

Nebraska Workforce Development Board Meeting

December 8, 2023, 9:00a – 12:00p

Administrative Services Building

Nebraska Public Media (Formerly NET) Building

1800 N 33rd Street, Lincoln, Nebraska 68503

Agenda

- | | |
|---|------------------------------|
| 1. Call to Order | Mark Moravec |
| 2. Roll Call | Nicole Schaefer |
| 3. Notice of Publication | Nicole Schaefer |
| 4. Approval of Minutes ¹ | Mark Moravec |
| 5. New Business | |
| a. Labor Market Information (LMI) | Jodie Meyer & Scott Ferguson |
| b. InternNE | Shonna Dorsey |
| c. Strategy and Innovation Subcommittee | Michael Geary |
| d. Policy and Oversight Subcommittee | James Hanson, Jr. |
| e. 2024 Proposed Meeting Dates ¹ | Dawn Carrillo |
| 6. Member Updates | Board Members |
| 7. Next Meeting – Date, Time, and Location | Mark Moravec |
| 8. Public Comment | Mark Moravec |
| 9. Adjournment ¹ | Mark Moravec |

¹ Requires a motion and roll call vote



Nebraska Workforce Development Board
Meeting Minutes
June 9, 2023, 9a – 12p
Nebraska Public Media Building
1800 N 33rd Street
Lincoln, NE 68503

Agenda item 1. Call to Order

Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on June 9, 2023 at approximately 9a at the Nebraska Public Media Building, Lincoln, Nebraska.

Before taking up the business of the Board, Chair Moravec welcomed members of the public and encouraged the public to sign in at the registration table; indicating, however, that members of the public are not required to sign in. In addition, Chair Moravec stated that members of the public would have an opportunity to comment on agenda items requiring formal action by the Board. Chair Moravec also stated that members of the public would also have an opportunity to comment at the end of this meeting. In both cases, individuals are permitted five minutes to speak during the public comment period to allow all who wish to comment time to do so. Chair Moravec also indicated that members of the public may submit written comments, which would be made part of the permanent record for this meeting.

Agenda item 2. Roll Call

Chair Moravec asked Nicole Schaefer to call the role for purposes of establishing quorum (minimum of 13 out of 24 Governor-appointed Board Members). Nicole called roll and advised Chair Moravec that quorum was established.

Members in Attendance

1. John Albin
2. Lindy Foley
3. Michael Geary
4. Jim Hansen
5. Tate Lauer
6. Susan Martin
7. Mark Moravec
8. Kyle Nixon
9. Terri Ridder
10. Jennifer Sedlacek
11. Becky Stitt
12. Paul Turman
13. Lisa Wilson
14. Courtney Wittstruck

Members Absent

15. Kyle Arganbright
16. Elizabeth Babcock
17. Brian Deakin
18. Gary Dixon, Jr.
19. James Hanson, Jr.
20. Cindy Johnson
21. Don Nordell
22. Governor Jim Pillen
23. Bradley Schroeder
24. Danette Smith
25. Jim Smith

Nebraska Department of Labor (NDOL) Administrative Staff in attendance

1. Derek Ahrens, State Monitoring Unit Supervisor, Division of Reemployment Services
2. Erick Carrillo, Program Analyst, Division of Reemployment Services
3. Dawn Carrillo, Administrator, Division of Reemployment Services
4. Jana Dye, Administrator, Division of Reemployment Services
5. Lucas Miller, Program Coordinator, Division of Reemployment Services
6. John O'Keefe, Director, Division of Reemployment Services
7. Nicole Schaefer, Administrative Programs Officer, Division of Reemployment Services
8. Katie Thurber, Deputy Commissioner for Operations and General Counsel

Agenda item 3. Notice of Publication

Nicole Schaefer announced that the Notice of Public Meeting was duly published, in accordance with the Nebraska Open Meetings Act, in the Beatrice Daily Sun, Columbus Telegram, Grand Island Independent, Hastings Tribune, Kearney Hub, Lincoln Journal Star, Norfolk Daily News, North Platte Telegraph, Omaha World-Herald, and Scottsbluff Star-Herald. Nicole also announced that notice of the meeting was posted on the State of Nebraska Public Meeting Calendar.

Agenda item 4. Approval of Minutes

Chair Moravec called the next order of business, which was the approval of the draft meeting minutes from the March 10, 2023 meeting of the Board. The draft minutes from the September meeting were emailed to Board Members on June 8, 2023. The meeting minutes were also included in Board Member meeting packets as Handout 1.

Chair Moravec opened the floor to Board Members for discussion on the draft minutes. Board Members had no comments on the draft minutes. Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made.

Michael Geary motioned to approve the June minutes as provided, and Becky Stitt seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously.

Agenda item 5. New Business

a. Catholic Social Services

John Soukup, Development Officer, and Nadia Peterchuk, Refugee Case Manager for Catholic Social Services presented on their efforts at resettling refugees in Lincoln and integrating them into the local workforce. Their presentation was provided as Handout 3.

b. Lincoln Literacy

Brian Seck, Executive Director of Lincoln Literacy presented on his organizations efforts to teach English to refugees and immigrants in the Lincoln area. His presentation was included as Handout 5.

c. Lutheran Family Services

Sam Sodji, Employment Specialist with Lutheran Family Services presented on the challenges refugees face when coming to the United States and the efforts his organization makes to assist them. His presentation was included as Handout 4.

d. Nebraska Workforce Development Award

Mark Moravec presented the 2023 Nebraska Workforce Development Award to Jessica Barry, Information Technology Manager of Software Development for Conagra Brands.

Jessica was recognized for her leadership and dedication in improving Conagra's tech internship program and retaining talented individuals within the organization. She revitalized the intern program at Conagra, built it from the ground up, and forged relationships with several Nebraska schools, resulting in a 50% increase in the 2020 intern class. She also created a rotational development program within Conagra that spanned both the Information Technology and Global Business Services departments, which allowed employees to apply and gain exposure to medium and high-tech roles, with a new role every 12 months.

Jessica was involved in other initiatives aimed at supporting the tech community in Nebraska, including the Nebraska Tech Collaborative and the Millard STEM academy board. She is also creating a partnership program between CodeBlack and Conagra to increase the diversity pipeline of their organization.

Agenda item 6. Member Updates

Chair Moravec asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

Agenda item 7. Next Meeting – Date and Time

Chair Moravec reminded the Board that the next meeting of the Board is scheduled for September 15, 2023 from 9a to 12p, at the Nebraska Public Media Building, 1800 N 33rd Street, Lincoln, Nebraska. If the date, time or location of the meeting changes, Chair Moravec advised the Board that Members would be notified by email.

Agenda item 8. Public Comment

Chair Moravec opened the floor for public comment. Public comments were not made.

Agenda item 9. Adjournment

Chair Moravec asked for a motion to adjourn the meeting of the Board. Becky Stitt motioned that the meeting be adjourned. Susan Martin seconded the motion. Members of the Board in attendance voted on the motion by roll call vote. The motion carried unanimously. The meeting adjourned at approximately 11a.

