

Nebraska Workforce Information Grant Report

PY 2020

Introduction & Background Information

Workforce Information Grant (WIG) activities in Nebraska are carried out by the Nebraska Department of Labor (NDOL), Office of Labor Market Information (LMI). The WIG team for the State of Nebraska is located in the state administrative office building of NDOL in Lincoln, Nebraska.

I. PY20 Workforce Information Grant Staff

At the beginning of PY20, there were five permanent staff on the WIG team: four research analysts and a research supervisor. Towards the end of the grant year, a fifth research analyst was hired.

Throughout the year, research analysts from the Bureau of Labor Statistics (BLS) programs also provided support to WIG staff.

PY20 Workforce Information Grant Deliverables

The following pages report a brief review, by deliverable, of work completed during PY2020.

I. Workforce Information Database (WID)

The Workforce Information Database (WID) provides states with a common structure for storing information in a single database. This database is intended to serve as the cornerstone for information delivery, workforce research, and product development for information that is standard and comparable across all states. Wages in the WID are from the Local Employment and Wage Information System (LEWIS) in order to provide users with the most current data possible.

Nebraska uses Geographic Solutions as its website vendor to provide data-loading tools and publish data on the public-facing NEworks website. WID data can be accessed directly on the NEworks website at <http://neworks.nebraska.gov>.

Nebraska maintains and updates the core and optional database tables, as designated by the Employment and Training Administration (ETA) under the State Workforce Information Grant. All look-up tables and other necessary updates to ensure that data displays correctly on the NEworks website are also maintained.

Nebraska is required to submit occupational licensing tables to the National Crosswalk Service Center for updates to America's Career Info Net (ACINET) on a biennial basis. Nebraska submitted its updated files on June 30, 2021. The next update will be due in summer 2023.

II. Industry & Occupational Projections

In PY20, short-term (2020-2022) industry and occupational projections were produced for the Nebraska Statewide region and nine sub-state areas. Long-term industry and occupational projections (2018-2028) were produced for the Nebraska Statewide and nine sub-state areas were primarily developed in PY19 and released at the beginning of PY20 in July 2020.

A. Industry Projections

Short-term (2020-2022) industry projections for the nine sub-state areas were completed in March 2021. Industry projections data is available in Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at <http://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

Long-term (2018-2028) industry projections for Nebraska Statewide and nine sub-state areas were completed in July 2020. Nebraska chooses to create and release long-term projections for statewide and sub-state areas at the same time, so that customers in the local areas are not forced to wait an extra year for sub-state projections to be produced. Industry projections data is available in Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at <http://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

Employment projections are used by the Nebraska Business Forecasting Council, a group of economists from the University of Nebraska- Lincoln, the University of Nebraska- Omaha, Creighton University, the Nebraska Public Power District (NPPD), NDOL, and the Nebraska Department of Revenue. This group meets twice per year to create a businessforecast for the state of Nebraska. Biannual reports, which include forecasts of industry and economic growth in the state, are published in January and June.

B. Occupational Projections

Short-term (2020-2022) occupational projections for Nebraska Statewide and nine sub-state areas were completed in March 2021. The statewide projections were directly uploaded to a server in Utah utilizing the Projections Suite (PS) software, per the ETA deliverable process instructions. Projections were also uploaded for inclusion on the Projections Central website (<http://projectionscentral.com>) through the PS software.

Occupational projections are also available on the NEworks website at <http://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

Long-term (2018-2028) occupational projections for Nebraska Statewide and the nine sub-state areas were completed in July 2020. The statewide projections were directly uploaded to a server in Utah utilizing the Projections Suite (PS) software, per the ETA deliverable process instructions. Projections were also uploaded for inclusion on the Projections Central website through the PS software. Occupational projections are also available on the NEworks website at <http://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

Projections information is provided to state and local Workforce Investment Boards (WIB), agency staff, and customers via the NEworks website. Projections data has been integrated into the NEworks website to provide job seekers with information at the point of service as they complete job search activities and view employer job postings. Data is available through Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at <http://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

WIG staff also utilized various elements of the projections data in writing several articles in NDOL's monthly Nebraska Workforce Trends publication. WIG staff members are available for presentations and consultations to assist in accurate interpretation of the data for use in workforce planning and decision-making.

Projections are also incorporated into a variety of publications and products produced by NDOL. These are detailed throughout this report.

C. Cross-State MSA Projections

NDOL customers have expressed a desire to see expanded products using projections data. One of these products is projections that include the portions of the MSA's that cross state lines. In PY20, WIG staff worked with staff in Iowa and South Dakota to get data to produce projections for the Omaha MSA and Sioux City MSA. Long-term industry and occupational projections for 2018-2028 for these areas were created using the projections suite software.

Since these are new data sets for the agency and were produced as an experimental product, they are available upon request.

