Creative Hiring Opportunities

Nebraska VR offers many innovative ways to introduce you to potential workers. Training programs can be designed to meet your specific needs and are “customized” according to the skill level of the trainee.

The Nebraska VR Business Account Manager or Employment Specialist will review your needs, offer qualified candidates, and develop a training plan with you before the new trainee/employee starts working or training. The Specialist will assist you with any questions you may have and provide technical assistance during training and any follow-up services you may need.

Customized Training Options

Company Tours

Company tours are a great way to introduce potential candidates to your business. For individuals interested in a career in your industry, a tour can provide a real-world understanding of your workplace, the skills needed to be successful and other important information.

Mock Interviews

A mock interview is an emulation of an actual interview used for training purposes. Your willingness to conduct a mock interview provides an opportunity for the candidate to gain experience while receiving constructive feedback from an actual employer.

Informational Interviews

An informational interview is a meeting held with a human resources director, management personnel, or seasoned employee in which an individual seeks advice on a career, industry, or profession. The experience is meant to provide the candidate with an opportunity to ask general questions about the company, compensation, education requirements, and to learn about the benefits available to potential new hires.

Risk Free Trial/On-the-Job Evaluation (OJE)

For individuals who may meet some, but not all of your skill requirements, this option provides an opportunity to evaluate the candidate’s ability to demonstrate their skills prior to any actual hire on your part. The candidate is provided an evaluation offset by Nebraska VR and is covered under the State of Nebraska’s Self-Insured Liability Coverage. So there is no cost while the candidate is on site learning your industry-specific skills.

Work-Based Learning (WBL)

This option provides an opportunity for students to gain real-life work experience where they apply academic readiness and learn technical skills while improving their employability. Businesses have the opportunity to develop relationships with a pool of skilled, motivated potential future employees.

Creative Hiring Opportunities

Short-Term Job Shadows

Short-term job shadows are a great way for employers and potential candidates to meet. The candidate will accompany one of your current employees in order to observe daily routines and the necessary skills to successfully complete the job.

On-the-Job Training (OJT)

OJT is designed to train new employees in the business setting, thereby creating a workforce of employees with job skills specific to your needs. The new employee will be on your payroll and will be covered by your Workers' Compensation coverage. The training duration may vary depending on the skill level of the candidate. Permanent employment is the goal and support is available from Nebraska VR. Compensation to the employer may be available to offset training costs.

Customized Solutions

Do you have a particular need that isn't listed above? Our goal is to develop creative solutions to address your unique staffing needs. Are you a seasonal business? Are you expanding? Do you have high turnover in certain key positions? Nebraska VR can help you develop a custom staffing strategy to meet your changing workforce needs. We take the time to learn about your business, identify key skill requirements and research options.

Training Option	Cost to Employer	Training Costs	Time Period (estimated)	Workers' Comp, Liability, and FICA paid
Company Tours	None	None	One-two hours	Blanket Special Risk Insurance Liability covered by Nebraska VR
Mock Interviews	None	None	Thirty minutes to one hour	Blanket Special Risk Insurance Liability covered by Nebraska VR
Informational Interview	None	None	Thirty minutes to one hour	Blanket Special Risk Insurance Liability covered by Nebraska VR
Risk Free Trial/ On-the-Job Evaluation	None	Offset paid to trainee by Nebraska VR	Up to ninety hours	Blanket Special Risk Insurance Liability covered by Nebraska VR
Work-Based Learning	None	Offset paid to trainee by Nebraska VR	Negotiable	Blanket Special Risk Insurance Liability covered by Nebraska VR
Short-term Job Shadows	None	None	Three-four hours	Blanket Special Risk Insurance Liability covered by Nebraska VR
On-the-Job Training	Wages & Workers' Compensation	Training duration varies based on the skill level of the candidate	Negotiable	Covered by employer

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