2016 employment of 3,981 truck drivers in the northeast region of Nebraska, but that number is projected to increase to 4,463 by 2026, an increase of 12.1 percent. The increase is a result of two factors – combining the average annual occupational transfers (those who leave the field) and the average annual growth openings in a specific field. In terms of dollars, a study of 2017 fourth-quarter employment statistics for the northeast corner of the state revealed that the average entry wage for a truck driver is \$31,798, while the average annual wage was \$43,971 (\$21.14 an hour). Meanwhile, the average experienced wage was \$50,069.

In pulling a random day (8/9/2020) on a single job board – Indeed.com – it revealed 139 trash hauler positions with 60 of those jobs in northeast Nebraska. In addition, 138 concrete driver jobs were posted with 53 connected to northeast Nebraska while citing \$37,000 to \$47,000 per year in wages. The list goes on with 95 package delivery driver postings and more. An eye-opening 428 Nebraska Class B dump truck driver job listings appear on ziprecruiter.com. This is simply a glimpse into the need in which Northeast can help provide a solution.

A quick glance of jobs on any board, or even the Nebraska Long Term Occupational Projections (SEE APPENDIX A), shows high demands for those jobs with Class A and Class B CDL requirements. An EMSI occupation study provides additional data for demonstrate the demand for and interest in the trucking field (SEE APPENDIX B).

All of these statistics make a compelling case for truck driving as a high-demand and high-wage profession. The fact that high skills are needed, too, is reflected in the training required just to obtain a Class A or Class B CDL. The numbers also build upon existing CDL enrollment numbers at Northeast. For the 2017-2018 school year, Northeast enrolled a total of 165 students in both non-credit and credit CDL training courses. In 2018-2019, the number increased to 206. In the past school year, which was impacted in the spring semester by the pandemic, the number still came in at 187.

While pursuing these licensing options, the individuals involved will benefit from exposure to Northeast's instructors. They can offer a breadth of experience and perspective that will aid the students in their systemic career development (Perkins V priority 2). Northeast's existing truck driving faculty already are approved by the Nebraska Department of Motor Vehicles and credentialed to teach. The Norfolk campus also has the advantage of an off-site driving range that is used as part of training, and the existing training meets all of the criteria of the Professional Truck Driver Institute. The CDL training also can serve to encourage the participants to pursue additional courses or degrees in a CTE field of study.

To use a baseball analogy, an individual with a CDL, whether Class A or B, has the ability to be viewed as an extremely valuable utility infielder – someone with the skills and flexibility to tackle a variety of different tasks and responsibilities. The value of that is difficult to overestimate in today's working world.

Individuals who take part in the expanded CDL training also will benefit from the involvement of a number of industry representatives – ranging from national transportation firms such as Crete Carriers to local trucking firms – who serve as advisory council members and in other liaison capacities with Northeast. This helps result in a variety of work-based learning (Perkins V priority 5) opportunities for those who secure a CDL license.

For some, trucking is a full-time career. For others, it's a valuable part of one's duties and skillset. Either way, the employment data regularly reviewed at Northeast; the anecdotal information received from industry representatives on advisory councils; and meetings with the Nebraska Departments of Labor and Economic Development identify the transportation industry as a key need.

Northeast will continue to monitor relevant data and meet with industry representatives to ensure that its CDL offerings provide the kind of training needed now and into the future. That kind of input and feedback will allow Northeast to modify its existing programs as needs change, thereby continuing to be of service to those receiving the training.

PROJECT ACTIVITIES

■ Activities to be funded (in priority order)

1. Purchase a dump truck for \$55,000

Usually, a new piece of technology must spend a few years proving its value and durability on tractors specific for long-haul freight applications before it trickles down to vocational applications such as dump trucks. Technology is transitioning from the on-highway segment to dump trucks at an unprecedented rate. This is in part because of regulatory pressure on truck makers to meet pollution and fuel economy standards, along with safety guidelines.

Safety items can range from mundane offerings such as specialized step and grab-handle packages all the way up to highly sophisticated interactive driver assistance systems. Collision mitigation systems are becoming standard along with tire pressure monitoring systems. Roll stability and enhanced stability control (ESC) assist drivers in maintaining vehicle control by monitoring road conditions and automatically intervening.

Technology systems extend beyond just knowing a vehicle has built-in safety features. Drivers must conduct pre-trip inspection and be able to identify when such systems are and are not in good working condition. Drivers must understand how such equipment affects drivability and how to respond if a safety control is activated or fails.

Northeast's current truck is over 30 years old and not a good model for training new drivers in current safety and technology they will encounter upon entering the workforce.

As part of its research into this proposed CDL expansion, Northeast representatives explored the possibility of leasing a dump truck rather than purchasing. Over the long term, a lease did not make financial sense. A donation would be ideal, and Northeast has benefited in the past from some acquisitions in that way, but the need for updated technology and safety features – and the corresponding substantial price tag – makes a donation not feasible.

A purchase, though, raises the issue of Northeast's plan for when the truck needs to be replaced. The College incorporates all of its capital equipment into a rotating formula for eventual replacement and will provide annual funding to the Applied Technology program to accomplish that.

If the grant is awarded and a truck is purchased, Northeast – via a record-keeping system – will document and certify that the miles put on the truck will only be used for instructional activities and those related to the reVision action grant.

2. Hire an adjunct instructor/trainer for \$33,442 salary and \$2,558 FICA.

Northeast is requesting a part-time certified trainer to launch the Class B CDL training opportunities and to expand Class A CDL opportunities. The trainer will provide leadership, training, coaching, and advising to individuals seeking their Class A or Class B CDL. This position will be responsible for developing, planning, coordinating, implementing, and documenting all aspects of training levels and topics to maintain compliance with federal, state, local laws and regulations, and district policies and standards in collaboration with Northeast's full-time CDL training staff.

The trainer will evaluate driver performance, pre-trip methods, and student management skills by observing drills and pre-trip procedures and analyzing student behavior. Additional responsibilities include developing, maintaining, and utilizing databases containing driver qualification files, training schedules, and student data and testing records. CDL third-party testing will be completed as needed. This individual will further assist in recruiting for the program and connecting students to prospective job opportunities in the region.

3. Marketing for \$8,000

Public education and outreach efforts to engage students and community members about the new training opportunity and expanded career opportunities available upon completing of the training will be essential. The marketing campaign will be roughly divided this way: 70 percent for radio spots; 10 percent for postcard printing and mailing; 15 percent for social media campaign; 5 percent for email marketing, as well as making use of free public news releases in the print media.

4. Purchase CDL instruction materials for \$1,000

Funding is requested to provide the appropriate Class A CDL or Class B CDL handbook for training participants. Cost is often a barrier for students. Providing the required course materials at no cost will increase course accessibility. The handbooks would remain as property of the College.

■ Program evaluation

The CDL training program will be evaluated in much the same way that is done for the existing Class A training at Northeast. Standard evaluation procedures call for a program review every three years that includes an assessment report and student feedback. Because this is a one-year grant, the CDL expansion program would be evaluated after the first year of operation and subsequently incorporated into the college's normal comprehensive review process.