D. PMP Committee Service

One WIG staff member also served on two of the Projections Managing Partnership (PMP) committees during FY20, and continues to do so through the present.

i. Projections Managing Partnership (PMP) Product & Process Innovation Committee

This committee focuses on technical matters related to projections outputs and the processes recommended by the PMP to develop said outputs. The goal of this committee is to provide guidance for states to create the highest-quality and most relevant projections data for customers. Staff have participated in several conference call meetings with this committee. Recent topics of discussion included discussing the pros and cons to incorporating new national data into the projections suite software, addressing questions about the mid-term projections methodology, and updates on the migration of the projections suite software to the cloud.

ii. PMP Training Committee

This committee focuses on how to best deliver training to projections analysts throughout the country. One WIG staff member has been very active on this committee and has worked with the committee to help develop the agenda for the annual PMP Summit as well as participating in the summit as a presenter.

In July of 2020, the training committee organized the PMP Pre-Summit Forum: Communicating Projections Data in a Pandemic call to discuss how states were disseminating information on the impact of COVID-19 on the projections. WIG staff was one of the analysts asked to share their state's experiences to kick-start the discussion.

In April of 2021, they participated in a brainstorming call with PMP/C2ER staff to help develop topics for the 2021 PMP Summit and ideas on how to make the virtual event more interactive for participants.

LMI Training for Service Delivery

I. Trainings & Presentations Provided

Throughout PY20, WIG staff delivered numerous presentations and trainings to a diverse group of audiences, including NDOL front-line staff, state and local policy makers, economic developers, educators and administrators, students, job seekers, and the public at large.

July 2020

One staff member presented to 16 students during their College and Career Readiness for P-12 School Counselors graduate class through Doane online via Zoom. The presentation focused on H3 and career resources. This presentation helped to build awareness about resources not only from NDOL, but also from BLS and the US Census Bureau that teachers can use in their classrooms.

One staff member presented to 16 Nebraska Health and Human Services (HHS) and DOL staff members from throughout the state via WebEx. This presentation was on H3 occupations and career resources. The HHS staff were Workforce Coordinators for the SNAP Next Step Program and the DOL staff were WIOA Career Planners. Since both groups work with individuals in a similar way, it was decided to have both groups attend this training.

September 2020

One staff member created a pre-recorded session and participated in a live question and answer discussion session at the PMP Summit held virtually via Zoom. The presentation focused on best practices in cleaning employment time series data. Nebraska staff shared how they clean data for use in the projections program and using the data warehouse that was created by a previous Workforce Data Quality Initiative Grant to aid in this task. Sixty-seven analysts from across the nation attended the live question and answer during the Summit and 79 attendees indicated an interest in viewing her pre-recorded session.

One staff member presented to nine students during their College and Career Readiness for P-12 School Counselors graduate class through Doane online via Zoom. The presentation focused on H3 and career resources, as well as how to use data from NDOL, BLS, and the Census Bureau.

One staff member co-presented with Monique Cribbs with Metro Community College at the EducationQuest Virtual College Fair. This session was titled "What Are You Going to Major In?" and WIG staff discussed H3 occupations and gave a live demo of the H3 Website. The presentation was broadcast live to about 126 attendees. It was also recorded and available to attendees throughout the rest of the event and was made available for future viewing.

January 2021

One staff member presented to the HWS Workforce Strategy & Innovation Committee in Omaha. This presentation focused on H3 occupations and different ways "top" lists can be compiled. This committee is part of the Omaha Local Workforce Development Board.

One staff member presented to HWS resource room staff on H3 occupations, finding LMI data, and how to use these resources with jobseekers at the American Job Center. Two sessions were held for about 20 staff.

March 2021

One staff member presented to 12 students during their College and Career Readiness for P-12 School Counselors graduate class through Doane online via Zoom. The presentation focused on H3 and career resources, as well as the use of NDOL and federal data products.

April 2021

One staff member presented to the Nebraska Chapter of the International Association of Rehabilitation Professionals. The presentation provided an overview of LMI resources with emphasis on how to use NEworks and how to find occupational wage information. Occupation wage sheets were also provided as a resource. Approximately 50 people attended the Zoom presentation.

June 2021

One staff member presented to five students during their College and Career Readiness for P-12 School Counselors graduate class through Doane online via Zoom. The presentation focused on H3 and career resources. This presentation helped to build awareness about resources not only from NDOL, but also from BLS and the US Census Bureau that teachers can use in their classrooms.

One staff member worked with NDOL Reemployment Services staff to develop a series of trainings for National Able/HWS/NDOL staff/other partners in the Omaha area American Job Center organized by representatives of the National Able Network. The first session on the basics of what LMI has to offer was held in June via WebEx and had 118 participants in attendance. More trainings in this series are set for PY21.

