

**Nebraska Workforce Investment Board  
Executive Committee Meeting  
April 11, 2014  
9:30 a.m.**

Chief Industries, Inc.  
300 Canopy Street, Suite 200  
Lincoln, NE

AGENDA

- |   |                    |
|---|--------------------|
| 1. Call to Order  | Mark Moravec       |
| 2. Roll Call  | Rebecca Schademann |
| 3. Notice of Publication  | Rebecca Schademann |
| 4. Approval of Minutes  | Mark Moravec       |
| 5. New Business   |                    |
| a. Announce Vice Chair & New Members  | Mark Moravec       |
| b. Local Plan Modification  | Stan Odenthal      |
| 1. <b>Greater Lincoln</b> WIB request to approve a modification<br>of their local plan to |                    |
| c. Business and/or Partner Updates  | Members            |
| d. Nebraska's Workforce   | Mark Moravec       |
| e. CY 2014 Executive Committee Meeting Dates  | Mark Moravec       |
| Friday, December 12, 2014   |                    |
| 6. Next Performance Committee Meeting- May 21, 2014                                       | Mark Moravec       |
| 7. Adjournment  | Mark Moravec       |

**Motion to Approve Local Plan Modification**  
**April 11, 2014 Meeting of the**  
**Nebraska Workforce Investment Board (NWIB)**  
**Executive Committee**

**Local Area WIA Plan Modification, Agenda item 6.b.:**

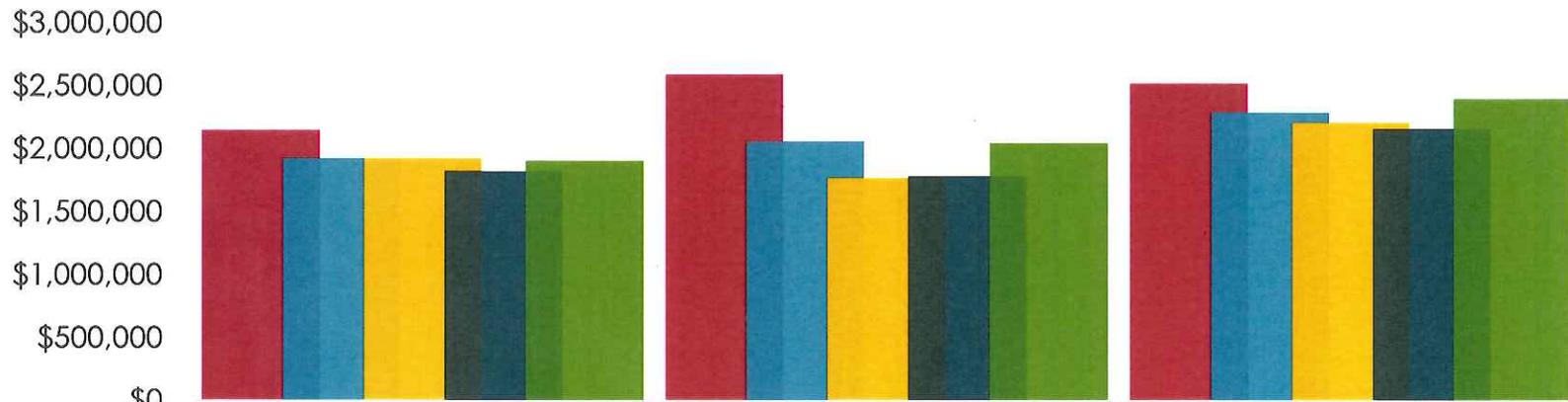
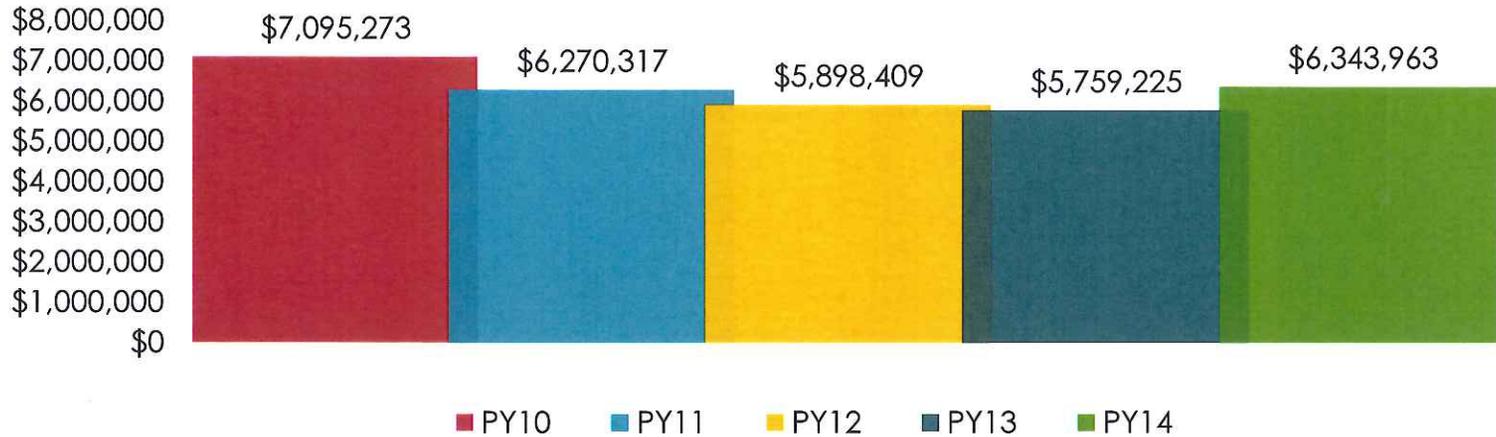
Greater Lincoln Workforce Investment Area request to approve a modification of their local plan to add \$106,225 of Dislocated Worker funds to be used for a pilot project to deliver case management services to participants of the Trade Adjustment Assistance Acts. As outlined in Issuance 13-04, Greater Lincoln will be awarded Rapid Response funding on a reimbursable cost-per-participant basis up the maximum amount of \$106,225 for Calendar Year 2014. The effective date requested by the local area is January 1, 2014.

<b>Program</b>	<b>PY12</b>	<b>PY13</b>
Adult	\$297,819	\$284,001
Dislocated Worker	\$216,266	\$193,841
Youth	\$393,453	\$393,627
Rapid Response	\$87,500	<b>\$106,225</b>
<b>Total</b>	<b>\$995,038</b>	<b>\$977,694</b>

❖ **Recommend approval** of the motion.

# WIA Funding Trends

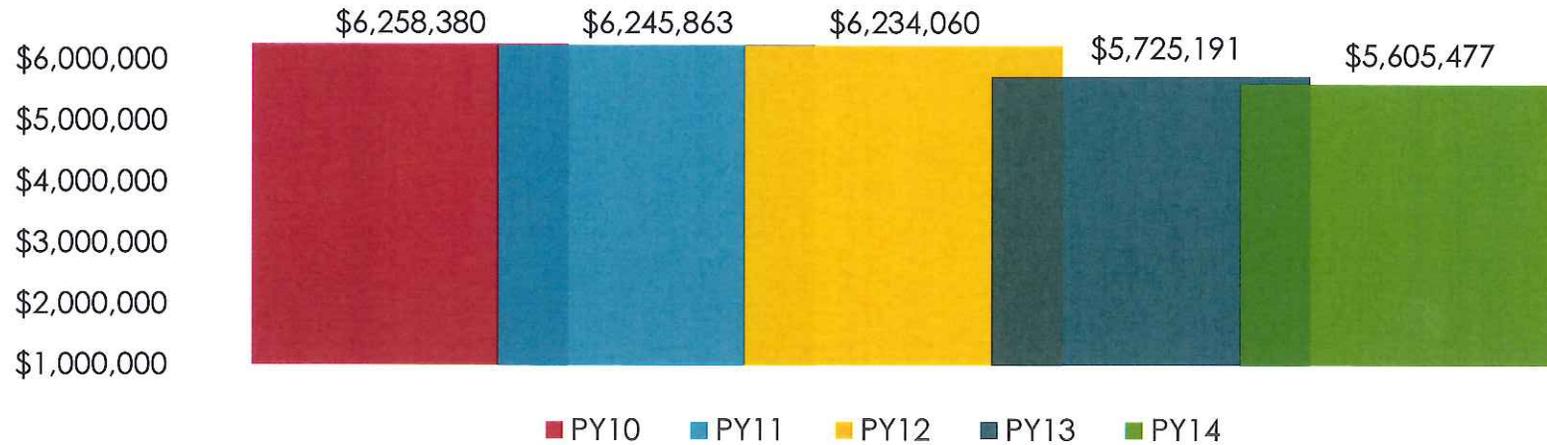
All funding information was gathered from the Workforce Investment Act Issuances and/or Training Employment Guidance Letters (TEGLs). Program Year (PY) is July 1<sup>st</sup> to June 30<sup>th</sup>.