In working on plans for this expansion effort, Northeast has established some outcomes for the program. They are:

1. To offer at least 15 training sessions (both Class B and Class A) in the coming 12 months with sessions held in Norfolk, South Sioux City, O'Neill and West Point. If possible, training classes will also take place in Ainsworth and Hartington.
2. At least 75 percent of the students involving in the trainings will successfully complete the program. It is conservatively anticipated (because of the uncertainty still caused by the COVID-19 pandemic) that at least 35 individuals will enroll in the additional classes during the one year of the grant.
3. Northeast will track employment status of training participants, both those who obtain employment in the transportation field for the first time and those who advance in their current jobs and careers because of obtaining a Class B CDL license.

■ Sustainability

Sustainability will be incorporated into the initial launch of the Class B course offerings. The program aligns directly with the Northeast's mission and goals of increasing student access, providing a globally competitive workforce, and developing and maximizing resources to serve the students and constituents in the regional workforce. Here are some specifics:

- Following initial marketing of the expanded Class B, future promotion will be integrated into program brochures and general marketing for the college and program.
- The current program has high credibility with stakeholders and has long-term partnerships.
- The program has stable and talented full-time staff to help promote the program.
- To sustain the program financially, the college will begin leveraging the following funds:
 - Administrative costs
 - Equipment maintenance and licensing for the dump truck
 - Full-time employee hours toward the grant
 - Class A equipment maintenance and licensing
 - Instructor licensure
 - Facility use and maintenance
 - Materials and supplies

COMMITMENT & CAPACITY

Prior to submitting this grant application, approval was sought and received from the Northeast president's cabinet. Members reviewed and enthusiastically gave their blessing to the CDL expansion plans.

Heading up Northeast's CTE programs are Shanelle Grudzinski and Bradley Ranslem, who serve as the College's dean and associate dean, respectively, of applied technology. They will head up the leadership team for the CDL expansion efforts. They will serve as the PIs for this grant.

They'll collaborate with Michela Keeler-Strom, dean of institutional effectiveness, who works closely with Northeast's three extended campuses where training will take place, along with the Norfolk campus. As a result, also involved will be Dr. Cyndi Hanson, who serves as the director of the South Sioux City extended campus as well as being the newly appointed dean of workforce development; Carla Streff, director of the West Point extended campus; and Merri Schneider, director of the O'Neill extended campus.

On the finance side of things, Brandon Maly, director of accounting, and his staff, will be lending their expertise to the administration of this grant, along with the college's grants office led by Kent Warneke and Natalie Kent. Crystal Hollman of Northeast will contribute her marketing expertise.

Serving as industry representatives will be:

- Mike Andresen of Fremont Contract Carriers
- Chad Bacon of Crete Carriers
- Kyle Wiesen of Grand Island Express
- Corey Brader and Doug Calhoon, both of Norfolk Iron & Metal
- Tony Clair of Lyman Richey Corp.
- Paul Holland of West-Hodson Lumber
- Kevin Signor of Signor Trucking
- Ken Porter of K Porter Construction
- Cecily Johnston of Consumers Supply Distribution
- Representatives of the area offices of Vocational Rehab and Workforce Development also are part of Northeast's partnerships.

All those individuals – and others, as needed – will meet regularly to plan, implement and monitor the CDL expansion effort. Although many are already familiar with Northeast's Perkins V goals for CTE education, all those involved will be part of a review and discussion to ensure that the CDL expansion meets the College's reVision process findings and goals.

If the grant is awarded, Northeast's plan will be to ramp up its expanded Class A and new Class B training yet this fall. Already scheduled are three separate Class A professional truck driving classes; classes for P2T students in West Point; and a special CDL Class A training program for the Nebraska Public Power District.

There will be no supplanting of funds because if the grant is awarded, the following would be added:

- Weekend professional truck driving class in Norfolk every Friday, Saturday and Sunday.
- 56-hour CDL classes for both Class A and B
- Class A and B training in West Point.
- Weekday professional truck driving class in South Sioux City.
- Weekend professional truck driving class in South Sioux City.
- Class A and B training in O'Neill.

BUDGET PROPOSAL (two supplied forms follow)

SUPPLEMENTAL DOCUMENTS

- Included with this proposal are two data-driven documents relating to the need for expanded CDL training opportunities, as well as 15 letters of support for the Northeast proposal.

Activity Budget: Activity # __1__		
Expenditure	Unit Cost	Total
Salaries – Specified by Position (Object Code 100)		
	<i>Subtotal</i>	
Employee Benefits – Specified by Position (Object Code 200)		
	<i>Subtotal</i>	
Professional & Technical Services – (Object Code 300)		
	<i>Subtotal</i>	
Other Purchased Professional Services – (Object Code 400/500)		
	<i>Subtotal</i>	
Supplies — including Operational Equipment - (Object Code 600)		
	<i>Subtotal</i>	
Capital Assets – (Object Code 700)		
Dump Truck	55000	55000
	<i>Subtotal</i>	55000
	ACTIVITY TOTAL	55000

Activity Budget: Activity # __2__		
Expenditure	Unit Cost	Total
Salaries – Specified by Position (Object Code 100)		
Adjunct instructor / trainer	33442	33442
	<i>Subtotal</i>	
Employee Benefits – Specified by Position (Object Code 200)		
FICA	2558	2558
	<i>Subtotal</i>	
Professional & Technical Services – (Object Code 300)		
	<i>Subtotal</i>	
Other Purchased Professional Services – (Object Code 400/500)		
	<i>Subtotal</i>	
Supplies — including Operational Equipment - (Object Code 600)		
	<i>Subtotal</i>	
Capital Assets – (Object Code 700)		
	<i>Subtotal</i>	36000
	ACTIVITY TOTAL	36000

Activity Budget: Activity # __3__		
Expenditure	Unit Cost	Total
Salaries – Specified by Position (Object Code 100)		
	<i>Subtotal</i>	
Employee Benefits – Specified by Position (Object Code 200)		

	<i>Subtotal</i>	
Professional & Technical Services – (Object Code 300)		
	<i>Subtotal</i>	
Other Purchased Professional Services – (Object Code 400/500)		
Marketing	8000	8000
	<i>Subtotal</i>	
Supplies— including Operational Equipment - (Object Code 600)		
	<i>Subtotal</i>	
Capital Assets– (Object Code 700)		
	<i>Subtotal</i>	8000
	ACTIVITY TOTAL	3000

Activity Budget: Activity # <u> 4 </u>		
Expenditure	Unit Cost	Total
Salaries – Specified by Position (Object Code 100)		
	<i>Subtotal</i>	
Employee Benefits – Specified by Position (Object Code 200)		
	<i>Subtotal</i>	
Professional & Technical Services – (Object Code 300)		
	<i>Subtotal</i>	
Other Purchased Professional Services – (Object Code 400/500)		
	<i>Subtotal</i>	
Supplies— including Operational Equipment - (Object Code 600)		
Educational Supplies – Class A CDL or Class B CDL Handbook	1000	1000
	<i>Subtotal</i>	
Capital Assets– (Object Code 700)		
	<i>Subtotal</i>	1000
	ACTIVITY TOTAL	1000

Budget Summary

Salaries

Activity 1	\$0
Activity 2	\$33,442
Activity 3	\$0
Activity 4	\$0
<i>Subtotal</i>	\$33,442

Employee Benefits

Activity 1	\$0
Activity 2	\$2,558
Activity 3	\$0
Activity 4	\$0
<i>Subtotal</i>	\$2,558