Labor Market Information Highlights: H3 Occupations, Future Employment Outlook, and Current Workforce Challenges

Jodie Meyer, Research Analyst

Scott Ferguson, Research Analyst

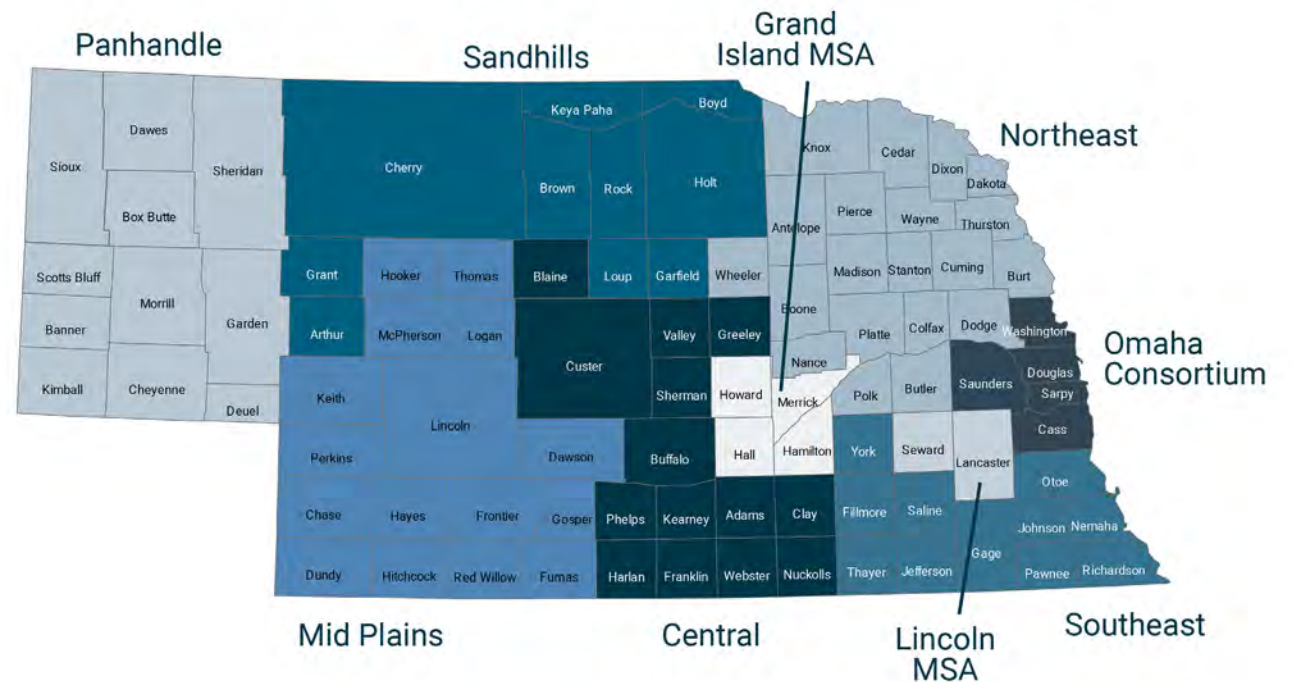
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High Wage, Skill, Demand (H3) Occupations

- Created for Statewide and each of the 9 Economic Regions
- Produced every other year in even numbered years
- Last calculated in 2022 and these are current until new lists come out July 2024

Nebraska Economic Development Regions

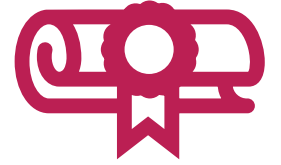


High Demand



- How is High Demand determined?
 - We use data from the long-term occupational projections
 - These are done every other year in even years-the last update was in July 2022 for the 2020-2030 time period
 - We are looking at **future** demand **not current** demand for the occupation
- We look at multiple factors to help make comparisons between occupations more even
 - Net Change in Employment
 - Growth Rate
 - Number of Openings (Labor Force Exits+Occupational Transfers+Growth Openings)

High Skill



- How is High Skill determined?
 - Using data on typical education and training requirements needed to enter the occupation
 - **Time in a formal education setting, not ability!**
 - Comes from National Bureau of Labor Statistics survey of businesses
- Education Level of:
 - Some College or higher
 - OR**
 - High School Diploma or Equivalent + Extra Effort (Long-term on-the-job training (year +), Apprenticeship, or Internship/residency)

High Wage



- How are High Wages determined?
 - Using data from our Occupational Employment and Wage Statistics program
 - Wages from 8 different points in the pay scale are used
 - If the wages for the occupation are higher than the wages for all occupations in 4 or more of the 8 categories, it is High Wage
 - Whenever you see H3 data, the version of the wages used to calculate the H3 list be shown even if newer wage data is available!
 - The high wage measure is not recalculated when newer wage data comes out.

Top 10 H3 Occupations by Demand Rank (2020-2030) – Nebraska

	Avg Annual Wage	Education, Work Experience (years), Job Training	Avg Annual Openings
Heavy and Tractor-Trailer Truck Drivers	\$56,529	Postsecondary non-degree award, None, Short-term OJT	3,517
Registered Nurses	\$73,102	Bachelor's degree, None, None	1,704
Software Developers and Software Quality Assurance Analysts and Testers	\$103,186	Bachelor's degree, None, None	1,117
General and Operations Managers	\$96,194	Bachelor's degree, 5 years or more, None	1,349
Accountants and Auditors	\$74,268	Bachelor's degree, None, None	916
Elementary School Teachers, Except Special Education	\$64,377	Bachelor's degree, None, None	815
Electricians	\$54,352	High school diploma or equivalent, None, Apprenticeship	750
Industrial Machinery Mechanics	\$57,966	High school diploma or equivalent, None, Long-term OJT	554
Financial Managers	\$135,390	Bachelor's degree, 5 years or more, None	460
Market Research Analysts and Marketing Specialists	\$62,271	Bachelor's degree, None, None	481

Wages: Q2 2022

Finding Data on H3 Occupations

- Labor Market Information Website
 - [Neworks.Nebraska.gov](https://neworks.nebraska.gov)
 - Select “Labor Market Analysis” under the Labor Market Information section
 - Select “Files, Facts & Figures” then select “Data Download Center”
 - Note: H3.ne.gov website now redirects here
- [H3 Handouts](#)
- Interactive Tableau Dashboard-Coming soon!

Top 10 High Wage, Skill, & Demand Occupations by Demand Rank*

H3



Lincoln MSA

Wage

At or Above the Average for All Occupations in 4 of 8 Wage Categories

Skill

Some College or Higher, High School Diploma or Equivalent + Long-term On-the-Job Training (OJT), Apprenticeship, or Internship/Residency

Demand

High Number of Projected Openings, Net Change in Employment, Growth Rate

Rank	Occupation/Education and Training	Entry Wage	Average Wage	Annual Openings
1	Heavy and Tractor-Trailer Truck Drivers Postsecondary non-degree award + Short-term OJT	\$18.28	\$28.18	778
2	Registered Nurses Bachelor's degree	\$28.74	\$34.95	298
3	Software Developers and Testers Bachelor's degree	\$30.99	\$45.68	239
4	General and Operations Managers Bachelor's degree + 5 years or more related work experience	\$22.50	\$46.45	281
5	Compliance Officers Bachelor's degree + Moderate-term OJT	\$24.82	\$36.71	165
6	Electricians High school diploma or equivalent + Apprenticeship	\$17.46	\$25.97	143
7	Machinists High school diploma or equivalent + Long-term OJT	\$20.82	\$25.54	154
8	Accountants and Auditors Bachelor's degree	\$22.46	\$34.23	163
9	Misc. Business Operations Specialists Bachelor's degree	\$22.26	\$34.51	133
10	Elementary School Teachers Bachelor's degree	\$49,970**	\$70,133**	125

*An occupation's demand rank is based on the projected number of openings, net change in employment, and growth rate.

**Annual wages shown when hourly wages not available; annual wages can be converted to an approximate hourly rate by dividing the annual wages by 2,080 hours. Entry-level wages are defined as the average (mean) wage earned by the lowest third of all workers in the selected occupation.