■ PY10	\$2,148,465	\$2,591,113	\$2,518,508
■ PY11	\$1,922,487	\$2,056,541	\$2,288,141
■ PY12	\$1,922,209	\$1,769,045	\$2,207,155
■ PY13	\$1,821,995	\$1,779,828	\$2,157,402
■ PY14	\$1,905,148	\$2,044,195	\$2,394,620

## Wagner-Peyser Funding Trends

All funding information was gathered from the Training Employment Guidance Letters (TEGLs). Program Year (PY) is July 1<sup>st</sup> to June 30<sup>th</sup>.



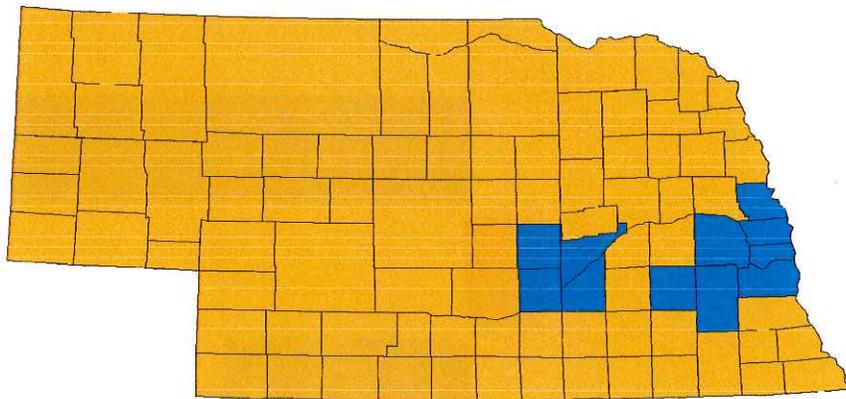
DRAFT

# WIB DASHBOARD

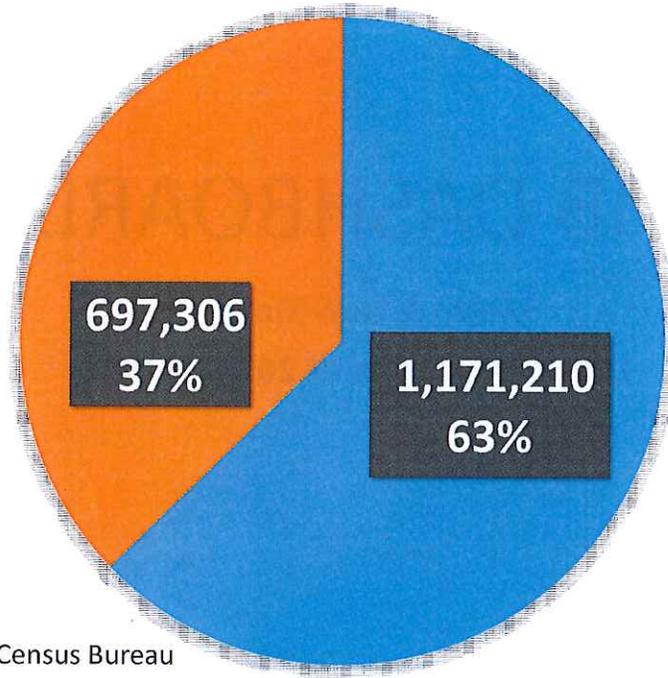
Metro & Non-Metro

Data Compiled as of 2014-04-01

## Metro and Non-Metro Counties

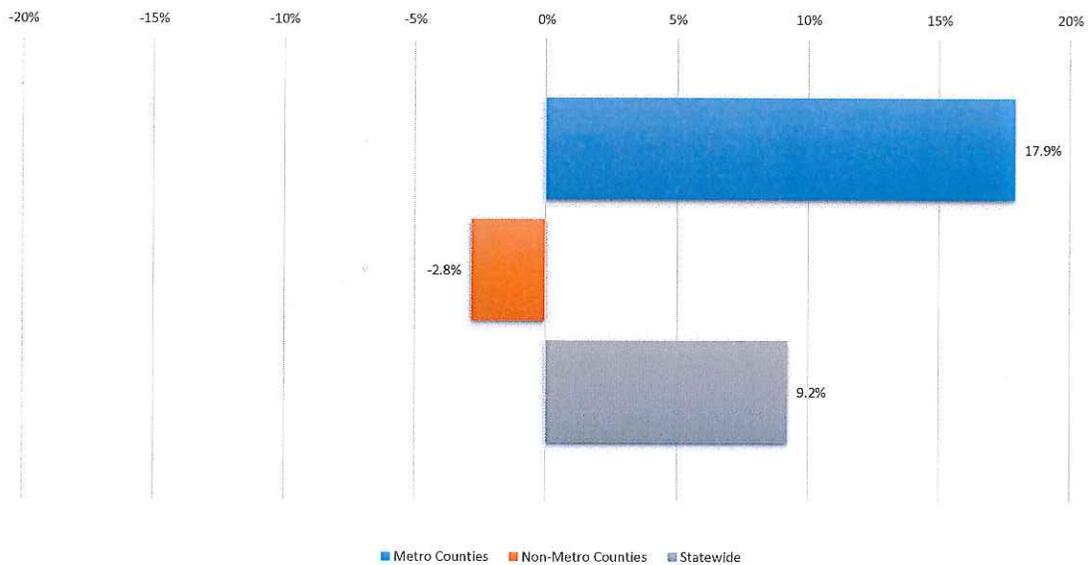


# Total Population



Source: U.S. Census Bureau

# Population Growth 2000 - 2013



Source: U.S. Census Bureau

# Population Change by County

## Top 5 Counties

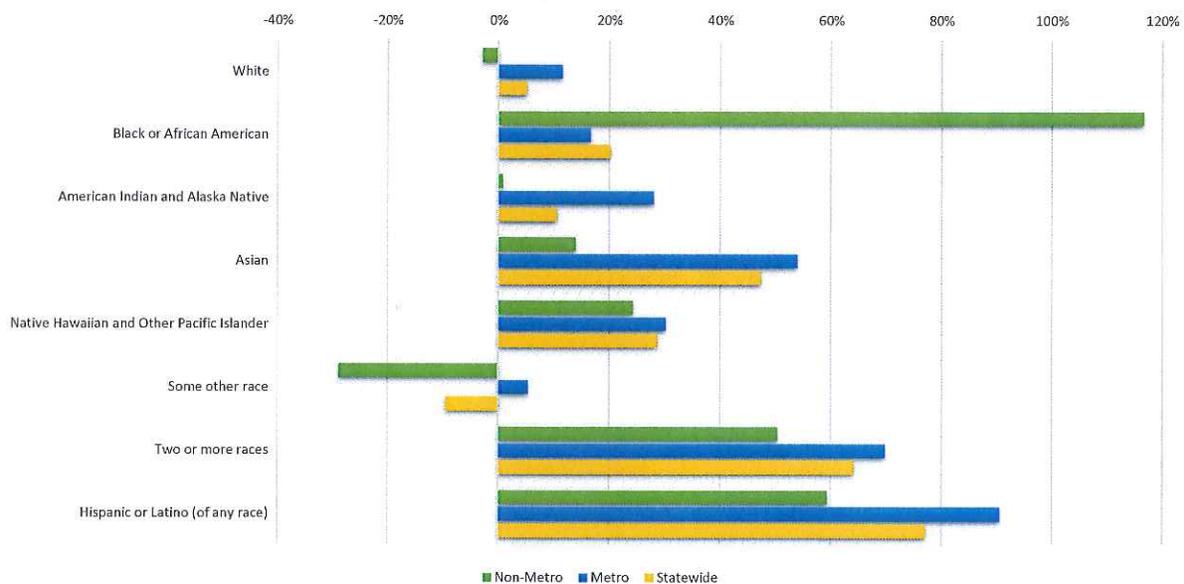
Sarpy County, Nebraska	38.1%	Metro
Lancaster County, Nebraska	18.7%	Metro
Douglas County, Nebraska	15.9%	Metro
Johnson County, Nebraska	14.6%	Non-Metro
Hall County, Nebraska	13.4%	Metro

## Bottom 5 Counties

Rock County, Nebraska	-19.6%	Non-Metro
Keya Paha County, Nebraska	-19.6%	Non-Metro
Loup County, Nebraska	-19.1%	Non-Metro
Blaine County, Nebraska	-17.3%	Non-Metro
Garden County, Nebraska	-17.0%	Non-Metro