Professional & Technical Services

Activity 1	\$0
Activity 2	\$0
Activity 3	\$0
Activity 4	\$0
<i>Subtotal</i>	\$0

Other Purchased Services

Activity 1	\$0
Activity 2	\$0
Activity 3	\$8,000
Activity 4	\$0
<i>Subtotal</i>	\$8,000

Supplies & Materials/Operational Equipment

Activity 1	\$0
Activity 2	\$0
Activity 3	\$0
Activity 4	\$1,000
<i>Subtotal</i>	\$1,000

Capital Assets

Activity 1	\$55,000
Activity 2	\$0
Activity 3	\$0
Activity 4	\$0
<i>Subtotal</i>	\$55,000

Grand Total	\$100,000
--------------------	------------------

Nebraska Long-Term Occupation Projections (2018-2028)

SOC	SOC Title	2018 Estimated Employment	2028 Projected Employment	Numeric Change =E-D	Percent Change (E- D)/D	Labor Force Exits	Annual Labor Force Exits	Occupational Transfers	Annual Occupational Transfers	Growth Openings	Avg Annual Growth Openings	Total Openings =H+J+L	Avg Annual Openings =I+K+M
47-2071	Paving, Surfacing, and Tamping Equipment Operators	665	720	55	8.27%	311	31	550	55	55	6	916	92
47-2073	Operating Engineers and Other Constructio n Equipment Operators	2,727	2,923	196	7.19%	959	96	2,298	230	196	20	3,453	346
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	325	377	52	16.00%	102	10	296	30	52	5	450	45
53-0000	Transportati on and Material Moving Occupations	85,458	90,606	5,148	6.02%	39,415	3,942	68,522	6,852	5,148	515	113,085	11,309
53-3022	Bus Drivers, School or Special Client	3,768	4,002	234	6.21%	3,015	302	1,887	189	234	23	5,136	514
53-3032	Heavy and Tractor- Trailer Truck Drivers	29,512	31,366	1,854	6.28%	12,532	1,253	22,077	2,208	1,854	185	36,463	3,646
53-3033	Light Truck or Delivery Services Drivers	5,571	6,055	484	8.69%	2,393	239	4,216	422	484	48	7,093	709

A close-up, low-angle shot of a white tanker truck, showing the large cylindrical tank and various mechanical components. The image is dark and moody, with some lights visible on the truck's side.

2 Transportation and Material Moving Occupations in Northeast Service Region

What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

The logo for The Atlantic, featuring the word "The" in a small, italicized font above the word "Atlantic" in a larger, italicized serif font.The logo for Forbes, featuring the word "Forbes" in a bold, serif font.The logo for Harvard Business Review, featuring the words "Harvard Business Review" in a bold, sans-serif font, stacked vertically.The logo for The New York Times, featuring the words "The New York Times" in a serif font, stacked vertically.The logo for The Wall Street Journal, featuring the letters "WSJ" in a large, serif font.The logo for USA Today, featuring a solid black circle to the left of the words "USA TODAY" in a bold, sans-serif font.

Report Parameters

2 Occupations

53-3032	Heavy and Tractor-Trailer Truck Drivers
---------	---

53-3033	Light Truck Drivers
---------	---------------------

20 Counties

31003	Antelope County, NE
-------	---------------------

31011	Boone County, NE
-------	------------------

31015	Boyd County, NE
-------	-----------------

31017	Brown County, NE
-------	------------------

31021	Burt County, NE
-------	-----------------

31027	Cedar County, NE
-------	------------------

31039	Cuming County, NE
-------	-------------------

31043	Dakota County, NE
-------	-------------------

31051	Dixon County, NE
-------	------------------

<i>See Appendix A for all 20 Counties</i>	
---	--

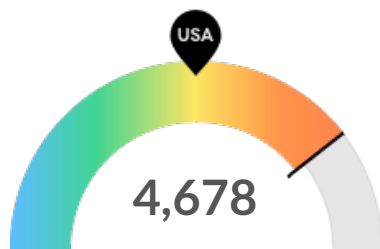
Class of Worker

QCEW Employees, Non-QCEW Employees, Self-Employed, and
Extended Proprietors

The information in this report pertains to the chosen occupations and geographical areas.

Executive Summary

Aggressive Job Posting Demand Over a Deep Supply of Regional Jobs



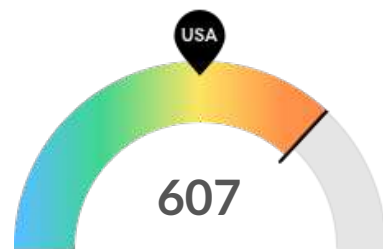
Jobs (2018)

Your area is a hotspot for this kind of job. The national average for an area this size is 2,082* employees, while there are 4,678 here.



Compensation

Earnings are about average in your area. The national median salary for your occupations is \$41,824, compared to \$41,209 here.



Job Posting Demand

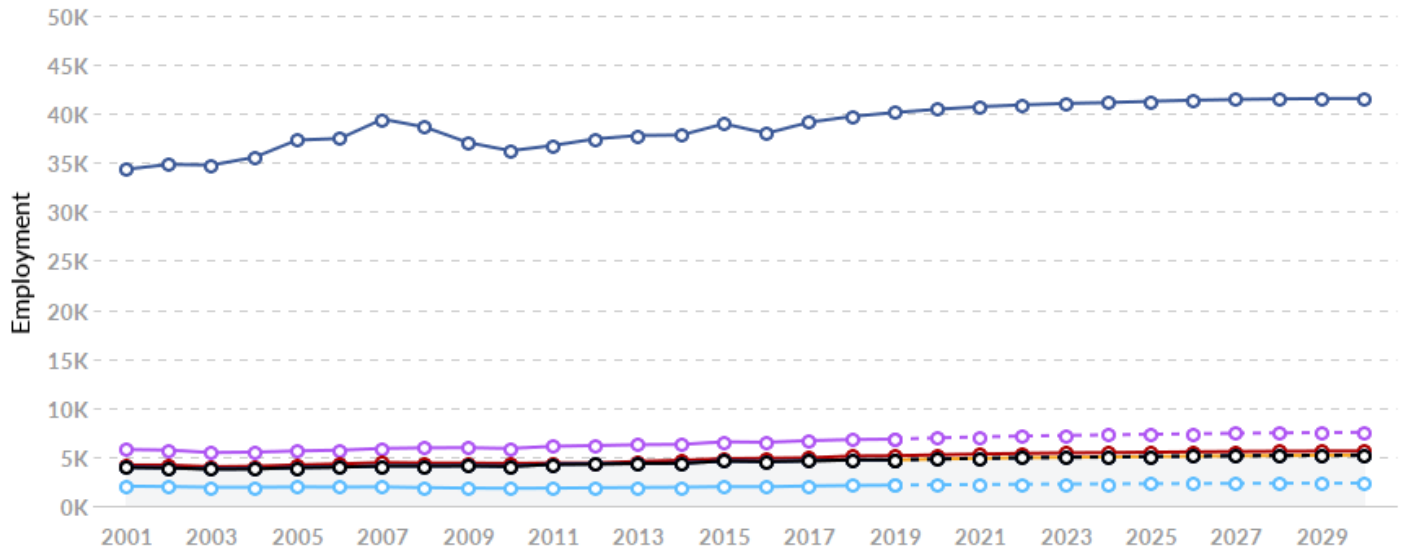
Job posting activity is high in your area. The national average for an area this size is 314* job postings/mo, while there are 607 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Higher Than the National Average