Wages: [Occupational Employment and Wage Statistics](#), 2nd quarter 2022

Education and Job Outlook: [2020-2030 Long-term Occupational Projections](#), July 2022

More H3 data and methodology can be found at [Neworks.nebraska.gov](https://neworks.nebraska.gov); click Labor Market Analysis

Produced by the Nebraska Department of Labor, Office of Labor Market Information

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Equal Opportunity Program/Employer TDD: 800.833.7352

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Published
December 2022

Alternative Nebraska Statewide Long-term Projections



The COVID-19 pandemic caused many industries to be at a historic low point in 2020



Hardest hit industries and occupations have very high projected growth as the employment levels get back to a pre-pandemic level



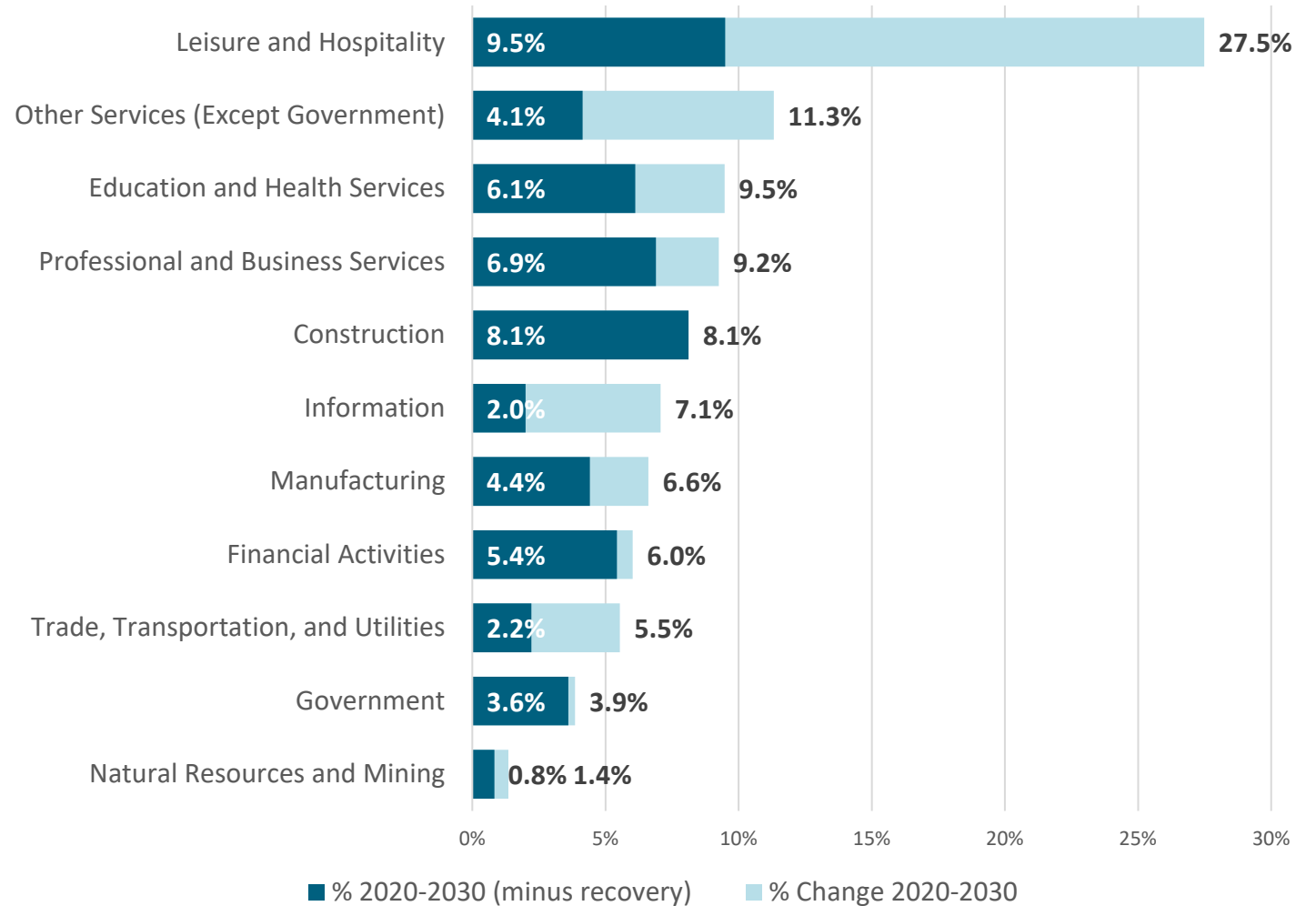
An alternative set of projections accounting for pandemic recovery was produced and is available online along with a Trends article going into more detail



New industry since 2020 with the opening of casinos, so there is high projected growth in this industry and related occupations

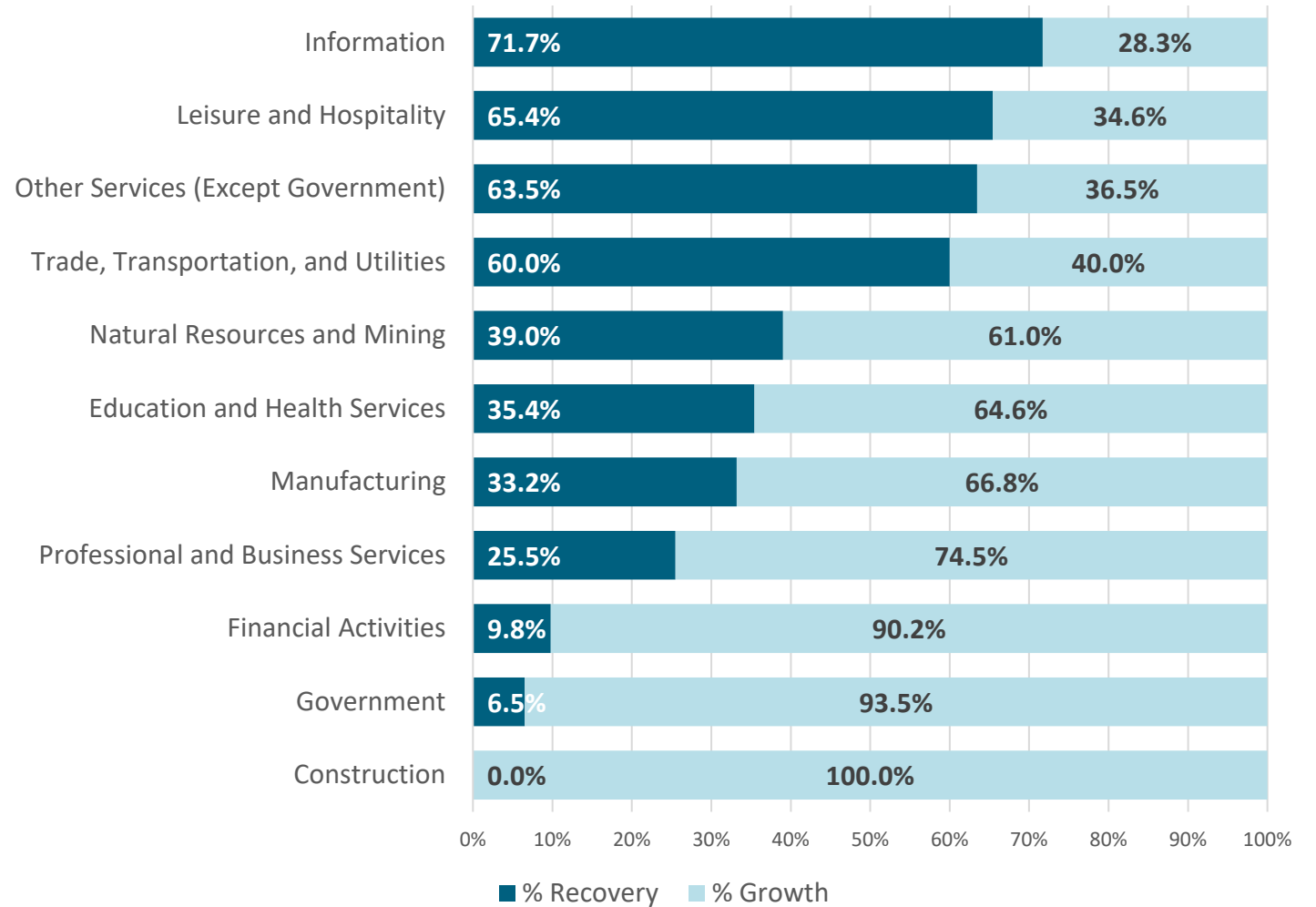
- In Nebraska, the projected percent change is 8.1% and drops to 4.6% when recovery is subtracted
- The fastest growing super-sectors when pandemic recovery is considered are:
 - Leisure and Hospitality (9.5%)
 - Construction (8.1%)
 - Professional and Business Services (6.9%)
 - Education and Health Services (6.1%)
 - Financial Activities (5.4%)