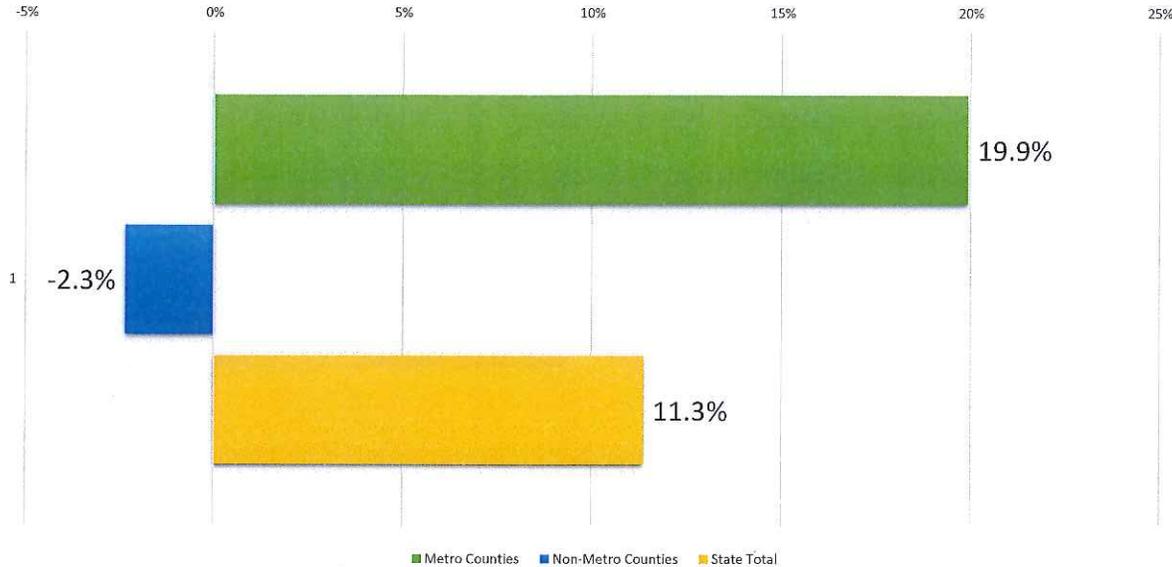
Source: U.S. Census Bureau

# Population Change by Race/Ethnicity 2000 to 2012



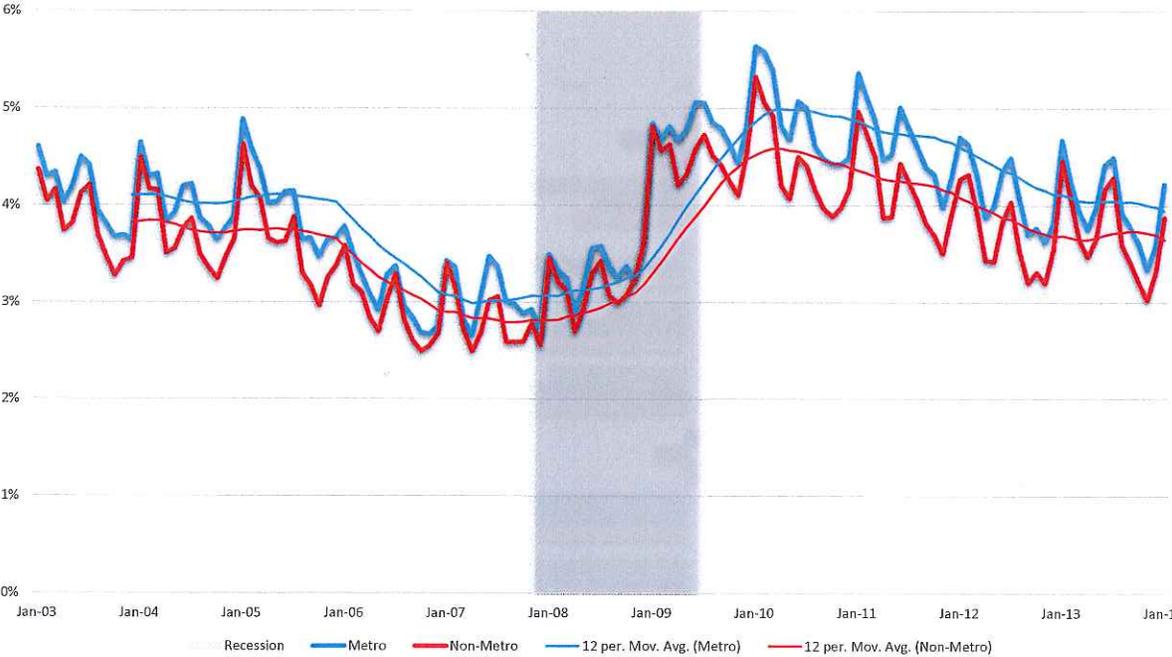
Source: U.S. Census Bureau

# Population Projections, 2010 to 2030



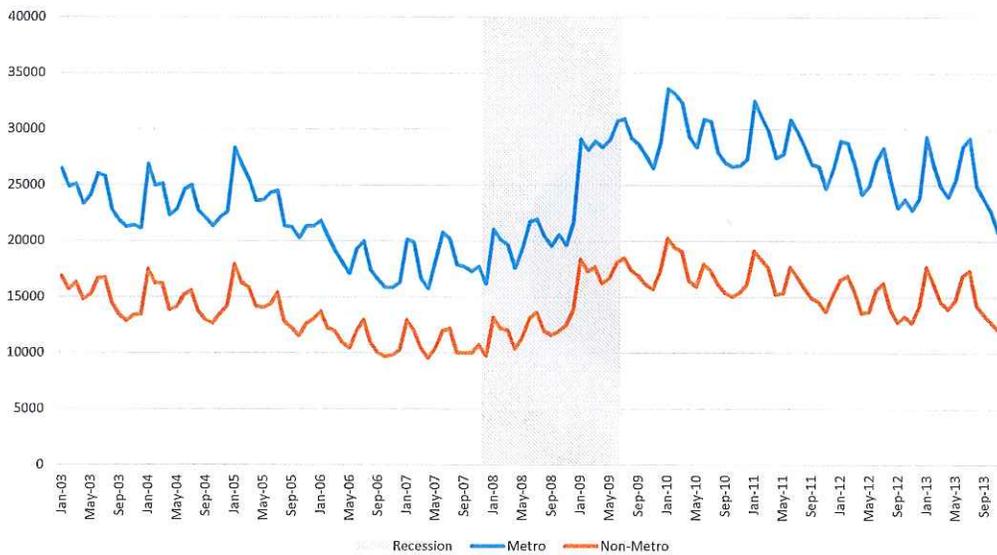
Source: University of Nebraska, Bureau of Business Research

# Unemployment Rate



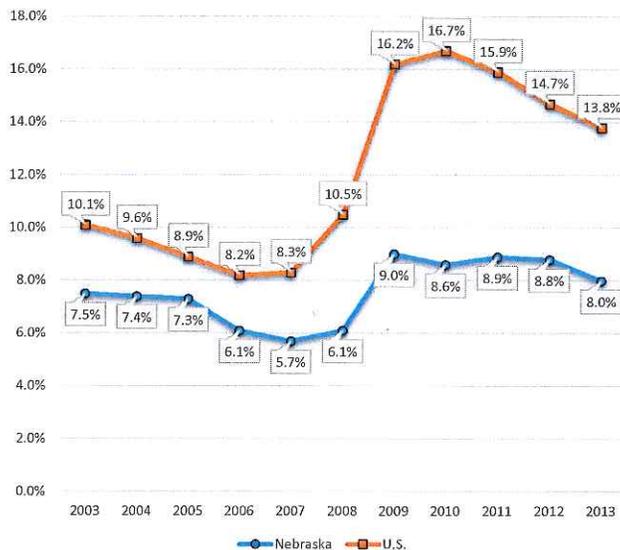
Source: Nebraska Department of Labor

# Metro and Non-Metro Unemployment



Source: Nebraska Department of Labor

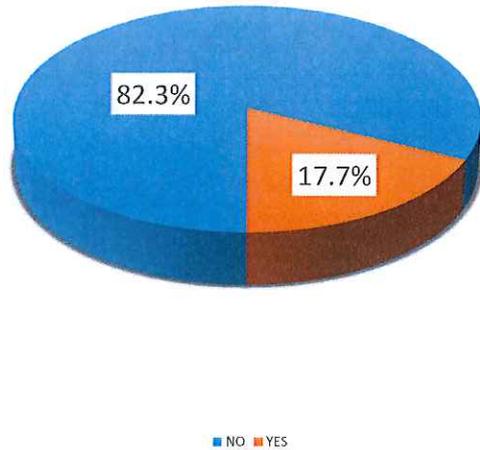
# Underemployment



- U-6 is total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons

Source: U.S. Department of Labor, Bureau of Labor Statistics

# Northeast Nebraska Labor Availability Study



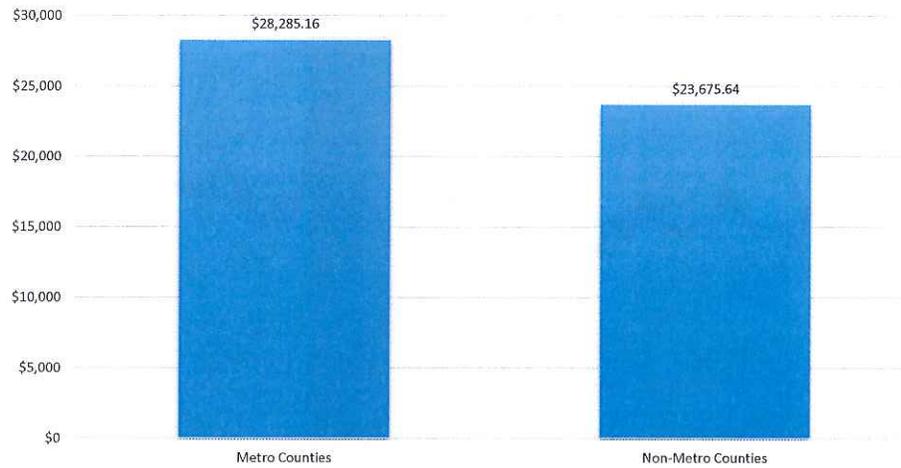
- Overqualification as an obstacle to improving employment
- 17.7% potential job seekers indicated that being overqualified may prevent them from changing jobs or reentering the workforce.