An average area of this size typically has 2,082* jobs, while there are 4,678 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



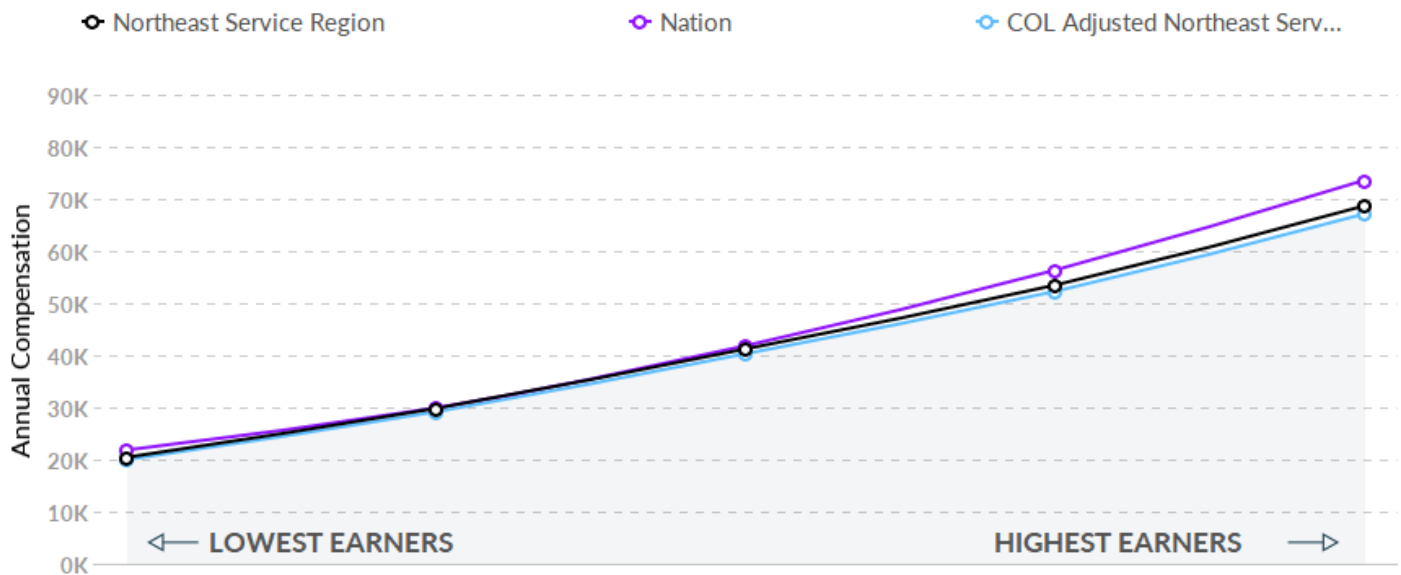
	Region	2018 Jobs	2028 Jobs	Change	% Change
●	Northeast Service Region	4,678	5,130	452	9.7%
●	National Average	2,082	2,298	216	10.4%
●	NECC	4,678	5,130	452	9.7%
●	Nebraska	39,723	41,507	1,784	4.5%
●	Sioux City, IA-NE-SD MSA	5,086	5,567	482	9.5%
●	24 county region	6,761	7,440	679	10.0%
●	Sioux City, IA	4,678	5,130	452	9.7%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Compensation

Regional Compensation Is 1% Lower Than National Compensation

For your occupations, the 2019 median wage in your area is \$41,209, while the national median wage is \$41,824.



Job Posting Activity



18,827 Unique Job Postings

The number of unique postings for this job from Jan 2018 to Jul 2020.



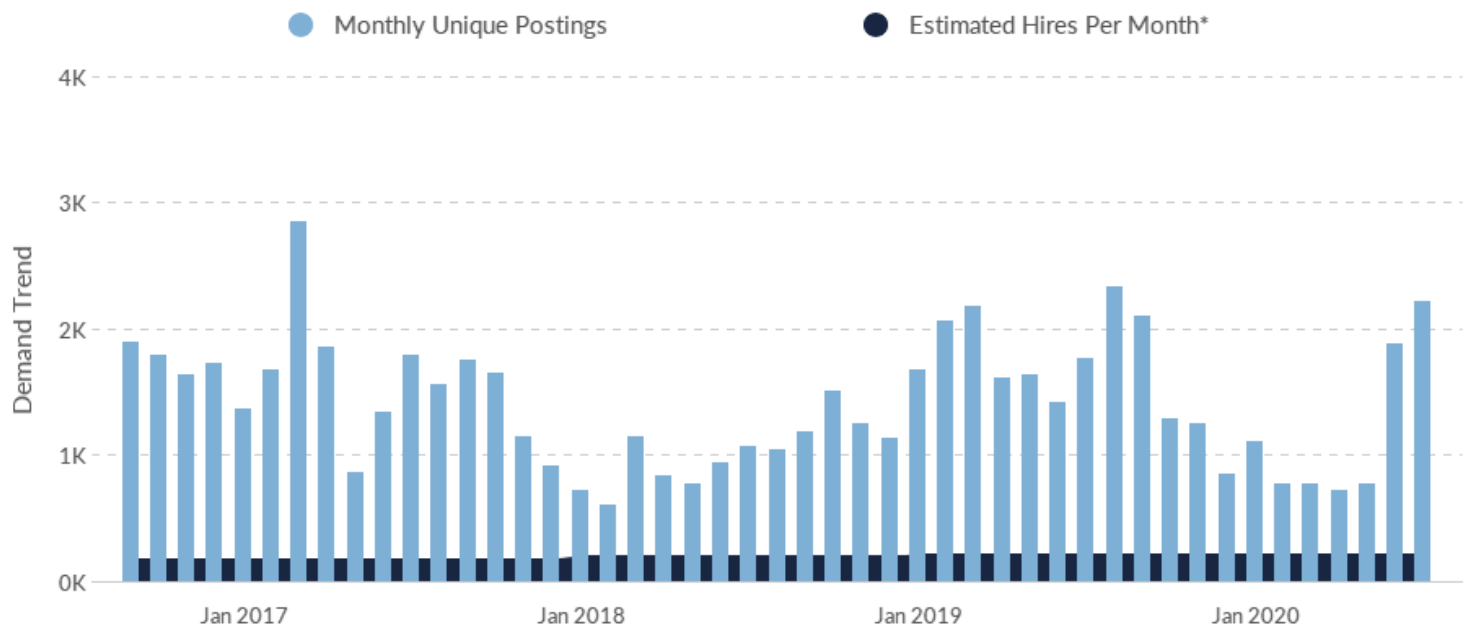
590 Employers Competing

All employers in the region who posted for this job from Jan 2018 to Jul 2020.























24 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.