Projected 2020-2030 Percent Change by Industry Super-Sector, With and Without Pandemic Recovery



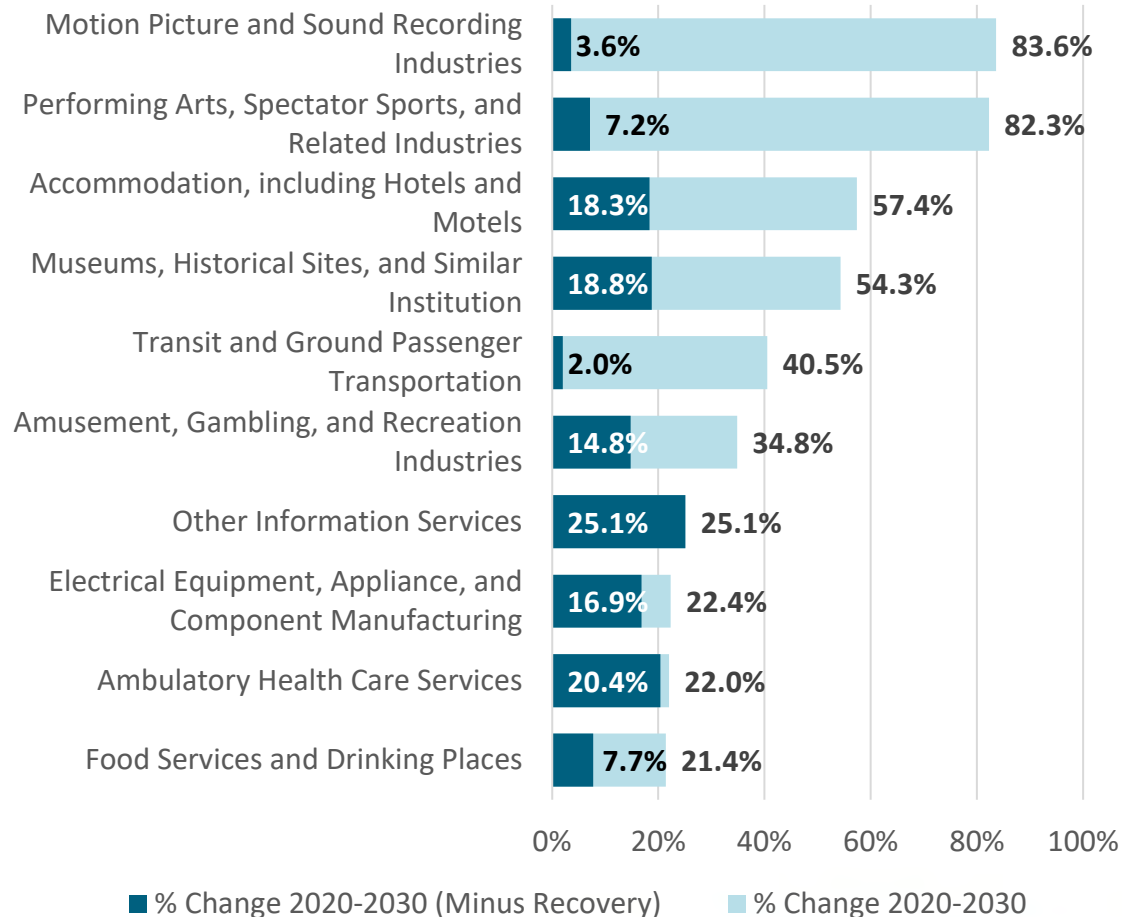
- Overall, 43.0% of projected employment change in Nebraska was due to recovery compared to 57.0% for growth
- The super-sectors with the majority of projected employment change due to pandemic recovery are:
 - Information
 - Leisure and Hospitality
 - Other Services
 - Trade, Transportation, and Utilities
- Construction was the only sector with all projected employment change due to growth