## Wage Difference Metro vs Non-Metro



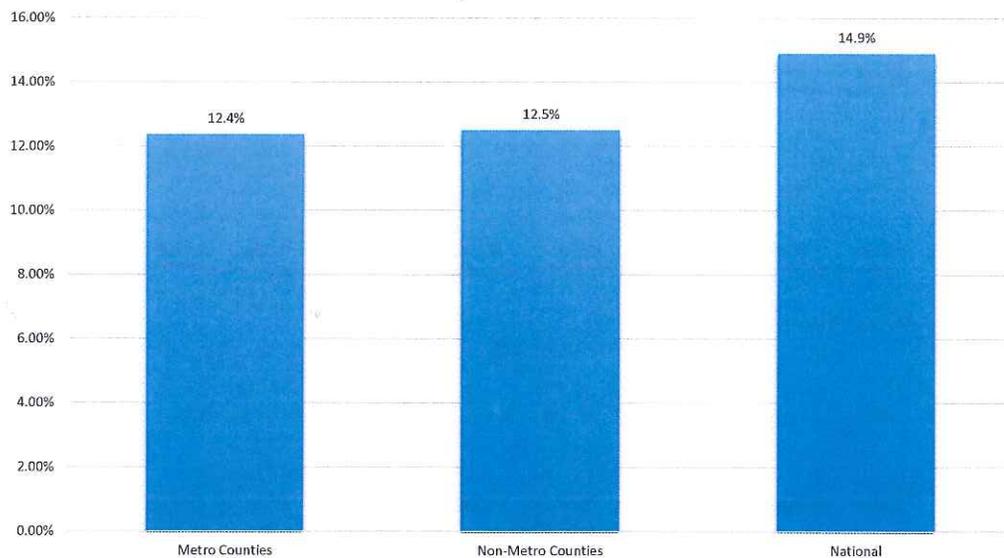
Source: U.S. Department of Labor, Bureau of Labor Statistics

# Per Capita Income



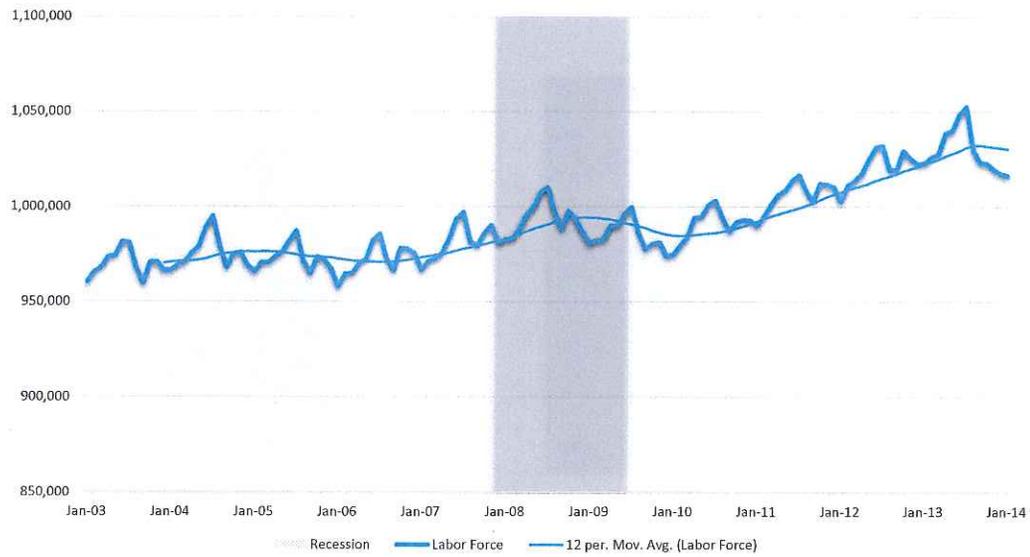
Source: U.S. Census Bureau

# Poverty Rate



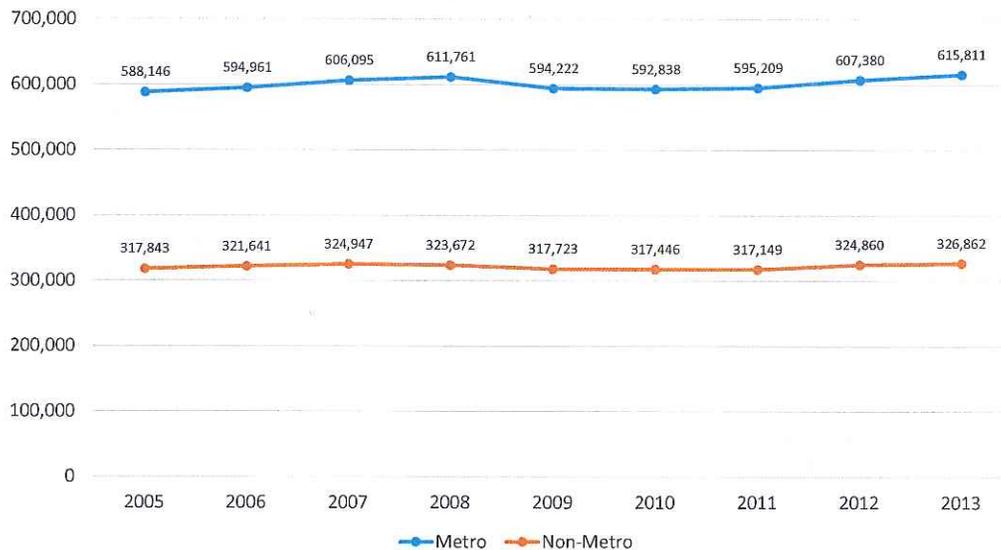
Source: U.S. Census Bureau

# Labor Force



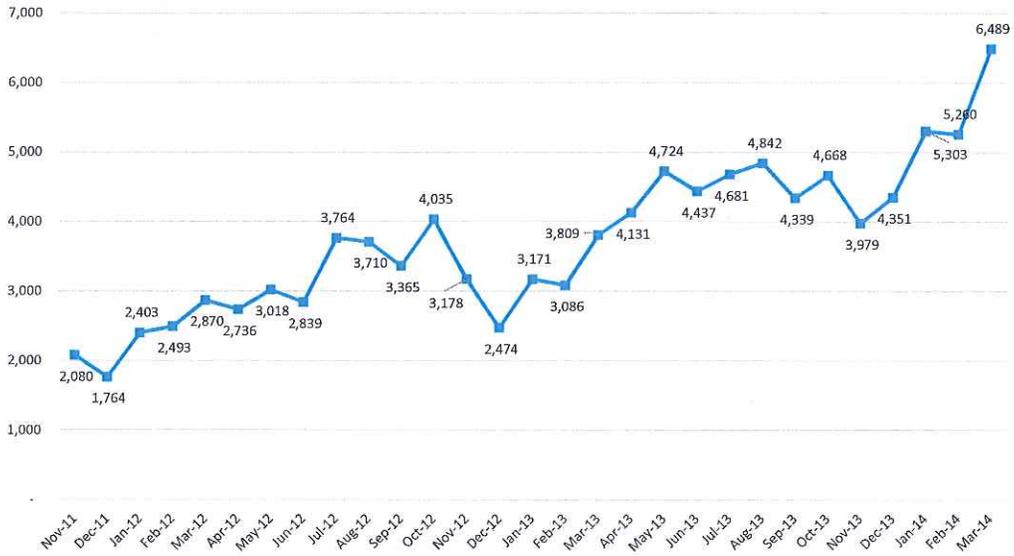
Source: U.S. Department of Labor, Bureau of Labor Statistics