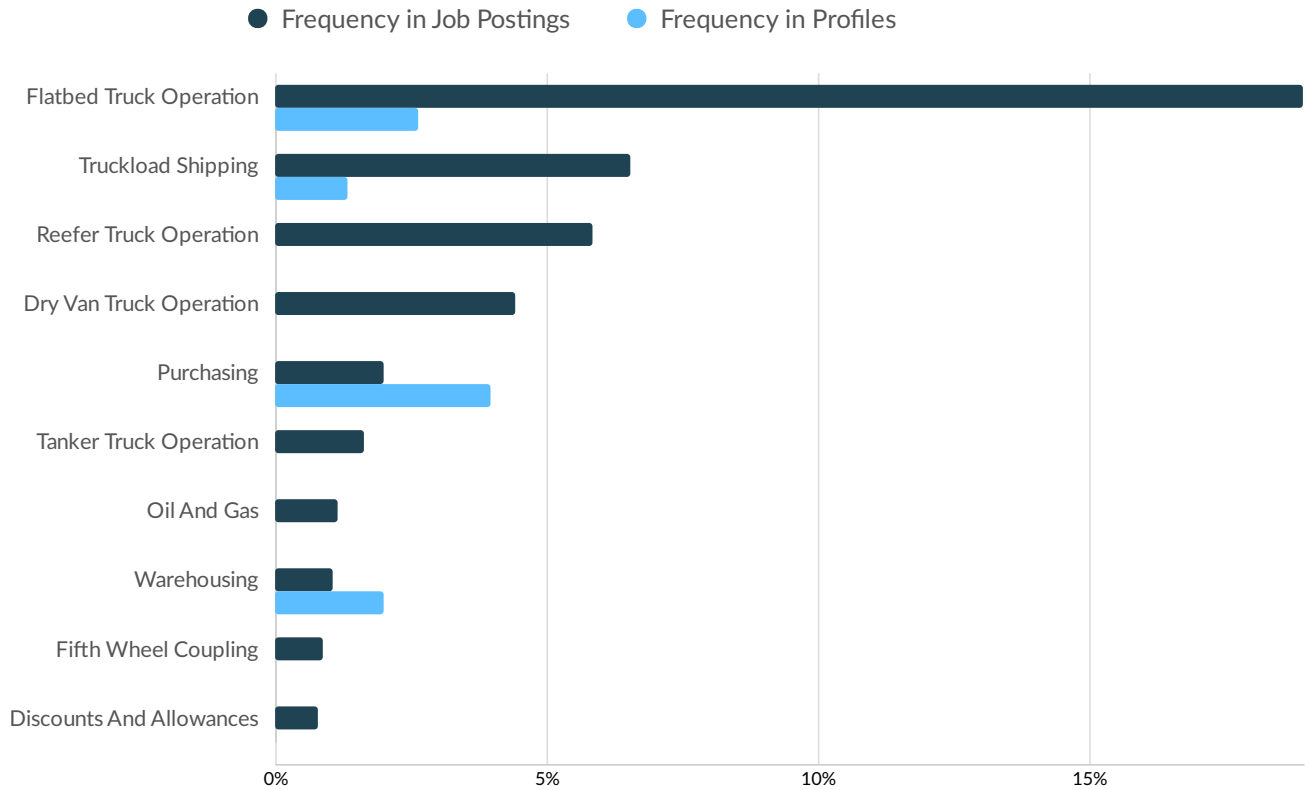


Occupation	Avg Monthly Postings (Jan 2018 - Jul 2020)	Avg Monthly Hires (Jan 2018 - Jul 2020)
Heavy and Tractor-Trailer Truck Drivers	1,183	196
Light Truck Drivers	129	17

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

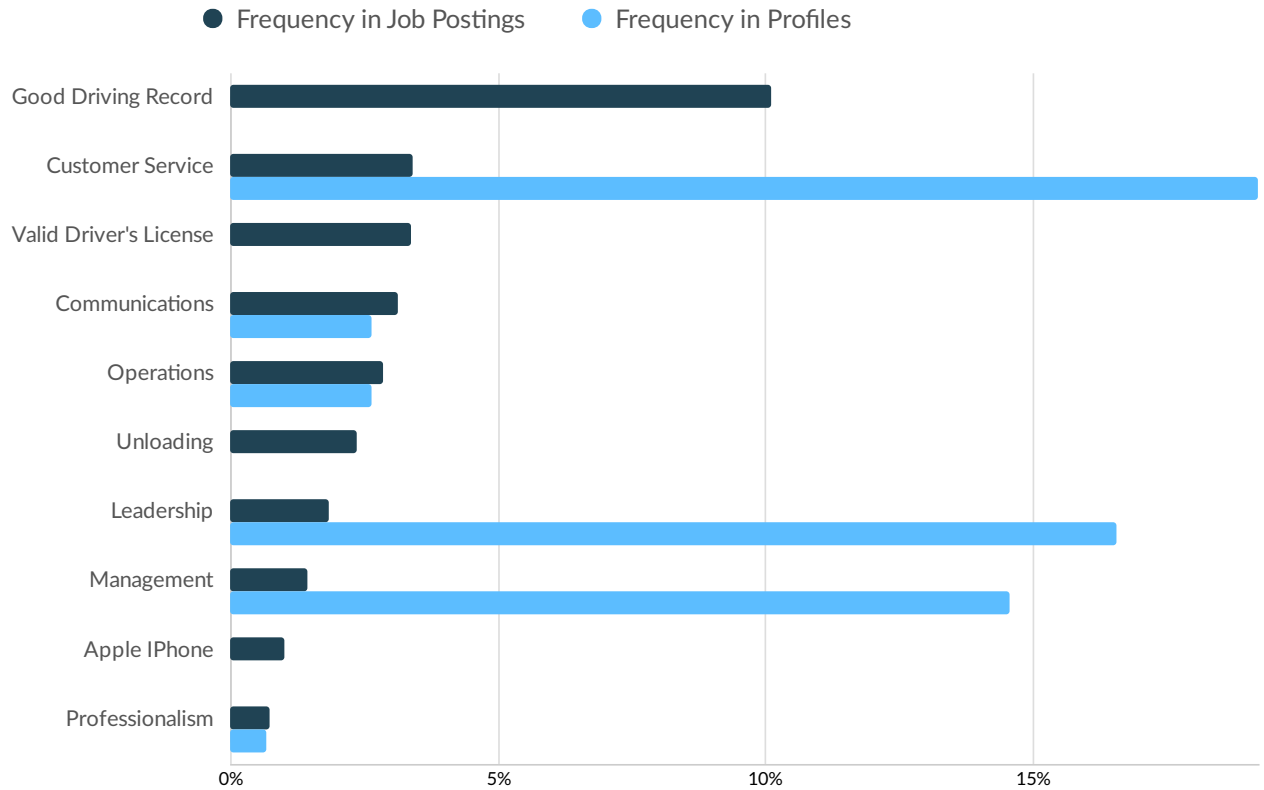
Top Companies	Unique Postings	Top Job Titles	Unique Postings
C.R. England, Inc.	1,382 	Truck Drivers	8,079 
CRST International, Inc.	1,023 	Commercial Driver's License (CD...	4,680 
K.B. Transportation, Inc.	858 	Flatbed Drivers	1,433 
U.S. Xpress, Inc.	680 	Owner Operators	1,299 
Blair Logistics, Inc.	600 	Delivery Drivers	673 
Hogan Transports Inc	504 	Logistics Operators	569 
Pegasus Transportation, Inc.	483 	Over the Road (OTR) Drivers	463 
Roadrunner Transportation Syste...	480 	Regional Truck Drivers	433 
Crete Carrier Corporation	439 	Recruiters	158 
Heartland Express, Inc.	423 	Purchasing Analysts	138 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Flatbed Truck Operation	6,028	19%	4	3%
Truckload Shipping	2,086	7%	2	1%
Reefer Truck Operation	1,859	6%	0	0%
Dry Van Truck Operation	1,411	4%	0	0%
Purchasing	635	2%	6	4%
Tanker Truck Operation	518	2%	0	0%
Oil And Gas	366	1%	0	0%
Warehousing	336	1%	3	2%
Fifth Wheel Coupling	277	1%	0	0%
Discounts And Allowances	246	1%	0	0%