Percentage Pandemic Recovery vs. Growth by Industry Super-Sector, 2020-2030

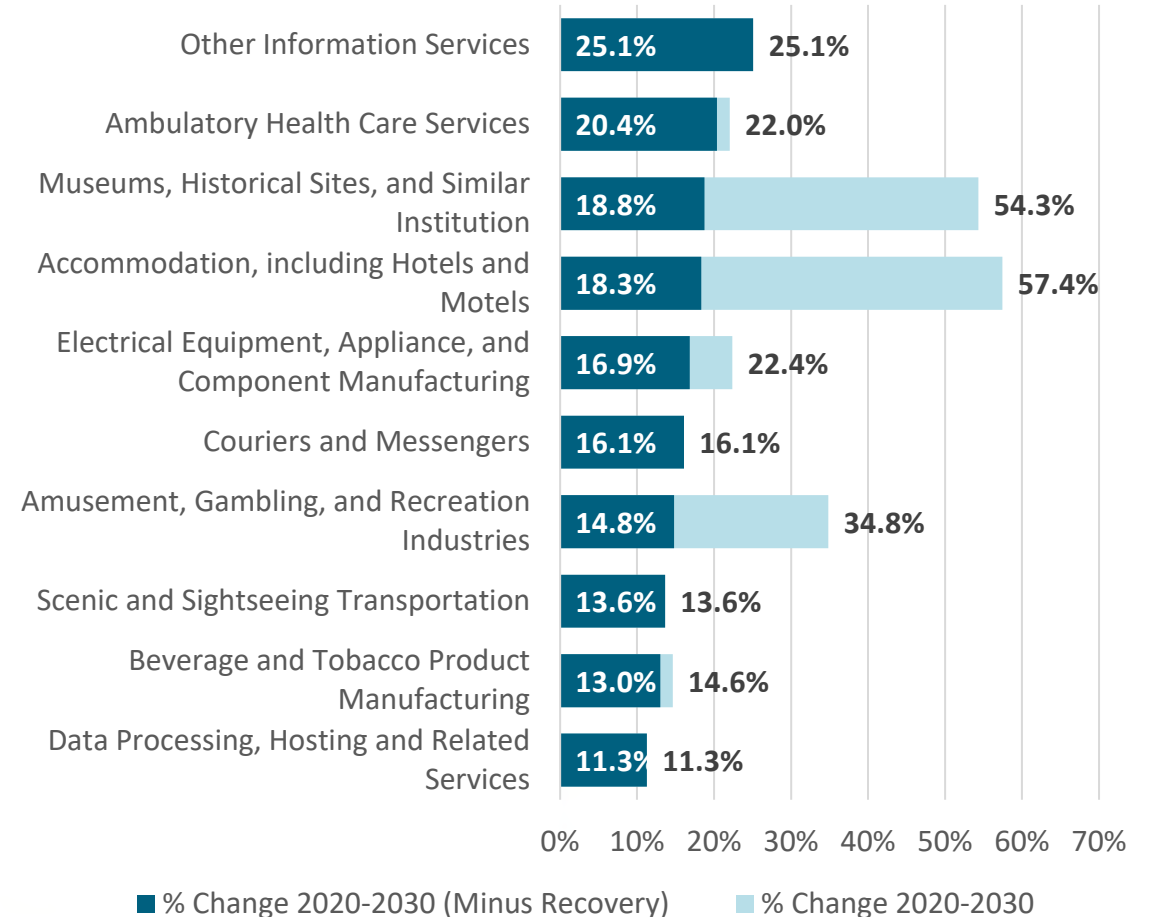


Top 10 Fastest Growing Industries by Percent Change 2020-2030

Original

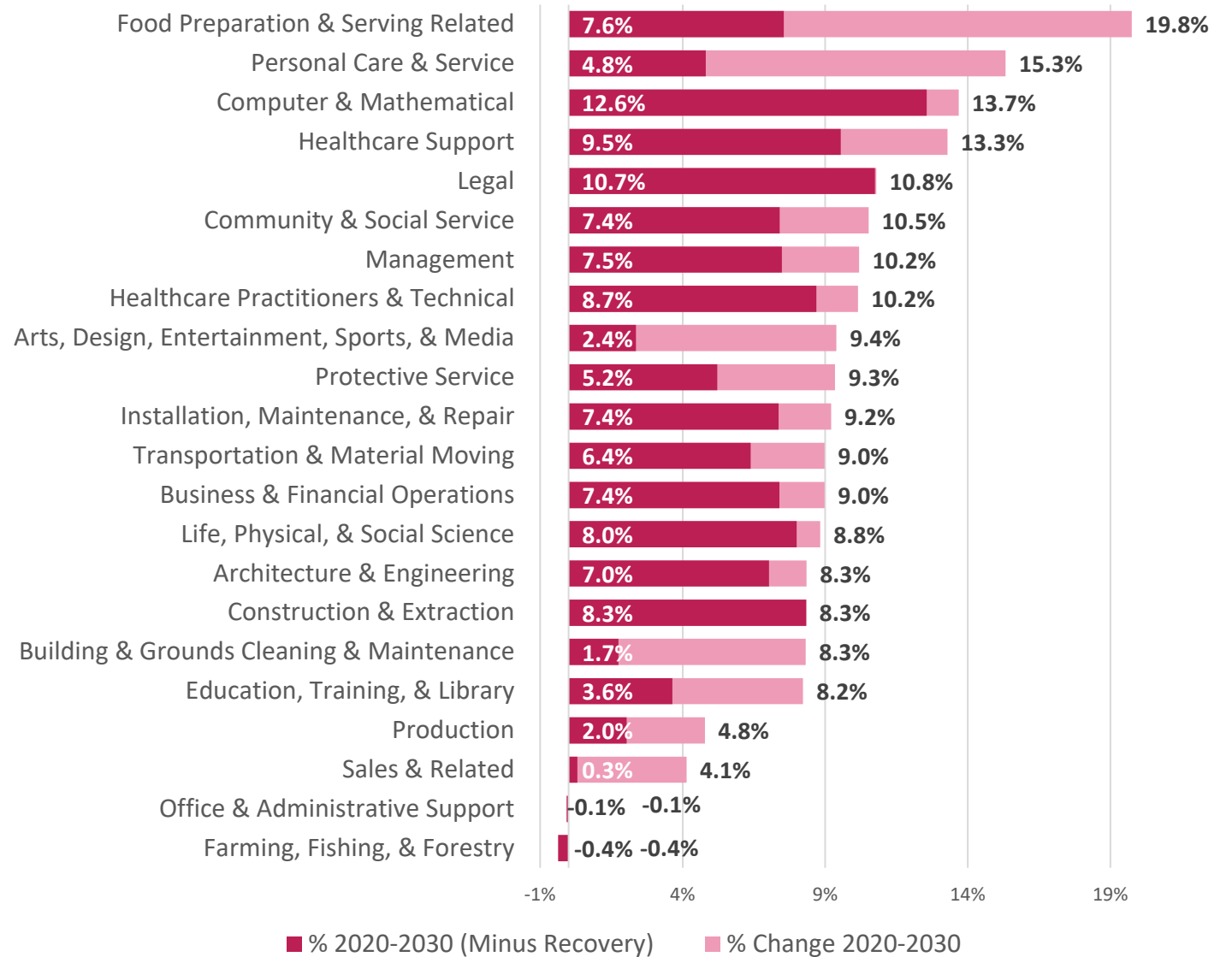


Alternative



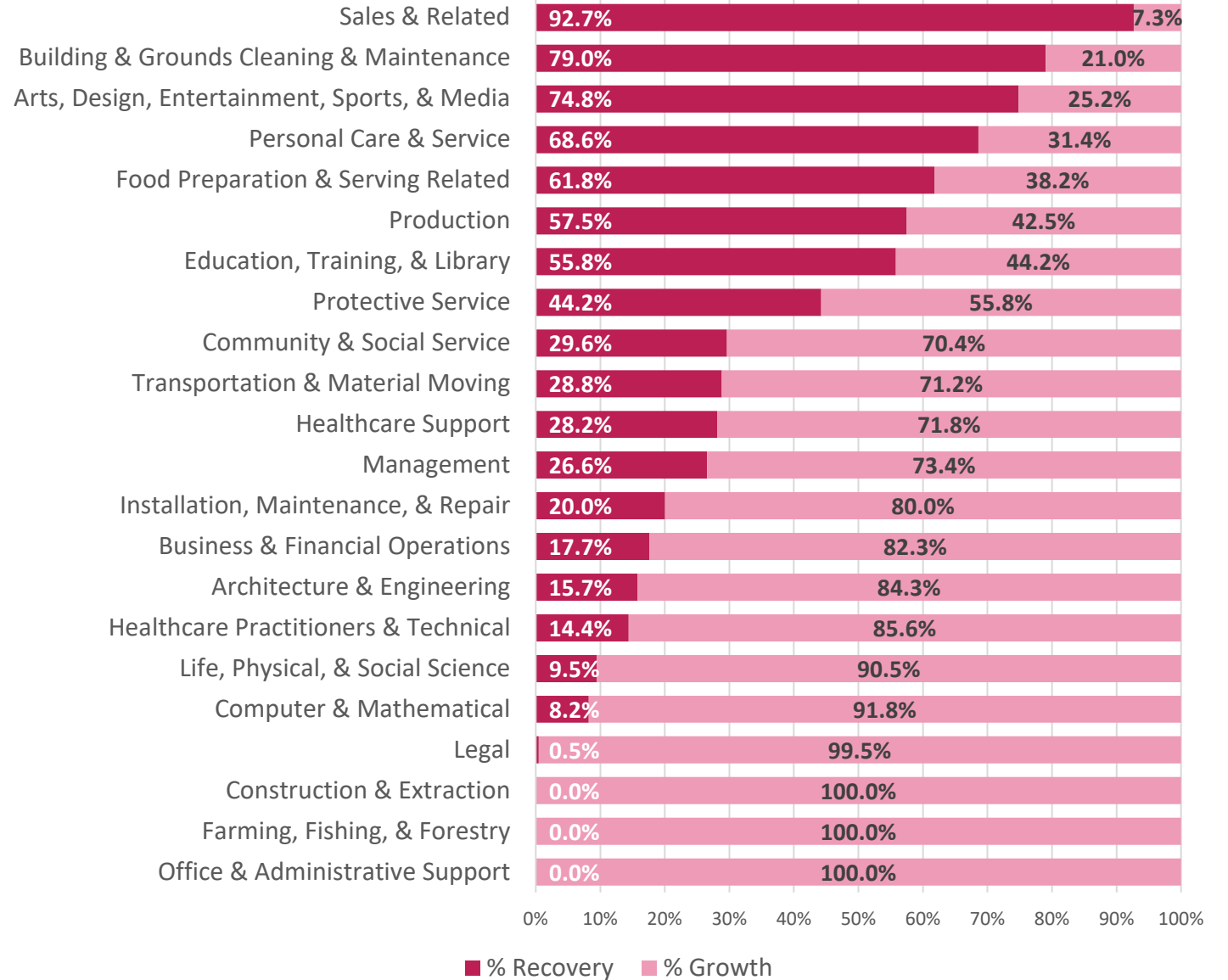
- The fastest growing occupational groups when pandemic recovery is considered are:
 - Computer and Mathematical (12.6%)
 - Legal (10.7%)
 - Healthcare Support (9.5%)
 - Healthcare Practitioners and Technical (8.7%)
 - Construction and Extraction (8.3%)