# Number of Employers



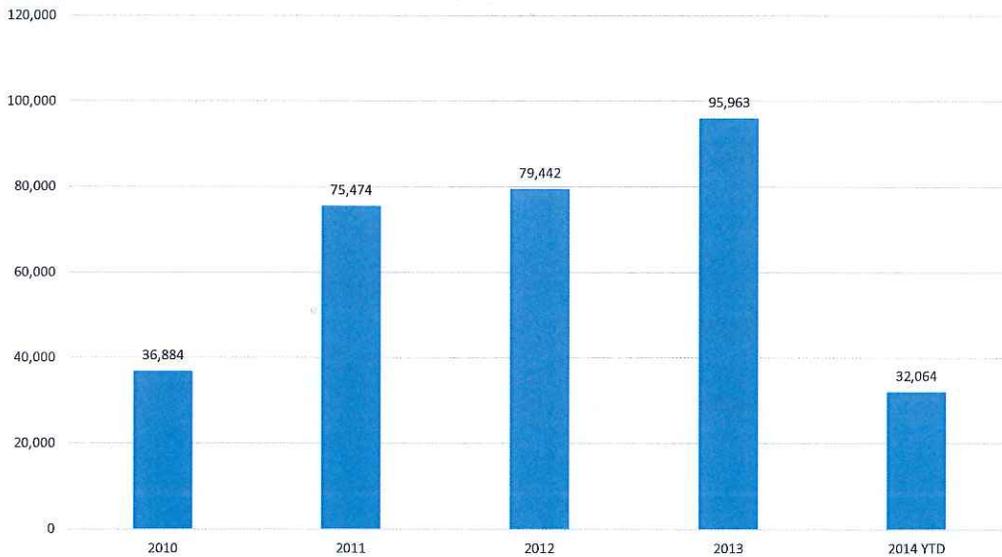
Source: Nebraska Department of Labor

# Internal Job Orders Created



Source: Nebraska Department of Labor

# Total Job Openings



Source: Nebraska Department of Labor

Top 10 Occupations that pay more in Metro				
Standard Occupational Code Title	Metro Average Hourly Wage	Non-Metro Average Hourly Wage	Average Hourly Wage Difference	Cents on the \$
Funeral Service Managers	\$70.52	\$28.90	\$41.62	\$0.41
Healthcare Practitioners and Technical Workers, All Other	\$28.50	\$14.88	\$13.62	\$0.52
Lawyers	\$53.77	\$29.51	\$24.26	\$0.55
Bus Drivers, Transit and Intercity	\$19.17	\$11.09	\$8.08	\$0.58
Structural Iron and Steel Workers	\$27.37	\$15.89	\$11.48	\$0.58
Writers and Authors	\$23.69	\$13.77	\$9.92	\$0.58
Life, Physical, and Social Science Technicians, All Other	\$26.66	\$15.55	\$11.11	\$0.58
Real Estate Brokers	\$36.41	\$21.39	\$15.02	\$0.59
Control and Valve Installers and Repairers, Except Mechanical Door	\$28.35	\$16.70	\$11.65	\$0.59
Emergency Management Directors	\$31.53	\$18.76	\$12.77	\$0.59

Source: Nebraska Department of Labor

Top 10 Occupations that pay more in Non-Metro				
Standard Occupational Code Title	Metro Average Hourly Wage	Non-Metro Average Hourly Wage	Average Hourly Wage Difference	Cents on the \$
Physicians and Surgeons, All Other	\$63.22	\$109.63	-\$46.41	\$1.73
Dredge Operators	\$10.59	\$15.21	-\$4.62	\$1.44
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$32.72	\$46.73	-\$14.01	\$1.43
Psychiatrists	\$79.57	\$110.61	-\$31.04	\$1.39
Credit Counselors	\$21.49	\$29.61	-\$8.12	\$1.38
Radio, Cellular, and Tower Equipment Installers and Repairers	\$16.36	\$22.35	-\$5.99	\$1.37
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.87	\$20.99	-\$5.12	\$1.32
Optometrists	\$55.51	\$73.28	-\$17.77	\$1.32
Motor Vehicle Operators, All Other	\$12.30	\$16.15	-\$3.85	\$1.31
Earth Drillers, Except Oil and Gas	\$14.59	\$18.77	-\$4.18	\$1.29

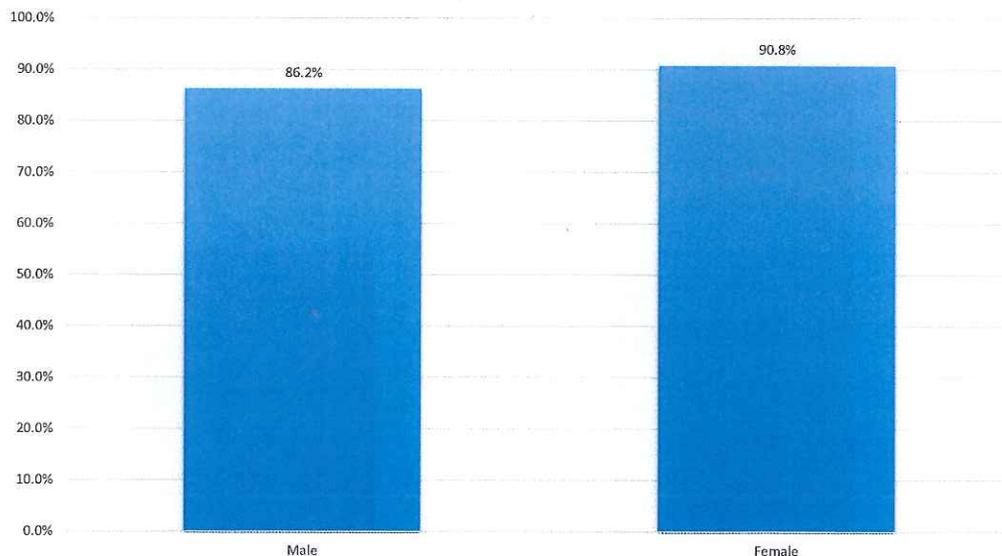
Source: Nebraska Department of Labor

# Cohort Graduation Rate and Dropout Rates Explained

- The Nebraska Department of Education (NDE) started using the cohort four-year graduation rate in the 2010-11 academic year.
- A graduation cohort is adjusted by adding any students transferring into the cohort and by subtracting any students who transfer out, emigrate to another country, or die during the four-year cohort period.
- A cohort four-year dropout rate cannot be calculated simply by subtracting the cohort four-year graduation rate from 100.0%, or by subtracting the number of regular diploma recipients from the total number of students in the cohort. Such calculations are invalid because the number of students who did not receive regular diplomas includes students who are still in school or received other certificates, awards and diplomas, such as the GED, as well as students who dropped out of school or their status is unknown.
- Although cohort four-year dropout rates by gender or race/ethnicity are not available for analysis, the Nebraska Department of Education (NDE) provides the total number of students in the 7th through 12th grades who dropped out of school during the school year.

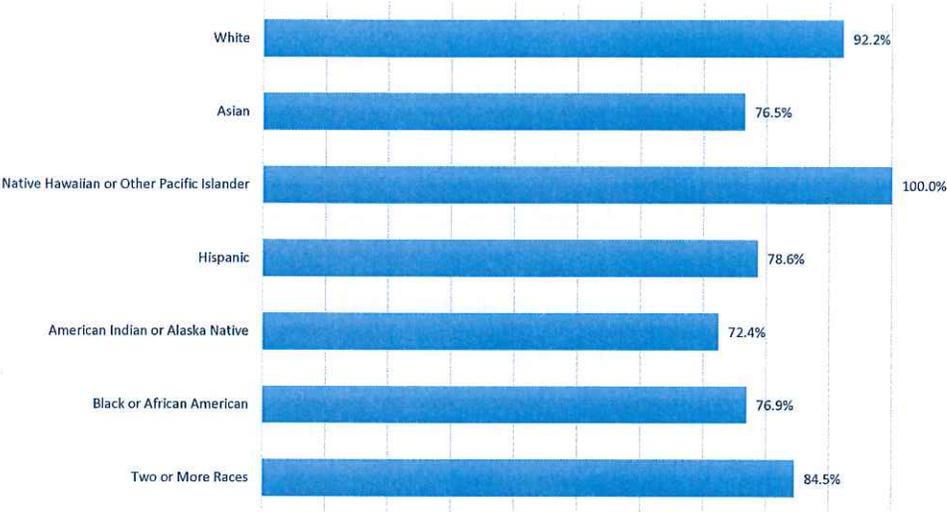
Source: Nebraska's Coordinating Commission for Postsecondary Education

## Graduation Rate by Gender



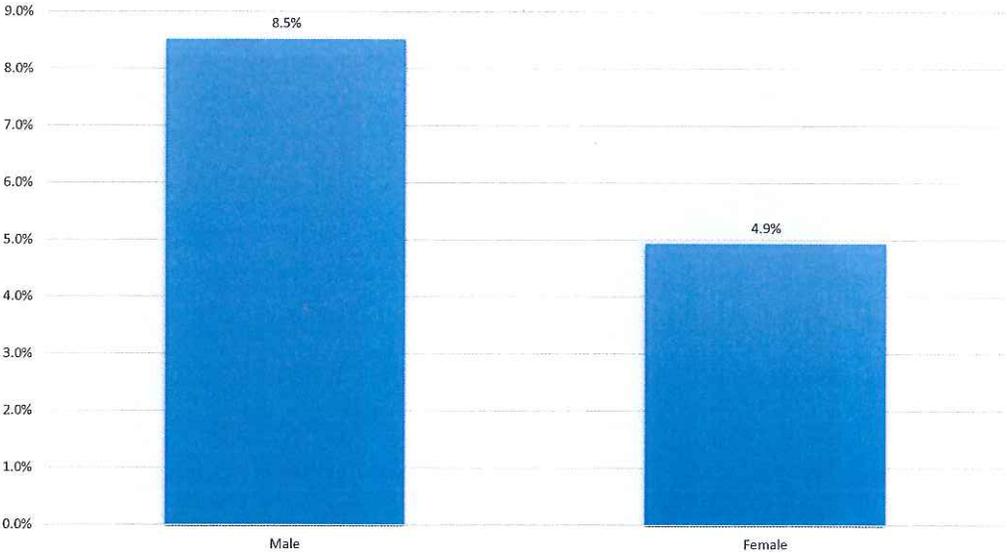
Source: Nebraska's Coordinating Commission for Postsecondary Education