One staff member presented two sessions during the Nebraska Career Education virtual conference via Zoom. The topics were H3 and Career Resources from NDOL. The sessions were well attended, and a total of 125 people attended the two sessions.

Internal Trainings (Ongoing)

The LMI Research Administrator and WIG staff spend time with each NDOL new employee orientation class providing a broad view of LMI's function, and how and where the data comes into the agency, moves through LMI and is provided back to the public as career exploration, unemployment rates, wages, projections and more. LMI website resources and direct contacts are shared as well.

Presentation Database

For each presentation delivered, the type of audience, number of sessions, and number of attendees are tracked in the LMI presentation database.

(These counts do not include informal presentations given at meetings, orientation to new NDOL employees that includes information about LMI, and other ad-hoc presentations.)

Presentations	Sessions	Attendees
Non-Profit	6	329
Other Government	4	208
School/College/Student	4	42
Total	14	579

II. Trainings & Presentations Attended

WIG staff also attended numerous trainings and conferences during PY20. These are detailed below.

A. Conferences

August 2020

In August 2020, several WIG staff members attended the virtual Nebraska State Data Center Conference, sponsored by the Center for Public Affairs Research at the University of Nebraska - Omaha. This conference focused on updates on the 2020 Census, differential privacy, state and local population trends, and other related topics.

September 2020

In September 2020, one WIG staff member attended the Projections Managing Partnership (PMP) Summit, held virtually on Zoom. During the summit, they presented a session titled "Best Practices in Cleaning Employment Time Series Data."

October 2020

In October 2020, one WIG staff member attended a half day online training "Using State Certifications & Licenses Data to Create Your Own Dashboards" through the LMI Institute. This training used the data from the LMI Institute on certifications and licenses to create an interactive Tableau dashboard.

April 2021

Due to the pandemic, for 2021 the Nebraska State Data Center Conference was broken into several sessions throughout the year. In PY20, WIG staff attended sessions in April and June that focused on a variety of topics including resources from their office and the Census, understanding vulnerable populations, human mobility, women and the economy, and aging.

One WIG staff member attended the virtual Local Employment Dynamics Workshop in April 2021. The workshop brings together the LED data partners, Census Bureau staff, the research and policy communities, and data users from a broad spectrum of public and private organizations, to discuss the direction of the program and better align the goals of the partners, data users, and the public. Nebraska participates in this program as a data partner and submitted data to the Census throughout PY20.

May 2021

In May 2021, one WIG staff member completed the Labor Market Information Basic Analyst training. This was offered through the LMI institute and focused on the many programs of LMI data that Census and BLS offers to analysts.

One WIG staff member completed the Lean Six Sigma White Belt training. The Lean Six Sigma program was implemented by Nebraska's Governor Pete Ricketts to institute process efficiencies.

B. LinkedIn Learning Trainings

The State of Nebraska offers staff the opportunity to participate in online trainings through LinkedIn Learning (formerly Lynda.com).

During PY20, WIG staff completed online trainings in a variety of topics, including:

- Tableau Elearning: Tableau Prep (not on Lynda/LinkedIn)
- SPSS for Academic Research
- PowerPoint Essential Training
- Publisher Essential Training
- Excel: Advanced Formulas & Function

C. Webinars

Throughout the year, WIG staff also attended a variety of webinar training sessions, including:

July 2020

- The Impact of COVID-19 on Communities and Small Businesses
- Demystifying the Census API

August 2020

- PMP Pre-Summit Forum: Forecasting Industry and Occupation Trends Beyond COVID-19
- LED Webinar: Providing Perspective During COVID-19 Using Census Data

September 2020

- Census Bureau Data: A Comprehensive Overview on using the new data.census.gov website
- Exploring the Facets of VOS Sapphire: A Sneak Peek of What's to Come
- Paint a Story With Your Data: Introducing the New Data Canvas
- Accelerate Economic Development Efforts in Your Region with Virtual Career Center
- Tools to Help the Justice - Involved Find Meaningful Employment More Quickly
- Labor Market Information Data to Guide Agencies Through the COVID-19 Pandemic
- Working Towards Employment with the Vocational Rehabilitation Module
- Staff Efficiency Meets Social Distancing
- The Labor Force Implications of COVID-19
- LED Webinar: Manufacturing Workers Age Profile and Implications for Earnings

October 2020

- LED Webinar: A Preliminary Investigation into the Metro Area Job-to-Job Flows and Earnings Data in the Manufacturing Sector
- CERP Presentation Webinar: Automation Trends in the Economy
- Workforce GPS Webinar: Evaluation-Planning-for-Remote-Workforce-Services-and-Online-Learning

November 2020

- LED Webinar: Job-to-Job Flows and the Consequences of Job Separations
- Federal Reserve Connecting Communities Series: Mobilizing Public-Private Partnerships to Rebuild Regional Economies
- CERP Presentation Webinar: Developing Interactive Online Dashboards in Tableau