Projected 2020-2030 Percent Change by Major Occupational Group, With and Without Pandemic Recovery



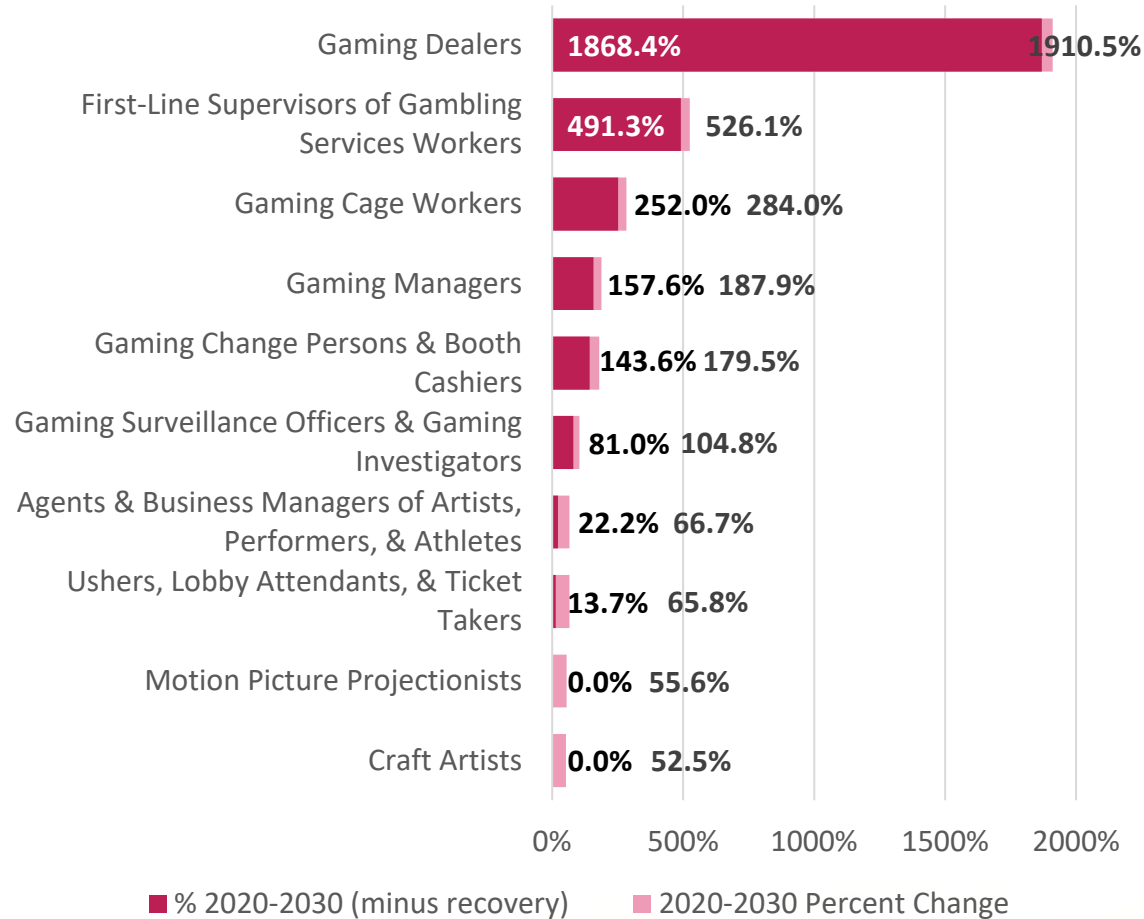
- The occupational groups with the majority of projected employment change due to pandemic recovery are:
 - Sales and Related
 - Building and Grounds Cleaning and Maintenance
 - Arts, Design, Entertainment, Sports, and Media
 - Personal Care and Service
 - Food Preparation and Serving Related
 - Production
 - Education, Training, and Library

Pandemic Recovery vs. Growth by Major Occupational Group, 2020-2030

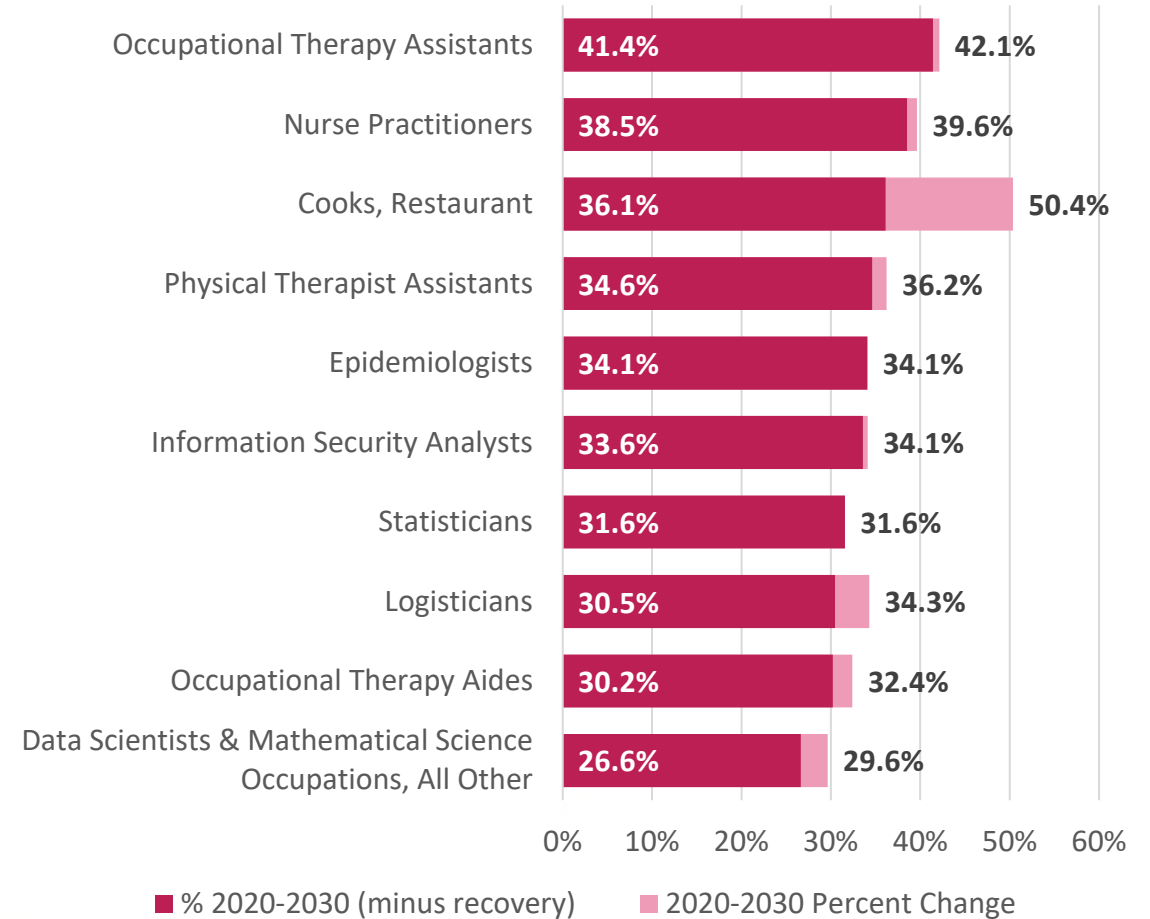


Top 10 Fastest Growing Occupations (With 2020 Employment >5) by Percent Change 2020-2030