# Graduation Rate by Race/Ethnicity



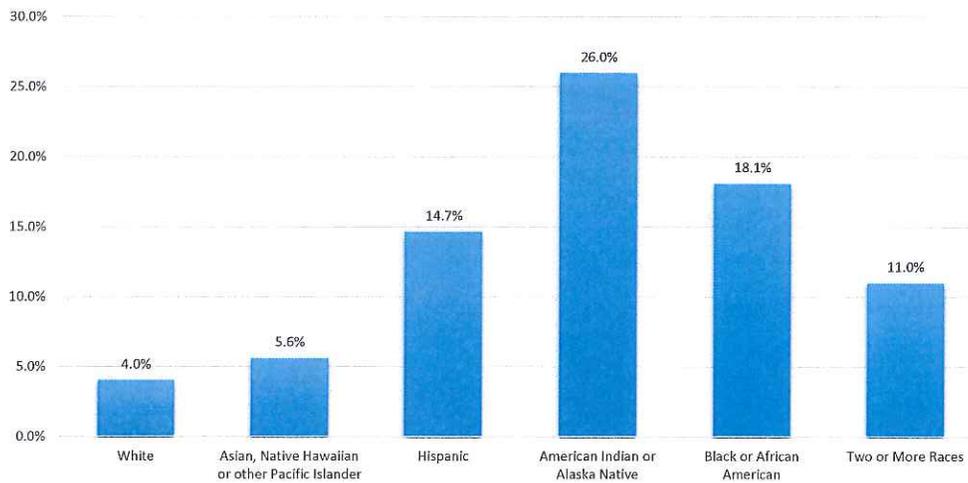
Source: Nebraska’s Coordinating Commission for Postsecondary Education

# Dropout Rate by Gender



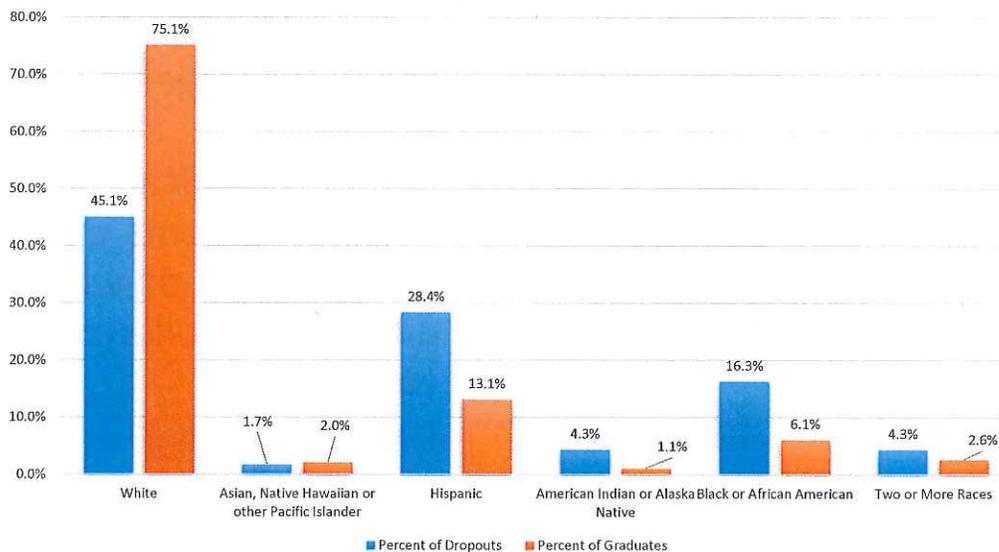
Source: Nebraska’s Coordinating Commission for Postsecondary Education

# Dropout Rate by Race/Ethnicity



Source: Nebraska's Coordinating Commission for Postsecondary Education

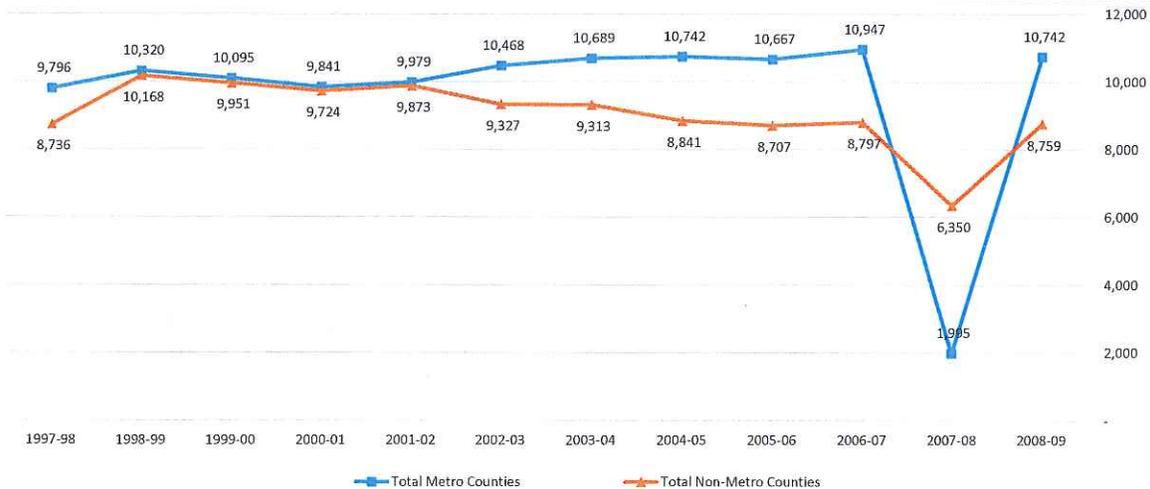
# Graduates vs Dropouts by Race/Ethnicity



Source: Nebraska's Coordinating Commission for Postsecondary Education

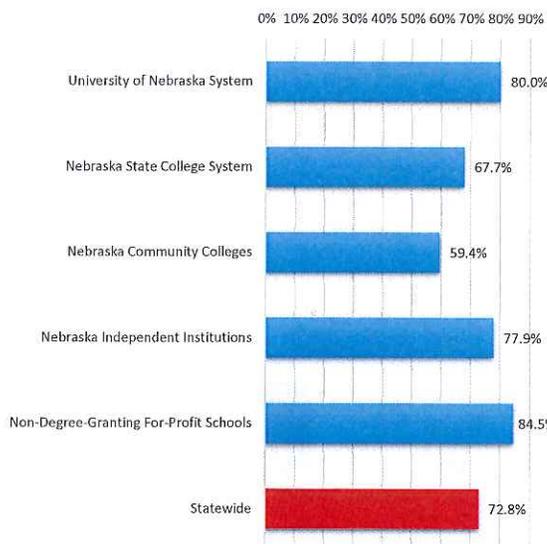
# Metro and Non-Metro High School Graduates

16 counties, including Douglas, Sarpy, and Lancaster submitted data that did not meet NCES data quality standards in the 2007-08 academic year, and are therefore not included in the chart.



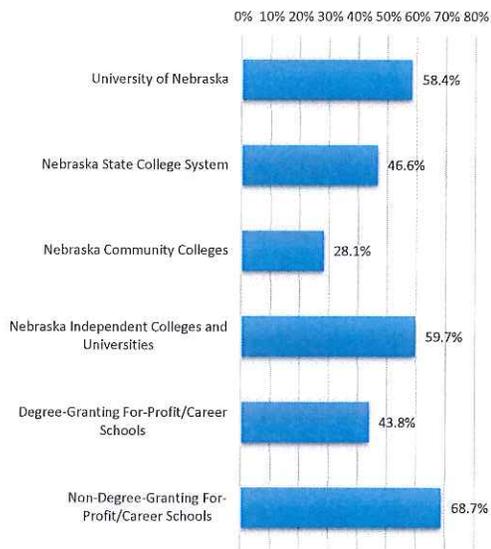
Data Source: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Local Education Agency (School District) Universe Survey", 1998-99 v.1c, 1999-00 v.1b, 2000-01 v.1a, 2001-02 v.1a, 2002-03 v.1a, 2003-04 v.1b, 2004-05 v.1c, 2005-06 v.1a, 2005-06 v.1b, 2006-07 v.1b, 2007-08 v.1b, 2008-09 v.1a.

# First Time Freshmen Retention Rate



- A Retention Rate is the percentage of first-time degree/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall.

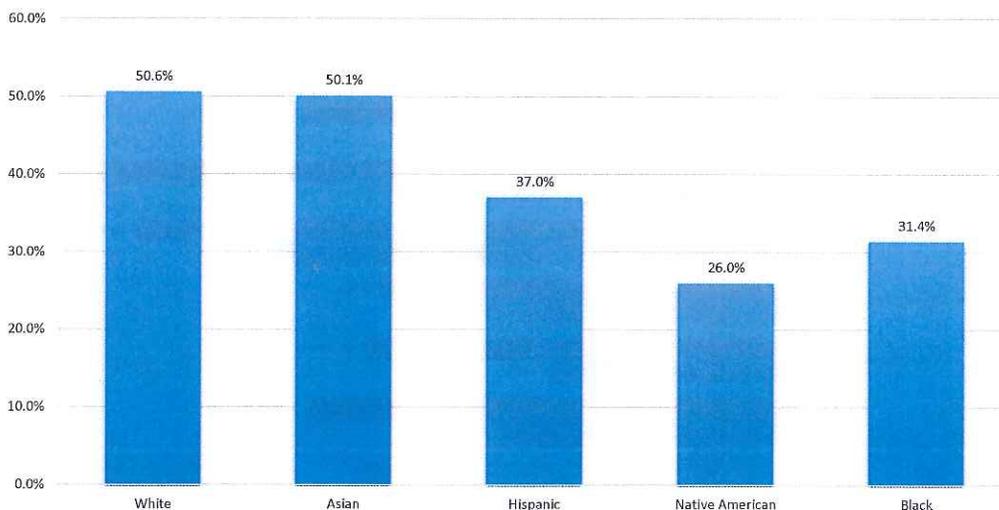
# College Graduation Rates



- Graduation Rates only include students entering the institution as full-time, first-time, degree/certificate-seeking undergraduate students in a particular year (cohort), by race/ethnicity and gender; the number completing their program within 150 percent of normal time to completion.