December 2020

- Discussing-BLS-Employment-Projections-and-COVID-19
- BLS National Alternate Projections to Address COVID-19

January 2021

- CERP Presentation - The Comeback: How Hoosiers Are Recovering From the Economic Shutdown
- State-Wage-Interchange-System-SWIS-Clearinghouse-New-Member-Training
- The Workforce Information Advisory Council (WIAC): Recommendations on Workforce and Labor Market Information

February 2021

- LED Webinar: A New Measure of Multiple Jobholders in the U.S. Economy

March 2021

- Taking America's Pulse: The COVID-19 Pandemic
- LED Webinar: Using Census and Zillow Data to Understand COVID-19's Impact on the Housing Market
- PMP Community of Practice Spotlight: Developing and Presenting Sub-state Projections

April 2021

- Improving Access to Key Census Data: What's New on the COVID Data Hub and CBB
- Nebraska Data User Conference Series
- C2ER/LMI Institute pre-conference forum: The Road to Recovery: Economic Outlook Scenarios and Key Metrics
- State LMI Agency Funding: Why It's Important and How You Can Make an Impact
- PMP Workshop: Best Practices for Adjusting Staffing Patterns to Improve Occupational Projections/Skills-Based Projections Techniques

May 2021

- How to Transition to the New Normal -Nebraska Department of Labor
- Pre-Conference Forum: What Works in Workforce? Evaluating the Impact of Workforce Development Programs
- Tableau Live web conference
- BBR Webinar: Assessing Retail Capture - Nebraska Pull Factors
- LED Webinar: The Spatial Structure of U.S. Metropolitan Employment: New Insights from LODES Data

June 2021

- Second-Quarter-State-Wage-Interchange-System-SWIS-Advisory-Group-Meeting
- 2021 Geographic Solutions LMI User Group Call
- CPAR Conference - Human Mobility
- CPAR Conference - Women and the Economy
- CPAR Conference – Aging
- Workforce and Postsecondary Education: Measurement in a Changing Economy
- Federal Reserve Board’s Connecting Communities Webinar: Findings on Economic Well-Being in 2020 from the Survey of Household Economics and Decision-making
- Coleridge Initiative: Workforce and postsecondary education: Measurement in a changing economy
- Census Webinar: Using Census Data to Power Your Visualizations
- Geographic Solutions Webinar: 2021 Geographic Solutions LMI User Group

Annual Economic Analysis Report & Other Publications

D. Statewide Annual Economic Analysis Report

LMI's annual Nebraska Economic Insight and Outlook Report (EIOR) was compiled throughout PY20 and completed in September 2021. This report was provided to the Governor's office, State Workforce Board members, and other internal and external data customers. The EIOR contains a variety of demographic and labor market data for the state. Topics covered include population and demographic trends; educational attainment; labor supply; benefits, wages, and compensation; and industry and occupational projections.

The publication can be viewed or downloaded at

https://networks.nebraska.gov/admin/gsipub/htmlarea/uploads/Economic%20Insight%20and%20Outlook%202021_FINAL.pdf

E. Labor Availability Study (LAS)

The Nebraska Department of Labor has continued to collect, analyze, and disseminate labor availability information for FY20. LB1110, passed in the spring of 2016, requires the completion of labor availability and skills gap studies for all laborshed areas of the state on a rotating basis. While two WIG staff members work on this project, NDOL funds these surveys through the use of the Nebraska Training and Support Cash Fund. The LAS publications can be viewed or downloaded at <https://networks.nebraska.gov/gsipub/index.asp?docid=802>.

Typically, NDOL has surveyed three areas of the state annually on a rotating basis. Due to the COVID-19 pandemic, NDOL paused this approach to focus on statewide impacts of the pandemic. In FY 2020-2021, NDOL collaborated with Nebraska Department of Economic Development (DED) and the University of Nebraska Bureau of Sociological Research (BOSR) on two statewide surveys to assess pandemic-related impacts on hiring, labor availability, teleworking, and benefits offered to employees. The Statewide Survey of Hiring Needs and Pandemic Impacts was a business survey conducted by NDOL in collaboration with DED and received responses from 1,263 business establishments in 76 of the state's 93 counties. The Nebraska Coronavirus Pandemic Labor Availability Survey, which was designed by NDOL and administered by BOSR, received responses from 1,488 households in 81 counties.

i. 2021 Statewide Benefits Report

In April 2021, NDOL published a statewide benefits report, based on data collected from the Statewide Survey of Hiring Needs and Pandemic Impacts and the Coronavirus Pandemic Labor Availability Survey conducted in the fall and winter of 2020. Data was obtained from the Statewide Survey of Hiring Needs and Pandemic Impacts. Businesses were asked whether each of 12 benefits was offered to either full-time or part-time employees. Surveyed benefits included a range of insurance types (health, dental, vision, etc.), paid leave (vacation, sick), and other benefits (retirement plans, tuition reimbursement, childcare, etc.). Household survey respondents were asked to gauge the importance of specific benefits when considering a job. The report analyzed a variety of populations such as those who either were or were not offered a benefit by their current employer, active job seekers, employed students, and those with children. Results were shared with DED and the Nebraska Department of Revenue for work on projects related to the ImagiNE Act and other tax incentive programs.