Original



Alternative (Minus Casino Occupations)



Finding Data on Alternative Projections

NEBRASKA WORKFORCE TRENDS

JULY/AUGUST 2023 ISSUE | NEBRASKA DEPARTMENT OF LABOR

- [July/August 2023 Trends Article: Growth, Recovery, or a Gamble? Shedding Light on Rapid Projected Growth Rates](#)
- Labor Market Information Website
 - [NEworks.Nebraska.gov](https://neworks.nebraska.gov)
 - Select “Labor Market Analysis” under the Labor Market Information section
 - Select “Files, Facts & Figures” then select “Data Download Center”



Image by stockstudio-44 from 123rf

Labor Availability and Hiring and Training Needs Surveys

- Created in 2016 by the Nebraska Legislature
- Funded by the State of Nebraska Sector Partnership Program
- Conducted in partnership with the Nebraska Department of Economic Development and University of Nebraska – Lincoln

Data Produced by LAS

Hiring and Training Needs

- Reasons for Difficulty Hiring
- Workforce Skill Levels
- Benefits

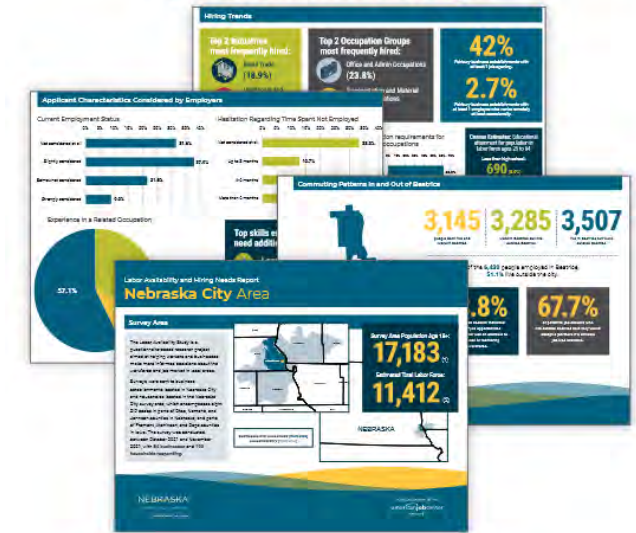
Labor Availability

- Barriers to Obtaining Training
- Important Factors/Obstacles When Considering Jobs
- Commuting/Teleworking

Skills Gaps

- Surplus/Deficits in Workforce and Education Opportunities

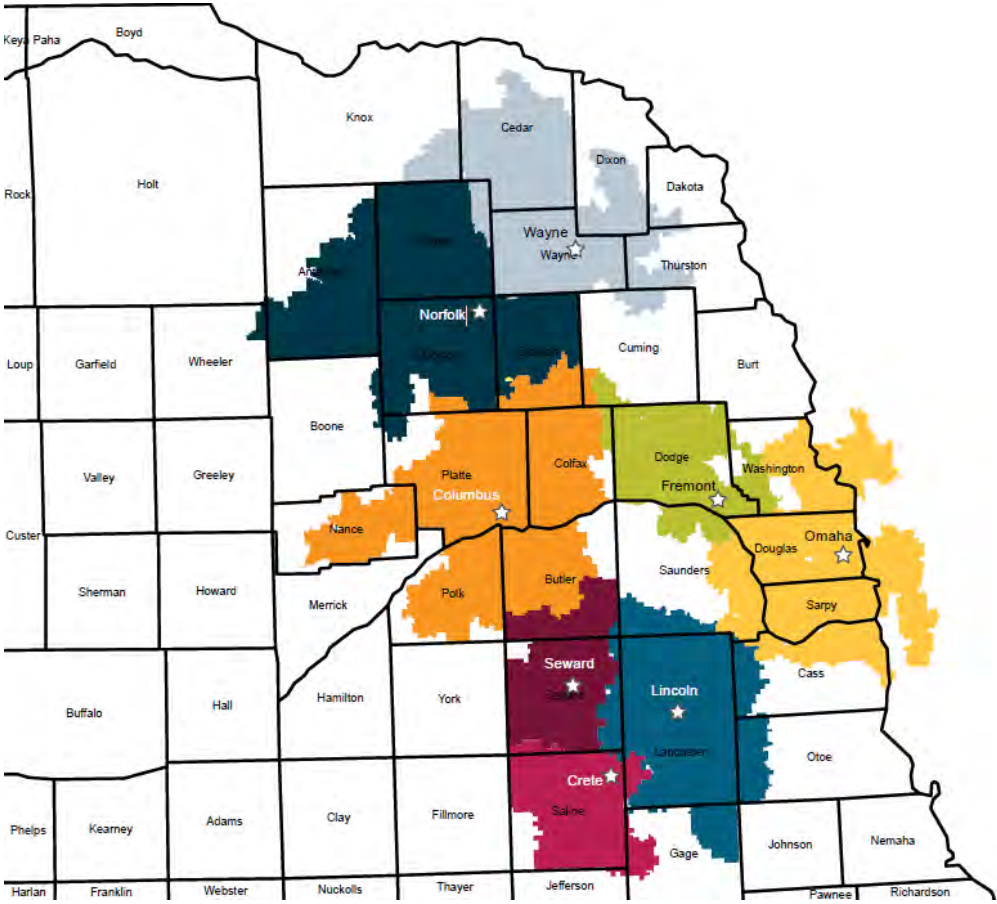
Labor Availability Reports are Available Online
at NEworks.nebraska.gov



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Workforce Challenges in 2021-2022