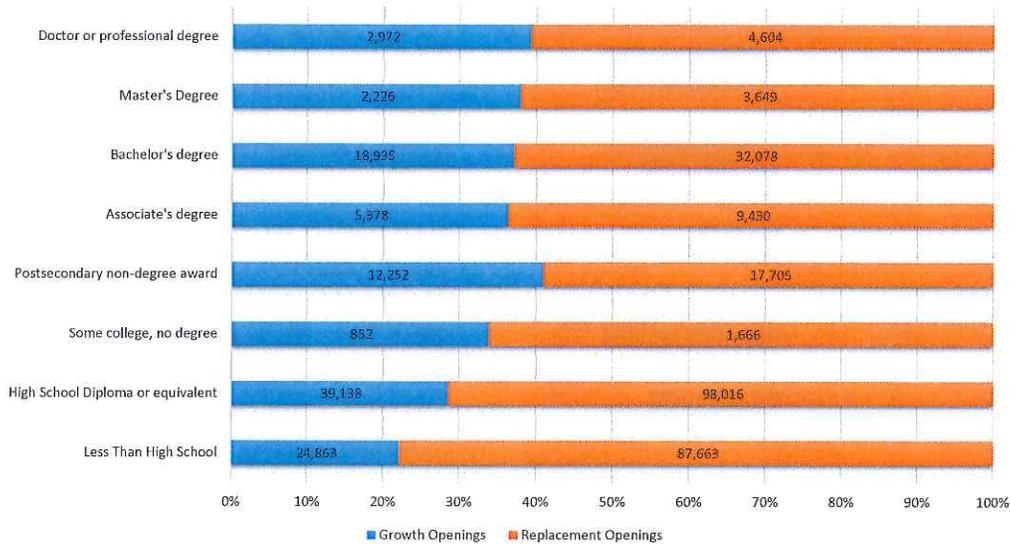
Source: Nebraska's Coordinating Commission for Postsecondary Education

# College Graduation Rate by Race/Ethnicity



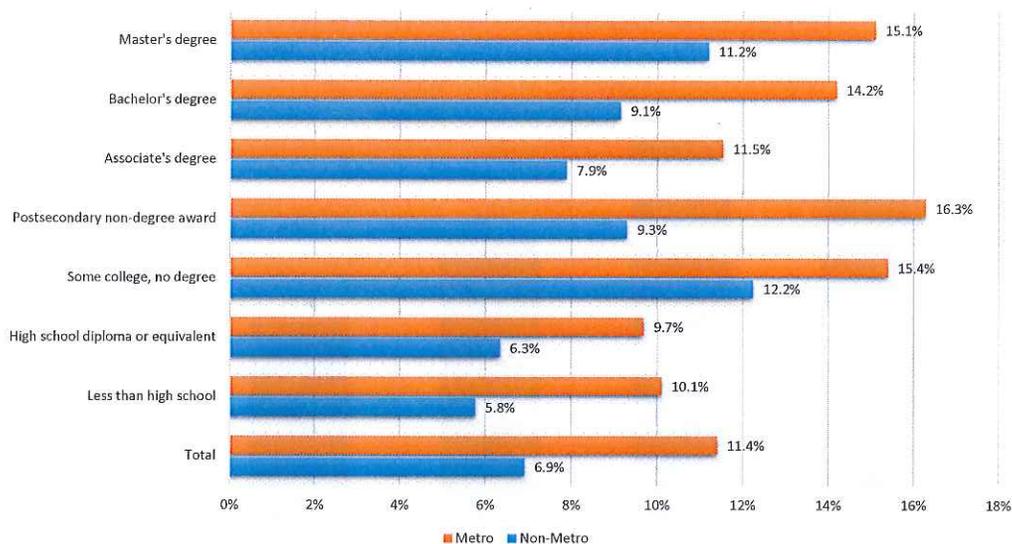
Source: Nebraska's Coordinating Commission for Postsecondary Education