ii. Labor Availability and Hiring Needs Reports

In March 2021 NDOL published a Labor Availability and Hiring Needs report for both the Central area (Grand Island, Hastings, Kearney and Lexington) and the Southwest area (North Platte, McCook, and Ogallala). These reports were based on studies conducted in the fall of 2019, prior to the coronavirus pandemic.

iii. Skills Gap Reports

In September 2020, NDOL in conjunction with the University of Nebraska Bureau of Business Research published skills gap reports for the Central and Southwest areas of the state. These reports were based on studies conducted in the fall of 2019, prior to the coronavirus pandemic.

F. Nebraska Workforce Trends

Nebraska Workforce Trends is a monthly publication filled with information about Nebraska's economy and labor markets. Each issue contains feature articles; current economic indicator data; a list of business openings and expansions; special content such "Map Facts" (articles in which interesting data about Nebraska are visualized on a map), "Fast Facts" (articles highlighting statistics and key facts about a new topic each month), and profiles of specific industries, occupations, or economic regions in Nebraska; as well as other useful information.

This publication is sent to approximately 350 subscribers each month, with additional readers logging onto the website to read each issue. The subscriber list for Nebraska Workforce Trends includes policymakers, WIB members, community leaders, economic developers, educators, journalists, union representatives, and professionals from the business community.

Issues of Nebraska Workforce Trends can be viewed at <http://dol.nebraska.gov/Trends>.

G. Career Ladder Posters

LMI customers frequently ask for materials that highlight occupations in the state, and the Career Ladder posters are one of the most-requested printed products to help meet this customer need. The Career Ladder Posters are designed to educate individuals on possible career paths. The six posters correspond with the Career Clusters model adopted by Nebraska Department of Education (NDE). When designing these posters, staff used the same colors and symbols used by NDE to represent the clusters, so the posters integrate easily with other available career cluster resources.

The occupations in these posters are stratified by education level and features annual openings from projections and entry and average wages from OES. This tool can be used to assist students with career planning, as well as being useful to job-seeking customers as they make decisions about which types of careers they may want to pursue.

The posters can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

H. Licensed Occupations Publication

Per the WIG grant requirements, staff must update occupational licensing information and upload these data to the WID on a biennial basis. Nebraska completes this process in odd-numbered years. At the start of PY20, Nebraska's latest update had occurred in June 2019. Nebraska published its newest occupational licensing information on June 30, 2021, fulfilling this requirement for PY20 and PY21.

In addition to updating the licensing tables within the WID, Nebraska WIG staff also used the information collected to produce a directory of occupational licensing information, called *Licensed Occupations in Nebraska: 2021*. This publication was designed to be a simple and convenient 'one-stop-shop' for information on licensure requirements in Nebraska, organized by occupation. It includes all of the information contained in the WID tables, as well as direct hyperlinks to relevant sections of statutes, application forms, test registration sites, and other external locations that are commonly the 'next step' for individuals seeking licensure in Nebraska.

The *Licensed Occupations in Nebraska* publication is available to view or download at

https://networks.nebraska.gov/admin/gsipub/htmlarea/uploads/Licensed%20Occupations%20Publication%202021_FINAL.pdf.

I. Graduate Outcomes

The Graduate Outcomes project matches data from participating postsecondary institutions to the Nebraska Department of Labor's administrative tax records. Results from the Graduate Outcomes project give a picture of recent graduates' earnings, industry employment, and work location and earnings over time. This data also includes information about which fields of study produce the graduates most likely to be employed in Nebraska, which fields of study produce the highest wages, in which Nebraska counties graduates are employed, and demographic characteristics of graduates.

Reports containing this information are returned to the postsecondary education institutions participating in the project. Through consultation with participating postsecondary institutions, LMI has developed a series of file formats designed to help institutions get their data imported into our system quickly, and developed reports that can be quickly generated with meaningful results for the participating institutions. LMI also produces custom reports upon request from a participating institution.

This information is used by job center case managers to assist people in making informed education and training decisions. The information could also be used by Chambers of Commerce, economic developers, and for program planning by institutions. PY15 was the first year that the graduate outcomes data was produced using the Nebraska Longitudinal Data System, funded by the Workforce Data Quality Initiative (WDQI) grant. NDOL currently has data-sharing agreements in place with 21 educational institutions located throughout Nebraska and western Iowa, as well as agreements with eight other various state agencies and non-profits and five other states.