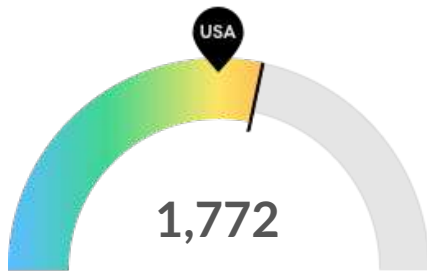
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Good Driving Record	3,223	10%	0	0%
Customer Service	1,088	3%	29	19%
Valid Driver's License	1,076	3%	0	0%
Communications	993	3%	4	3%
Operations	906	3%	4	3%
Unloading	754	2%	0	0%
Leadership	589	2%	25	17%
Management	459	1%	22	15%
Apple iPhone	323	1%	0	0%
Professionalism	233	1%	1	1%

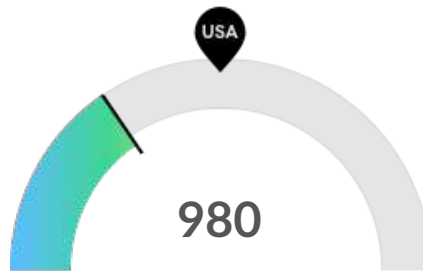
Demographics

Retirement Risk Is High, While Overall Diversity Is Low



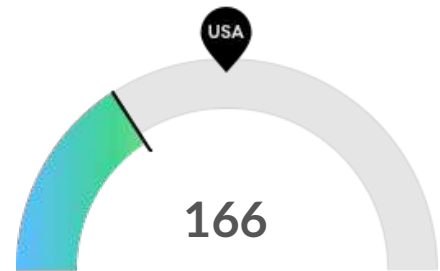
Retiring Soon

Retirement risk is high in your area. The national average for an area this size is 1,465* employees 55 or older, while there are 1,772 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 1,832* racially diverse employees, while there are 980 here.

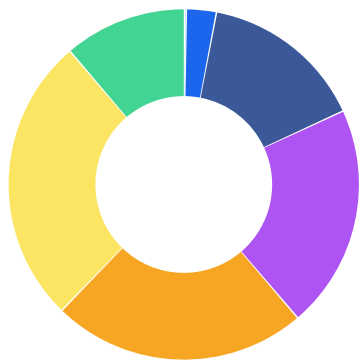


Gender Diversity

Gender diversity is low in your area. The national average for an area this size is 302* female employees, while there are 166 here.

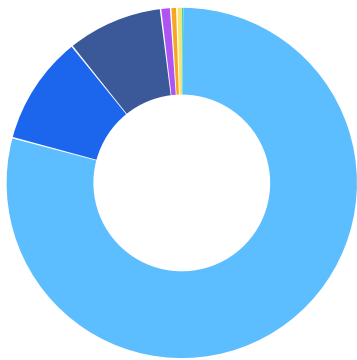
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



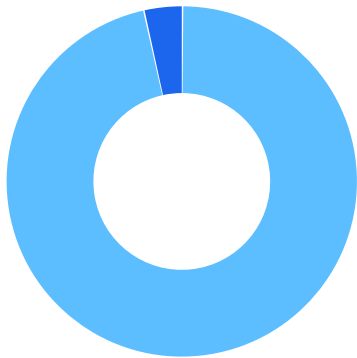
	% of Jobs	Jobs
14-18	0.2%	8
19-24	2.8%	129
25-34	15.1%	709
35-44	20.6%	966
45-54	23.5%	1,101
55-64	26.5%	1,242
65+	11.3%	530

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	79.1%	3,706
Hispanic or Latino	10.1%	472
Black or African American	8.8%	413
Asian	0.9%	43
Two or More Races	0.6%	26
American Indian or Alaska Native	0.5%	23
Native Hawaiian or Other Pacific Islander	0.0%	1

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	96.5%	4,520
Females	3.5%	166

Appendix A (Geographies)

Code	Description
31003	Antelope County, NE
31011	Boone County, NE
31015	Boyd County, NE
31017	Brown County, NE
31021	Burt County, NE
31027	Cedar County, NE
31039	Cuming County, NE
31043	Dakota County, NE
31051	Dixon County, NE
31071	Garfield County, NE

Code	Description
31089	Holt County, NE
31103	Keya Paha County, NE
31107	Knox County, NE
31119	Madison County, NE
31139	Pierce County, NE
31149	Rock County, NE
31167	Stanton County, NE
31173	Thurston County, NE
31179	Wayne County, NE
31183	Wheeler County, NE

CDL expansion proposal letters of support



Norfolk High School

801 Riverside Boulevard

Norfolk, Nebraska 68701

Ph: (402) 644: 2529 · Fax: (402) 644-2538

"Home of the Panthers"

Derek Ippensen

Principal

Dr. Jeff Hoffman

Career Academy Coordinator

August 17, 2020

Katie Graham
State Director
Office of Career and Technical Education
Lincoln, NE

Dear Ms. Graham:

It is with great pleasure that Norfolk Senior High School, including the Norfolk Career Academy, recognizes and supports the effort Northeast Community College has demonstrated in bringing awareness and opportunities in Career and Technical Education to our students. Specifically, we enthusiastically support Northeast Community College's application for the reVision grant from the Nebraska Department of Education that would allow the college to expand its CDL training program.

Northeast has been a vital community partner in the initial planning and ongoing design of our Norfolk Career Academy program. Part of that planning and design revolves around feedback we receive from our community business partners. A common request we have received from multiple businesses is the exploration of CDL offerings to our high school academy students. As such, this would seem to be a very wise use of available dollars. We believe that the training will not only benefit companies in the region, but would also be of interest to high school seniors making them more marketable as they explore their career options and prepare for the workforce.

Northeast is known for its training programs to meet the needs of local and area employers and area schools. We find it difficult to think of a better way to make use of these grant funds. Consider this our endorsement of this program, and Northeast's grant application for funding.

Sincerely,

Derek Ippensen
Norfolk Senior High Principal

Dr. Jeff Hoffman
Norfolk Career Academy Coordinator



August 27, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

When I was asked by a representative of Northeast Community College to offer a letter of support for its application for grant funds to expand its CDL training program, it didn't take long for me to agree. Pathways 2 Tomorrow (P2T) is committed to creating career pathways that allow students to transition from secondary to postsecondary coursework, build skills and credentials necessary for workforce success. The P2T consortium has a Transportation and Logistics Career Pathway for high school students interested in related fields. The addition of CDL Class B training will allow high school students an opportunity to learn about the different options within the pathway. We are excited to partner and learn how we can be more involved and support this initiative.