# Job Openings 2010 to 2020



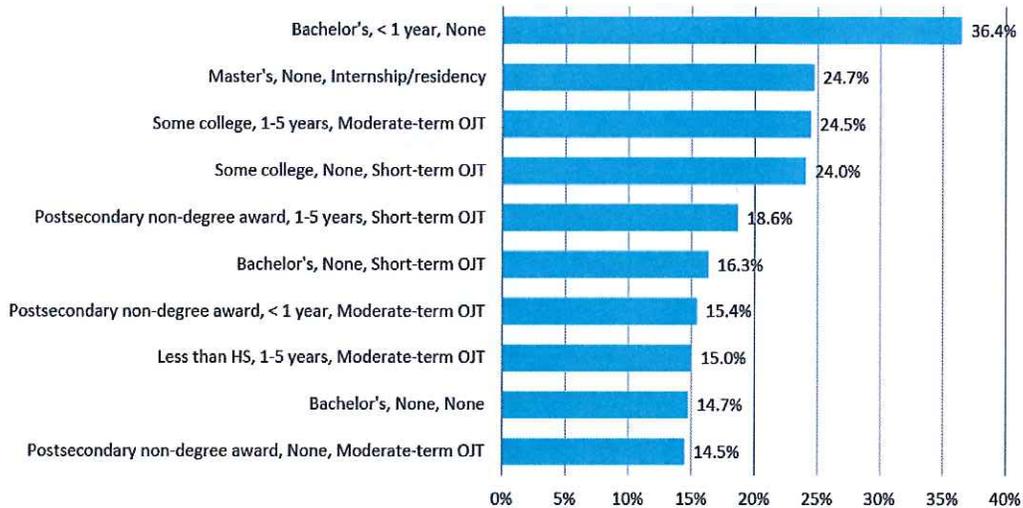
Source: Nebraska Department of Labor

# Job Openings Percent Change 2010 to 2020



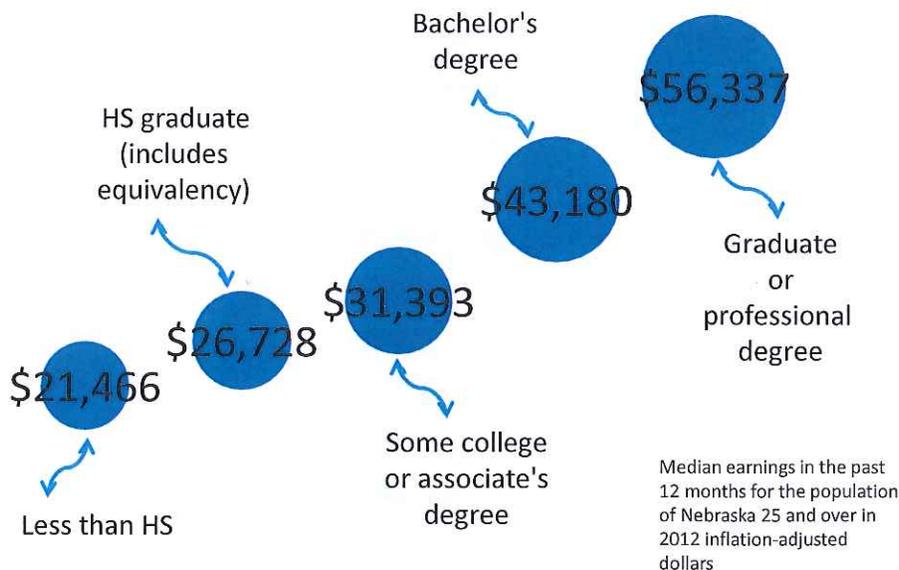
Source: Nebraska Department of Labor

# Fastest Growing Educational Paths



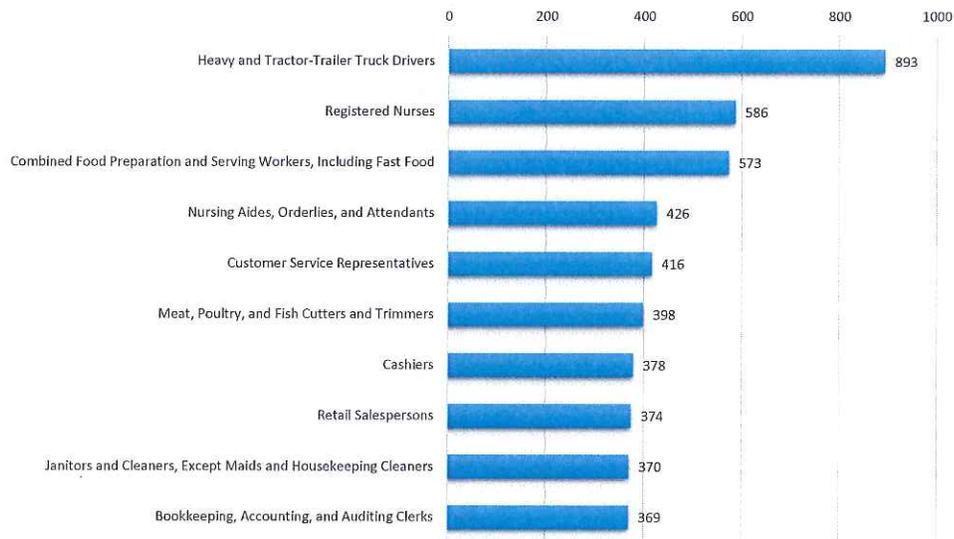
Source: Nebraska Department of Labor

# Wages by Education Level



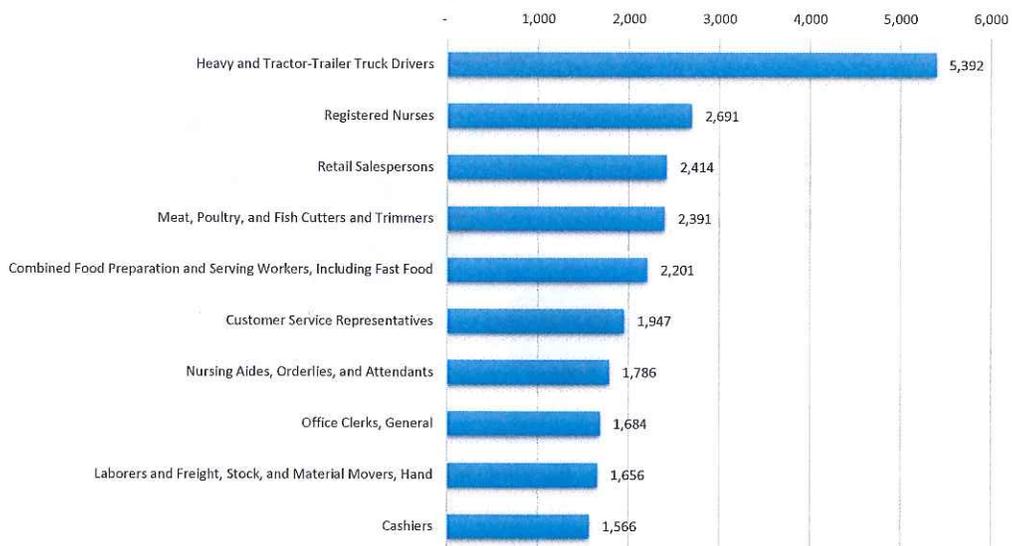
Source: Nebraska Department of Labor

# Fastest Growing Occupations Short Term (2012-2014)



Source: Nebraska Department of Labor

# Fastest Growing Occupations Long Term (2010-2020)



Source: Nebraska Department of Labor

# Top 10 H3 Occupations - Statewide

Rank	Statewide Top 20 H3 Occupations
1	Heavy and Tractor-Trailer Truck Drivers
2	Registered Nurses
3	Carpenters
4	Elementary School Teachers, Except Special Education
5	Accountants and Auditors
6	Market Research Analysts and Marketing Specialists
7	Licensed Practical and Licensed Vocational Nurses
8	Teachers and Instructors, All Other
9	Secondary School Teachers, Except Special and Career/Technical Education
10	Plumbers, Pipefitters, and Steamfitters
11	Software Developers, Applications
12	Network and Computer Systems Administrators
13	Electricians
14	Software Developers, Systems Software
15	Public Relations Specialists
16	Welders, Cutters, Solderers, and Brazers
17	Industrial Machinery Mechanics
18	Computer Systems Analysts
19	Business Operations Specialists, All Other
20	Human Resources Specialists

Source: Nebraska Department of Labor

# Top 10 Associate's H3 Occupations - Statewide

Top 10 H3 Occupations by Associate's Degree-Statewide	Avg Annual Wage	Work Experience (years), Job Training	Avg Annual Openings
Registered Nurses	\$57,939	None, None	667
Construction Managers	\$81,253	> 5, None	57
General and Operations Managers	\$110,429	1-5, None	159
Dental Hygienists	\$65,085	None, None	43
Radiologic Technologists and Technicians	\$50,075	None, None	46
Physical Therapist Assistants	\$51,258	None, None	26
Medical and Clinical Laboratory Technicians	\$35,544	None, None	41
Respiratory Therapists	\$52,725	None, None	31
Paralegals and Legal Assistants	\$44,772	None, None	25
Civil Engineering Technicians	\$45,945	None, None	30

Source: Nebraska Department of Labor

# Top 10 Bachelor's H3 Occupations - Statewide

Top 10 H3 Occupations by Bachelor's Degree-Statewide	Avg Annual Wage	Work Experience (years), Job Training	Avg Annual Openings
Elementary School Teachers, Except Special Education	\$49,043	None, Internship/residency	349
Accountants and Auditors	\$66,989	None, None	291
Market Research Analysts and Marketing Specialists	\$60,886	None, None	187
Teachers and Instructors, All Other	\$42,640	None, None	215
Secondary School Teachers, Except Special and Career/Technical Education	\$49,906	None, Internship/residency	278
Software Developers, Applications	\$76,173	None, None	125
Network and Computer Systems Administrators	\$70,862	None, None	132
Software Developers, Systems Software	\$79,813	None, None	97
Public Relations Specialists	\$51,638	None, Moderate-term OJT	160
Computer Systems Analysts	\$74,048	None, None	124

Source: Nebraska Department of Labor

# Top 10 Master's H3 Occupations - Statewide

Top 10 H3 Occupations by Master's Degree and Higher-Statewide	Avg Annual Wage	Education, Work Experience (years), Job Training	Avg Annual Openings
Pharmacists	\$103,668	Doctoral or professional degree, None, None	94
Physical Therapists	\$77,527	Doctoral or professional degree, None, None	53
Physicians and Surgeons, All Other	\$145,346	Doctoral or professional degree, None, Internship/residency	65
Education Administrators, Elementary and Secondary School	\$88,916	Master's degree, 1-5, None	66
Health Specialties Teachers, Postsecondary	NA	Doctoral or professional degree, None, None	***
Mental Health Counselors	\$46,185	Master's degree, None, Internship/residency	39
Educational, Guidance, School, and Vocational Counselors	\$52,386	Master's degree, None, None	53
Healthcare Social Workers	\$43,328	Master's degree, None, None	45
Occupational Therapists	\$74,435	Master's degree, None, None	36
Family and General Practitioners	\$201,404	Doctoral or professional degree, None, Internship/residency	41

Source: Nebraska Department of Labor

\*\*\* Data Suppressed for Confidentiality

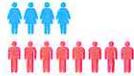
# NEBRASKA WORKFORCE

## WORKER PROFILE

### LORMEM IPSUM



### LORMEM IPSUM



### LORMEM IPSUM



### LORMEM IPSUM

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*Pringilla vehicula risus. Suspendisse potenti, Morbi a partitur enim, sed mollis nulla. Nulla fructus. Nunc mollis enim sed elit. In facilis enim lacus quis. Curabitur ac tempus ante, nunc pharetra est. Morbi et parturere eam. Vivamus condimentum, tiberi nec congue dignam, justo mauris venenatis lectus. Ut euismod nec mihi nec porta. Nunc theloqui, sed eu variis a scortibus, erat purus bibendum nisi, eget dapibus justo libero quis sagittis.*

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## ECONOMY

### POVERTY RATING



### UNEMPLOYMENT RATE

4.3%

### PER CAPITA INCOME

\$28,285 | Metro

\$23,676 | Non-Metro

## EDUCATION

### HIGH SCHOOL DROPOUT RATE BY GENDER



### HIGH SCHOOL GRADUATES BY ETHNICITY



### HIGH SCHOOL DROPOUTS BY ETHNICITY



- Non-Metro
- Non-Metro
- Non-Metro
- Non-Metro
- Non-Metro
- Non-Metro

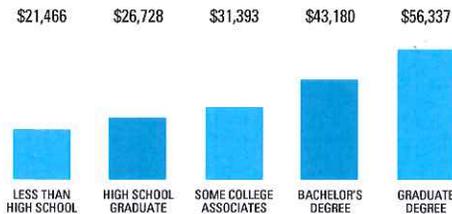
10,667

# OF NEBRASKANS ATTENDING POST SECONDARY SCHOOL

68,582

NUMBER OF HIGH SCHOOL GRADUATES IN 2013

### WAGES BY EDUCATION LEVEL



## WORKER AVAILABILITY

10,667

# OF NEBRASKANS ATTENDING POST SECONDARY SCHOOL

68,582

NUMBER OF HIGH SCHOOL GRADUATES IN 2013

978

NUMBER OF HIGH SCHOOL DROPOUTS IN 2013

## EMPLOYER COMMUNITY

DRAFT