A Tableau dashboard that displays the aggregated data publicly is available at

https://public.tableau.com/profile/ndollmi#!/vizhome/AllInstitutionsDashboard_15756673261810/Dashboard1.

J. H3 – High Wage, High Demand, High Skill Occupations

Nebraska maintains a regularly updated list of high wage, high skill, and high demand (H3) occupations using data from the long-term occupational projections and OES wages. H3 occupations are one of LMI's most-requested data products, and are used in presentations, publications, data requests, and articles in Trends, helping to meet the customer need for occupational information. This list was updated in July 2020. The data is available on the NEworks "Data Download Center" page, located at:

<https://networks.nebraska.gov/gsipub/index.asp?docid=433>.

H3 data were also added to the Economic Development and Employer Planning System (EDPS) website for inclusion on the H3 section of the Supply and Demand website (<http://www.edeps.org/>).

The use of the H3 data as the basis for selecting occupations for inclusion in publications and career products has helped to strengthen the partnerships between NDOL and several other agencies. For example, the H3 occupations list is the basis of how occupations and businesses are selected to be included in the "Career Tour" Videos, which is a joint partnership between NDOL, NDED, and NDE. These videos can be found online here: <https://www.nebraskacareerclusters.com/>.

K. Data Warehouse Participation

The data contained in the warehouse comes from a consultation process with each partner organization to build a universe that will meet both the partner's and LMI's individual reporting needs. The WDQI data warehouse includes data from 21 educational institutions located throughout Nebraska and western Iowa, as well as agreements with eight other various state agencies and non-profits and five other states.

Other partners involved in the warehouse include the Bureau of Apprenticeship and Trainings; NDE's Adult Basic Education program; the Nebraska Departments of Motor Vehicles, Corrections, and Veterans Affairs; the University of Nebraska Criminal Justice Research Center; Indian Center, Inc.; and Avenue Scholars.

LMI also partners with the Statewide Longitudinal Data Systems (SLDS) team to track career and technical education graduates into the workforce. Other partners with contracts or agreements in place include Temporary Assistance for Needy Families (TANF), the Supplemental Nutrition Assistance Program (SNAP), and Vocational Rehabilitation.

L. Science, Technology, Engineering, and Math (STEM) Products

LMI customers have often requested information on STEM occupations. Long-term occupational projections data were combined with STEM occupational classifications from O*NET to create a poster highlighting occupations in each of the seven identified STEM disciplines. A Tableau dashboard highlighting STEM occupations was also created for users to dig more into the data by region and STEM job family. A dashboard/handout comparing STEM occupations in Nebraska to the nation was also developed in Excel. The STEM products can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=621>.

M. Occupational Profiles

Occupational profiles provide career overviews of selected occupations in Nebraska. Each profile features general information about the occupation, including job responsibilities and important qualities from O*NET and the BLS Occupational Outlook Handbook, wage data from the Occupational Employment and Wage Statistics (OEWS) Local Employment & Wage Information System (LEWIS), and its projected job outlook from long-term occupational projections. The profiles are also color-coded to coordinate with the NDE career cluster model of occupational classification. There are a total of 10 occupational profiles, which can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

N. VIZioN Imi

Inspired by the idea that data is more accessible and engaging when readers are able to interact and 'play' with it, WIG staff have been working to develop interactive data visualizations using Tableau whenever possible. VIZioN Imi (<https://networks.nebraska.gov/gsipub/index.asp?docid=1997>), published online as a section of NEworks, provides a centralized location for users to access this content. It is updated regularly as staff complete new Tableau visualizations and dashboards.

Many of the visualizations offered on VIZioN Imi were created to provide an interactive supplement to analysis published in *Nebraska Workforce Trends* (see above for more information about this publication), and provide hyperlinks back to these articles, so users can easily find both the interactive dashboard and the analysis written in its corresponding *Trends* article.

VIZioN Imi features interactive dashboards on a variety of relevant subjects, including wage information, UI claims data, worker flows in and out of Nebraska, commuting patterns, Nebraska's veteran population, postsecondary graduate outcomes, and Labor Availability Study results data. WIG staff are continuing to work on improving their Tableau skills and expanding these offerings.

O. Social Media

WIG-generated content is frequently featured on NDOL social media accounts in order to encourage public discussion.

The Twitter account can be followed at http://twitter.com/NE_DOL.

The Facebook page is located at <https://www.facebook.com/Nebraska.DOL>.

The YouTube channel can be found at <http://www.youtube.com/user/NEDeptOfLabor>.

LMI Support of State Economic Development Initiatives (Data Requests)

WIG staff have developed strong working relationships with WIB members, economic development entities, and career center managers. WIG staff have comprehensive knowledge of LMI data and fulfill many of the information requests coming from these groups. During PY20, staff fulfilled 42 requests for data from Career Center managers and staff, constituting 51.6 hours of staff time. These data requests took an average of 1 hour and 13 minutes each to complete.