I support the concept of making use of these dollars for training programs to help those who are looking to improve their skillset, as well as being of benefit to companies that might employ them. I like the idea of turning to community colleges to offer the kind of training that will help these men and women – because that's what community colleges are good at.

Please consider this letter as my full support of Northeast's grant application. I look forward to working with Northeast and our schools to educate our students on the many careers within the Transportation and Logistics Career Pathway.

Sincerely,

A handwritten signature in black ink, reading 'Carla Streff', is positioned above the printed name.

Carla Streff
P2T Executive Director

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

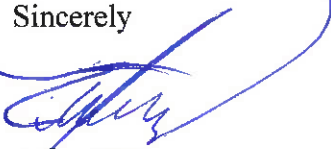
Dear Ms. Graham,

When I was asked by the Director of Adult Education at Northeast Community College to offer a letter of support for its application for grant funds to expand its CDL training program, I did not hesitate. Northeast has been instrumental in providing English as a Second Language (ESL), citizenship, GED, and computer literacy courses at our facility for the past year. This partnership with Northeast has been one of the best investments we could have made that has significantly impacted our employees and business.

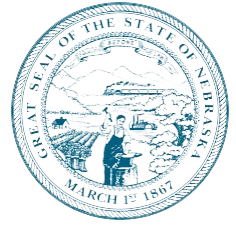
I like the concept of making use of these dollars for training programs to help those who are looking to improve their skillset, as well as being of benefit to companies that might employ them. I like the idea of turning to community colleges to offer the kind of training because that's what community colleges do best. Northeast is dedicated to the success of students and the region it serves. This expansion of the CDL training programming is a win-win for the entire region

So, consider this my enthusiastic endorsement Northeast's grant application. I fully support this proposal and look forward to many more opportunities to partner with Northeast.

Sincerely



Alma Villicana
Community Liaison, Tyson Dakota City



August 19, 2020

Northeast Community College
Kent Warneke
Director of Grants and Contracts
801 E Benjamin Ave
Norfolk, NE 68701

Dear Mr. Warneke,

On behalf of the Greater Nebraska Workforce Development Board, I'm delighted to express our support and commitment to Northeast Community College for the reVision Action Grant through the Nebraska Department of Education and its Career Technical Education program.

As Nebraska faces shortages in the transportation industry workforce organizations across Nebraska have been working closely to find solutions to address these needs. We have found success related to career and technical education, focusing on the needs of the local employers. Developing training through our community colleges will assist in meeting the demands of Nebraska employers. We feel that this project will have a positive effect on communities, business and industry in Nebraska.

The Greater Nebraska Workforce Board is willing to actively assist Northeast Community College in the implementation of this project through the following activities:

- Providing Labor Market Information to determine training needs that meet employer demand.
- Promoting Northeast's career and technical education programs through our American Job Centers.
- Encouraging potential participants to take advantage of the training opportunity utilizing WIOA Title I funds.
- Providing local board support to this initiative.

The Greater Nebraska Workforce Development Board is committed to providing the above services and shares Northeast's mission to assist in the development of job skill training in order to create well-paying careers.

Sincerely,

Lisa Wilson
Greater Nebraska Board Chair

Lisa Wilson, Chair
Pam Lancaster, Chief Elected Officials Board Chair

ndol.greaternebraska@nebraska.gov
(402) 471-9878
550 S. 16th Street, PO Box 94600
Lincoln, Nebraska 68509-4600

A proud partner of the **americanjobcenter** network



August 20,2020

Katie Graham State Director Office of Career and Technical Education Nebraska
Department of Education Lincoln, NE

Dear Ms. Graham,

South Sioux City is a very heavy industrial community with Tyson, the largest beef processing plant in the world; Ingredian a new one hundred-million-dollar yellow pea processing plant; Empirical meat processing company serving the United States; Divvy a national fulfillment center; and Richardson a nation-wide oat processing facility. This has resulted in over 1000 trucking jobs to serve these companies as well as the largest insurer of motor carriers in the United States being located here.

It's my pleasure to offer this letter of support for Northeast Community College's grant application for expanding its CDL training programs for those in need of a commercial license to drive a straight truck.

The City of South Sioux City has partnered with Northeast over the years and is well aware of its ability to provide the kind of training that is needed to help individuals become qualified for in-demand, higher-paying responsibilities and jobs. That's especially important in our community as our area businesses continue to expand and our growing need for transportation professionals.

I'm excited to learn the Nebraska Department of Education is making funds available for training grants like this. I have no doubt that Northeast will make excellent use of the funds if its grant application is approved.

Thank you for the opportunity to share my thoughts.

Sincerely,

Lance Hedquist City Administrator



City of South Sioux City, Nebraska
1615 First Avenue, South Sioux City, Nebraska 68776-2245
Phone: 402-494-7500 Fax: 402-494-7527 TTD: 402-494-7500 ext 339
www.southsiouxcity.org





Getting Things Done!

City of Atkinson

*P.O. Box 519
Atkinson, NE 68713
PH (402) 925-5313
FAX (402) 925-5780
info@atkinsonne.com*

***Mayor
Paul Corkle***

***City Clerk/Treasurer
Nancy Kopejtko***

***Economic Development
Lou Ann Tooker***

***Council Members
Stuart Dockter
Rondal Krysl
Gary A. Lech
Jerry Osborne
Leo Seger
Scott Shane***



www.atkinsonne.com

August 20, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

When I was approached by a representative of Northeast Community College to offer a "Letter of Support" for its application for grant funds to expand its CDL training program, it did not take long for me to agree.

Living in a rural area, as well as being a Northeast Community College 1999 graduate, I have experienced and seen firsthand the benefits of this educational institution.

I support the concept of making use of grant funds for training programs to help those who are looking to improve their skillset. It also will benefit the companies throughout our area that might employ them.

I like the idea of turning to community colleges to offer the kind of training that will assist the men and women in our area because that is what community colleges are great at.

Working in economic development, I have seen firsthand the lack of available individuals with certain skillsets to fill many needed positions such as CDL drivers, electricians, welders, etc., not only in Atkinson, but throughout Holt County.

Please consider this my endorsement for Northeast's grant application.

Sincerely,

Amanda K. Sindelar
City of Atkinson
Economic Development Director

"This institution is an Equal Opportunity Provider and Employer."



August 20th, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE 68509

Re: CDL Class B Training

Dear Ms. Graham,

As Executive Director of Holt County Economic Development, I would like to offer our full support of Northeast Community College's submitted application for the reVISION Action grant.

Rural Nebraska relies heavily on our ability to train our workforce as close to the workers as possible. Our economy revolves around our agricultural industry making properly licensed truck drivers one of our most important assets. Equally important is the transportation of our most precious commodity, our children. Education for our bus drivers may be the difference between a qualified driver and simply someone who can drive a bus.

Allowing NECC the ability to train our ever-growing workforce is one of the most important functions that this college provides. They have been a terrific partner to our agency, the communities it serves, and Holt County.

I ask that you please grant Northeast Community College the ability to train our much needed workforce and keep rural Nebraska properly educated and licensed.

Thank you for your consideration of this grant and I reiterate our full support of their grant application.

Sincerely,

Darby Paxton
Executive Director



August 20, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

I would like to take this opportunity to add my voice of support to Northeast Community College's application for a grant from the Nebraska Department of Education that would allow the college to expand its CDL training program.

This would seem to be a very wise use of available dollars. I believe the training will not only benefit companies in the region, but also result in men and women being positioned for more responsibilities and better pay. There is a demand for drivers carrying CDL licenses in our area.

Northeast is known for its training programs to meet the needs of local and area employers. This will be more of the same but targeted for a very specific need.

I would find it difficult to think of a better way to make use of these grant funds. Consider this my endorsement of this program, and Northeast's grant application for funding.

Sincerely,

A handwritten signature in cursive script that reads 'Lauri Havranek'.

Lauri Havranek
President/CEO
O'Neill Chamber of Commerce
125 South 4th Street
O'Neill, NE 68763
402-336-2355
lauri@oneillchamber.com



200 East 48th St.
South Sioux City, NE 68776

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

I'd like to offer my wholehearted support to Northeast Community College's application for a revision action grant.

The college has been so helpful in the past in offering CDL Class A training. The intent to expand that to Class B licenses will only build upon that success. The plan to offer the training not only in Norfolk, but also at Northeast's extended campuses makes a great deal of sense because the need is great throughout northeast Nebraska.

We have a strong working relationship with Northeast Community College. The college does an excellent job of working with local businesses and industries to help meet a variety of training and educational needs.

Consider this our letter of support for Northeast's grant application for these training funds.

Sincerely,

Andrew Prichard
Plant Manager
Siouxland Concrete

A handwritten signature in black ink, appearing to read 'Andrew Prichard', is written over a light blue horizontal line.



Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

As Interim President of the South Sioux City Chamber of Commerce and Tourism, I am writing this letter to show support for Northeast Community College to expand their CDL training program. This would help persons obtain their commercial license to drive a straight truck.

Our city is home to several businesses who depend on truck drivers to supply and distribute their products worldwide: Tyson, the largest beef processing plant in the world; Empirical, a meat processing company; Divvy, a national fulfillment center; Ingredian, a new \$100 million yellow pea processing plant; and Richardson's, a nationwide oat processing facility. We are also home to Great West Casualty Company, the largest insurer of motor carriers in the United States.

Having been a partner in years past with Northeast, we are confident that they will utilize this grant money responsibly to provide training to individuals wanting to become qualified for higher-paying jobs with more responsibilities.

Thank you for this opportunity.

Sincerely,

Nancy E. Schulz

Interim President
South Sioux City Chamber of Commerce & Tourism
402-494-1626

August 21, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

It's not difficult to be aware of someone in Northeast Nebraska who has been impacted by the COVID-19 pandemic. The effects are all around us, even in Holt County.

It's in times like these that government assistance can prove truly beneficial. When we were made aware that Northeast Community College was applying for a state education grant to offer training to individuals and companies, specifically related to CDL training, we wanted to include our support.

Northeast has a well-deserved reputation in northeast Nebraska for providing quality education for students and the kind of training that businesses and industries need for their employees. Northeast's plan to expand its CDL training would represent dollars well spent. The world goes around because safe truck drivers are on the road. Seems like we hardly ever see a semi-truck without noting the "Now Hiring" sign on the trailer.

It is our sincere hope, you will consider Northeast Community College for your grant.

Sincerely,



Deb Kelly, Co-owner
Circle BK Farm & Ranch
87442 480th Road
Atkinson, NE 68713

August 21, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

It's not difficult to be aware of someone in Northeast Nebraska who has been impacted by the COVID-19 pandemic. The effects are all around us, even in Holt County.

It's in times like these that government assistance can prove truly beneficial. When we were made aware that Northeast Community College was applying for a state education grant to offer training to individuals and companies, specifically related to CDL training, we wanted to include our support.

Northeast has a well-deserved reputation in northeast Nebraska for providing quality education for students and the kind of training that businesses and industries need for their employees. Northeast's plan to expand its CDL training would represent dollars well spent. The world goes around because safe truck drivers are on the road. Seems like we hardly ever see a semi-truck without noting the "Now Hiring" sign on the trailer.

It is our sincere hope, you will consider Northeast Community College for your grant.

Sincerely,



Deb Kelly, Co-owner
Circle BK Farm & Ranch
87442 480th Road
Atkinson, NE 68713

**COLE REDI MIX, LLC/COLE PETROLEUM INC.
PO BOX 56
ONEILL, NE 68763**

August 24, 2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

I truly support the Northeast Community College's grant application for expanding its CDL training programs for those in need of a commercial license to drive a straight truck.

Our business has worked with Northeast over the years and is well aware of its ability to provide the kind of training that is needed to help individuals become qualified for in-demand, higher-paying responsibilities and jobs. This is especially important in the wake of how the coronavirus affected the Trucking industry and the need for qualified CDL drivers in the past few months..

I'm glad the Nebraska Department of Education is making some funds available for training grants like this. I believe that Northeast will make excellent use of the funds if its grant application is approved.

We have struggled for years to find qualified, CDL drivers for both of our business's, and fully support Northeast Community College's expansion of its CDL training program, as it will put more qualified drivers out there for hire.

Thank you for listening to my opinion.

Sincerely

Pat Cole
President
Cole Redi Mix, LLC/Cole Petroleum Inc.





8-24-2020

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education

Dear Ms. Graham,

It has come to my attention that Northeast Community College is applying for a grant that will allow for expansion of its CDL training programs for those looking to acquire a commercial license to drive truck. I would like to formally extend my support for this grant to be given to Northeast Community College.

My husband and I are well aware of the positive impact Northeast has had on not only the community of O'Neill, but the entire Northeast portion of Nebraska as we have seen time after time the success of our youth achieving degrees and successful careers through their education with the college and it's expansion into our area.

It is encouraging that the Department of Education is recognizing the need for funding in the rural areas of Nebraska. Funding for CDL training is a vital need for our area and it only helps to draw people back into our small communities to work, marry and raise families here. I am confident that Northeast will apply the funding in a way that helps those looking to better themselves and their future through training and education. I would adamantly recommend that the grant application be approved.

Thank you for allowing me to share with you my feelings and know that your approval of this grant will be appreciated not only by the business owners looking for well educated drivers but the individuals being trained.

Sincerely,

Rebecca Emme
Vice President
Emme Enterprises, Inc.



Gill Hauling, Inc.

1364 Hwy 20
PO Box 128
Jackson, NE 68743

Toll Free: 866-633-9336
Tel: (402) 632-9273
Fax: (402) 632-4233

Katie Graham
State Director
Office of Career and Technical Education
Nebraska Department of Education
Lincoln, NE

Dear Ms. Graham,

I'd like to offer my full support to Northeast Community College's application for a reVision action grant.

The college has been extremely helpful in the past in offering CDL Class A training. The intent to expand that to Class B licenses will only build upon that success. The plan to offer the training not only in Norfolk, but also at Northeast's extended campuses makes a great deal of sense because the need is great throughout northeast Nebraska.

I had the opportunity to learn more about Northeast through my participation with Leadership Dakota County. That experience showed me the commitment they have in working with local businesses and industries to help meet a variety of training and educational needs.

Consider this our letter of support for Northeast's grant application for these training funds.

Sincerely,

Roger Bentz, Operations Manager
Gill Hauling