Staff spent a total of 617.4 hours fulfilling 336 direct requests for data from businesses, Chambers of Commerce, economic developers, job seekers, legislators, media, NDOL Career Centers, other NDOL departments, non-profit organizations, other governmental agencies, private individuals, schools and colleges, students, and state WIBs.

Data requests are tracked on a database that was designed by LMI. The database is updated manually, and therefore the figures below represent a lower boundary for a reasonable estimate of requests fulfilled.

Subject Requested	Request Count	Subject Requested	Request Count	Subject Requested	Request Count	Subject Requested	Request Count
Affirmative Action	3	Job Posts/ Resumes Counts	28	NAICS Code	1	Training Related	2
Census	28	Job Seeker Assistance	10	Occ. Projections	43	Turnover	2
CES Employment	11	Labor Availability	6	OES Wages & Empl.	84	UI Stats / UI in Brief	49
CES Wages	5	LAUS/UI Rates	33	ONET	17	Unions	0
CPI/COLA	3	Laborforce/ Workforce	25	Presentations	15	Veterans	4
Commuting Patterns	6	LED	23	Prevail./ D-B Wages	1	Wage Match	26
Data Warehouse Query	41	Layoffs/Layoff Map	4	Projections Publication	2	Workforce Trends	10
Directory Assistance	24	Licensed and Cert.	6	QCEW Employment	32	Other	75
Economic Insight Report	1	Living Wage	4	QCEW Wages	14	H3	13
EQUI	7	Mass Layoffs	2	Rapid Response	1	LMI Site	11
H3	36	Minimum Wage	1	STEM	12	Networks	72
Ind. Projections	31	Minorities	5	Supply/Demand	21	Other Web	55

Delivery Methods	
E-mail	318
Hand Delivered	4
Mail	8
Phone	39
Presentation	14
Referred to Claims Center	15
Referred to Other Website	3
SFTP	13
Skype/IM	12
WebEx	12
This Total will not match Subject Requested	437

Requestor Type	Count	Minutes	Hours	Average
Businesses	31	1375	22.9	44.4
Chamber of Commerce	1	5	0.1	5.0
Economic Developer	31	3316	55.3	107.0
Job Seeker	13	489	8.2	37.6
Media	8	480	8.0	60.0
NDOL Commissioner	8	415	6.9	51.9
NDOL Job Center	42	3093	51.6	73.6
NDOL Other	69	7406	123.4	107.3
Non-Profit	30	4815	80.3	160.5
Other Government	39	8321	138.7	213.4
Other Private Individual	24	562	9.4	23.4
School/College	40	6768	112.8	169.2
Total	336	37045	617.4	

Misc. Efforts to Collaborate, Consult Customers, & Respond to Specific Needs

I. WIOA Adult, Dislocated Worker and Youth Activities Program Allotments

LMI provided information to NDOL staff in order calculate WIOA funds at the state and sub-state level for PY 2020. The information provided included LMI and census data on areas of substantial unemployment, individuals experiencing long-term unemployment, number of economically disadvantaged adults and youth, farm and ranch economic hardship, and individuals enrolled in dislocated worker programs.

II. Local Area WIOA Plans

LMI provided information to Reemployment Services Administration to assist them in updating regional and local WIOA plan modifications. The information provided included a variety of data from LMI and the Census, such as demographics, projections, industry employment, and graduate data.

III. WIOA Eligible Training Provider List

WIG staff worked with educational institutions throughout the state to get data into the warehouse and to prepare reports on their graduates.

IV. Adult Education and Carl Perkins Career & Technical Education

WIG staff provided federal performance wage data from the data warehouse for NDE's Adult Basic Education program and Carl Perkins Career and Technical Education Act compliance.

V. Nebraska Partner Council

WIG staff have been participating in the Nebraska Partner Council, which was organized for the purpose of strengthening cross-agency partnerships. In PY19, Partner Council members were added to State Workforce Board subcommittees to better align work being done between the groups. The LMI Research Administrator and Research Supervisor were designated as non-voting co-chairs of the Evaluation and Review subcommittee. A focus of this council is to identify workforce solutions to ensure subpopulations are being afforded quality work opportunities and employers have a diverse and ready workforce. The Council includes all WIOA-mandated partners as well as other interested agencies.

VI. Nebraska ACT Council

One staff member serves as the workforce agency representative for the state's ACT Council. This group consists of education and workforce professionals who share ideas, best practices, and concerns about education in the region. In addition, this council has been an excellent place to distribute information about the career resources created by the WIG staff.

VII. Local Employment Dynamics (LED) Partnership

Nebraska participates in the LED Partnership with the U.S. Census Bureau, and continues to share QCEW and unemployment insurance earnings data to be combined with administrative data from the Census. The Census Bureau uses this data to create statistics on employment, earnings, and job flows at different levels of geography and industry and for different demographic groups. Staff regularly utilizes data from this program for data requests and products. One of the most requested is commuting patterns from the OnTheMap application.

VIII. Heartland Workforce Solutions (HWS) Workforce Strategy & Innovation Committee

One staff member regularly attends the monthly meetings of the HWS Workforce Strategy and Innovation Committee to assist in providing LMI data. HWS is the administrative entity for the Greater Omaha American Job Center and this committee reports to the Greater Omaha Workforce Development Board. The mission of this committee is to promote and develop a workforce system that is responsive to the needs of business and career seekers resulting in economic prosperity.

Support Activities in Response to COVID-19

Nebraska WIG staff provided support in several important ways during FY20. These efforts are detailed below.

I. Claims Adjudication Support

One WIG staff member participated in UI adjudicator training and spent five months (March - July 2020) processing over 1,000 unemployment claims. This was done in order to expedite the claims process, which was overwhelmed due to the rapid surge in new initial claims caused by the COVID-19 pandemic.

II. Nebraska Workforce Trends Special Coverage

In the January 2021 issue of Nebraska Workforce Trends, WIG staff assisted the Research Supervisor to publish a special 2020 'Year in Review' article summarizing the impact of COVID-19 on unemployment insurance claims during 2020, and comparing 2020 data to prior years.

WIG staff also collaborated with analysts from other LMI programs to release a May 2021 *Nebraska Workforce Trends* article analyzing Nebraska's economic recovery progress and business formations data since the disruptions caused by the COVID-19 pandemic.

III. COVID-19 & UI Claims Tableau Dashboard

In spring 2020, WIG staff launched a Tableau dashboard tracking weekly unemployment insurance claims throughout Nebraska, allowing interactive visualization of UI data by occupation, industry, county, and demographic characteristics. WIG staff maintained this dashboard throughout 2020 and into 2021. The dashboard is currently in the process of being rebuilt to accommodate changes to how UI data are published and to improve ease of use.

IV. COVID-19 Impact on Nebraska Unemployment Insurance Claims Report

In spring 2020, WIG staff collaborated with the research supervisor and staff from other LMI programs to publish the 'year in review' *COVID-19 Impact on Nebraska Unemployment Insurance Claims* report, which provided data on the impact of the COVID-19 pandemic on unemployment insurance claims in Nebraska between March 2020 and March 2021, including initial claims, continued weeks claimed, and total payment amounts. Data covered regular UI as well as federal expansion programs, both in aggregate and broken down by industry, occupation, county, and demographic categories (race, ethnicity, sex, age, and veteran status). The final report was published in June 2021.

This report is available on NEworks at https://neworks.nebraska.gov/admin/gsipub/htmlarea/uploads/Covid_Impact_2021.pdf.

Recommendations to ETA for Changes & Improvements to WIG Requirements

WIOA calls for more labor market information to be used in planning processes and in working with clients. Nebraska recommends the national and regional offices become more knowledgeable about labor market information at the state level. There will be significant emphasis placed on the plan, performance reporting, and other aspects of the WIOA. ETA's national and regional staff should pay attention to and work with state LMI offices to identify best practices and coordinate efforts to assist states in meeting the demands for LMI.

Continued support for the Projections Managing Partnership (PMP), Analyst Resource Center (ARC) and LEWIS is vital for states to meet the requirements of WIOA. ETA has taken steps to place emphasis on LEWIS' role in the LMI system. Nebraska recommends that ETA continue to emphasize the importance of these programs by ensuring there are ongoing appropriations to fund the changes necessary to keep LEWIS current. This would allow for long-range planning and development to improve the important information these systems support for WIOA.

There are several fields in the WID dedicated to titles such as degree programs, occupation titles, NAICS titles, and industry titles. The field lengths in the WID are too short to accommodate the content, so it becomes necessary to truncate or abbreviate them. This is time-consuming and may result in some misunderstanding of the content. Nebraska's recommendation is to lengthen the title fields in the WID.

Nebraska WIG staff have been involved in the WIOA State Plan and have provided data to support the plan. More clarity on the role of WIG during the implementation and measurement of outcomes mentioned in the state plan would be encouraged.

Finally, Nebraska recommends adding language emphasizing that state-level LMI offices should play a major role in WDQI grants, and underscoring the importance of expanding uses of longitudinal data systems to provide information for WIOA. These systems provide a major opportunity to develop information for WIOA Boards, WIOA customers, and assist in the improvement of performance reporting. LMI offices are in a unique position to understand the workings of UI wage records, UI benefits data, Employment and Training data, and LMI data, and are well-situated to provide accurate information to the WIOA system and partners. ETA should add funds to the WIG to help expand the development of longitudinal (e.g., WDQI) types of information.