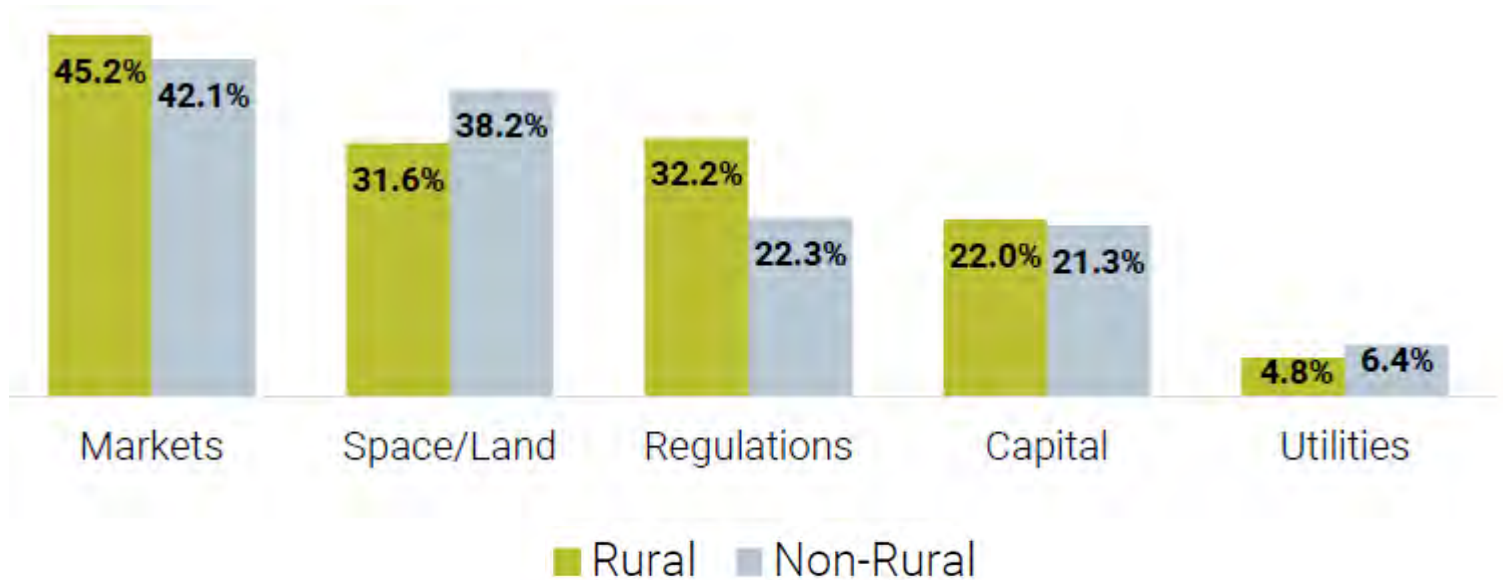


Areas Surveyed in 2021-2022:

- Greater Omaha
- Greater Lincoln
- Columbus
- Fremont
- Norfolk
- Wayne
- Seward
- Crete

Gauging Expansion Difficulty

Businesses were asked if the following factors would make expanding at their current location difficult:



For this analysis, rurality is based on ZIP code data from the US Census Bureau.
Source: <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>

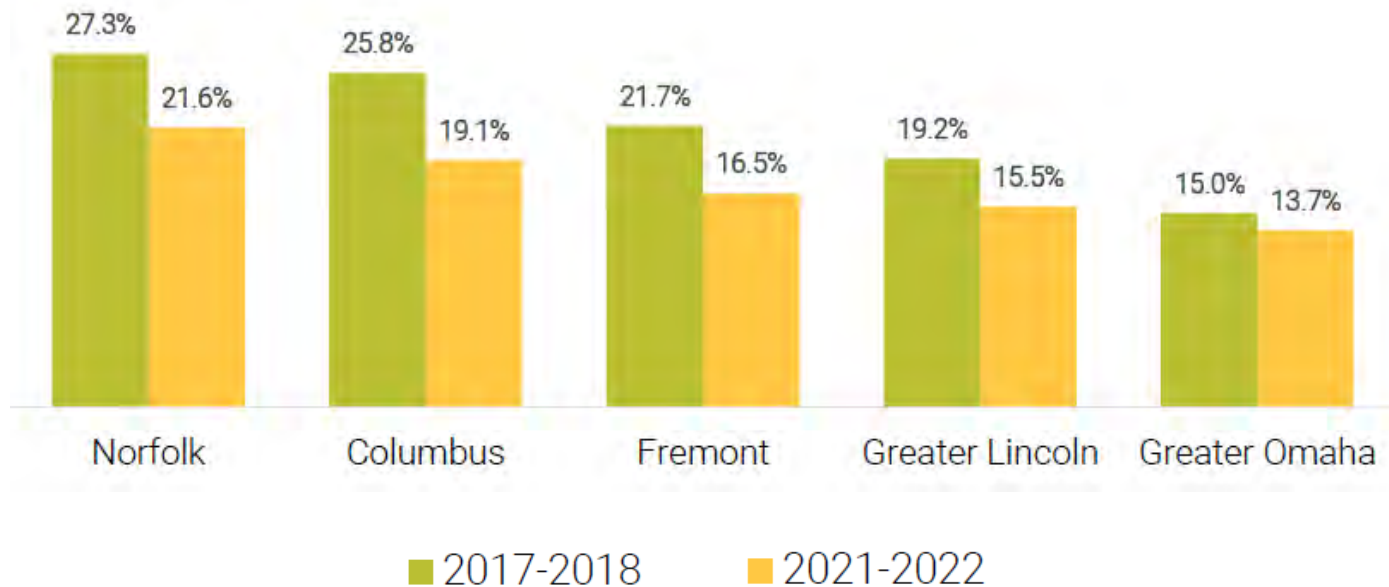
Top industries indicating that finding workers would make expansion difficult:

- 65.8% Construction
- 64.4% Accommodation & Food Service
- 63.6% Other Services
- 62.3% Administrative & Waste Services
- 61.5% Manufacturing
- 60.9% Health Care & Social Assistance
- 55.5% All Industries

Retirement Concerns

Businesses were asked how concerned they were about the potential loss of skills and experiences that may result from workers retiring in the next 5 years

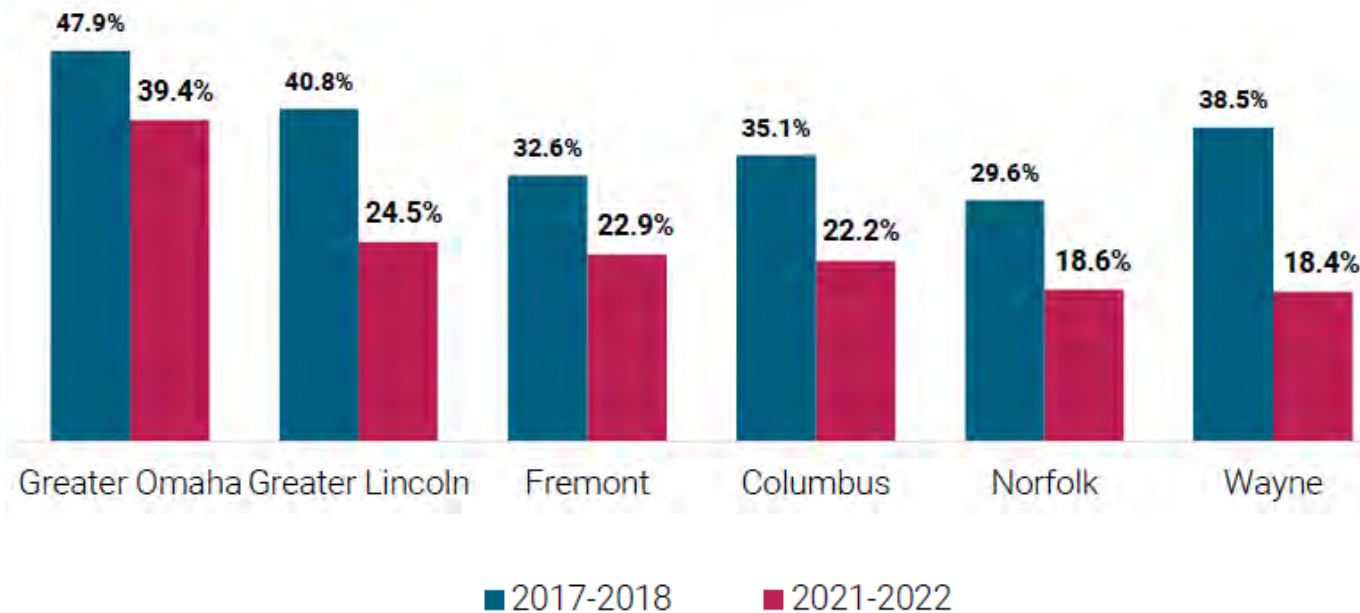
Businesses indicating they were “very concerned” about workers retiring in the next 5 years



Compared to surveys conducted in 2017-2018, businesses in 2021-2022 were less likely to report being “very concerned” about workers retiring in the next 5 years.

Shifting Applicant Characteristics

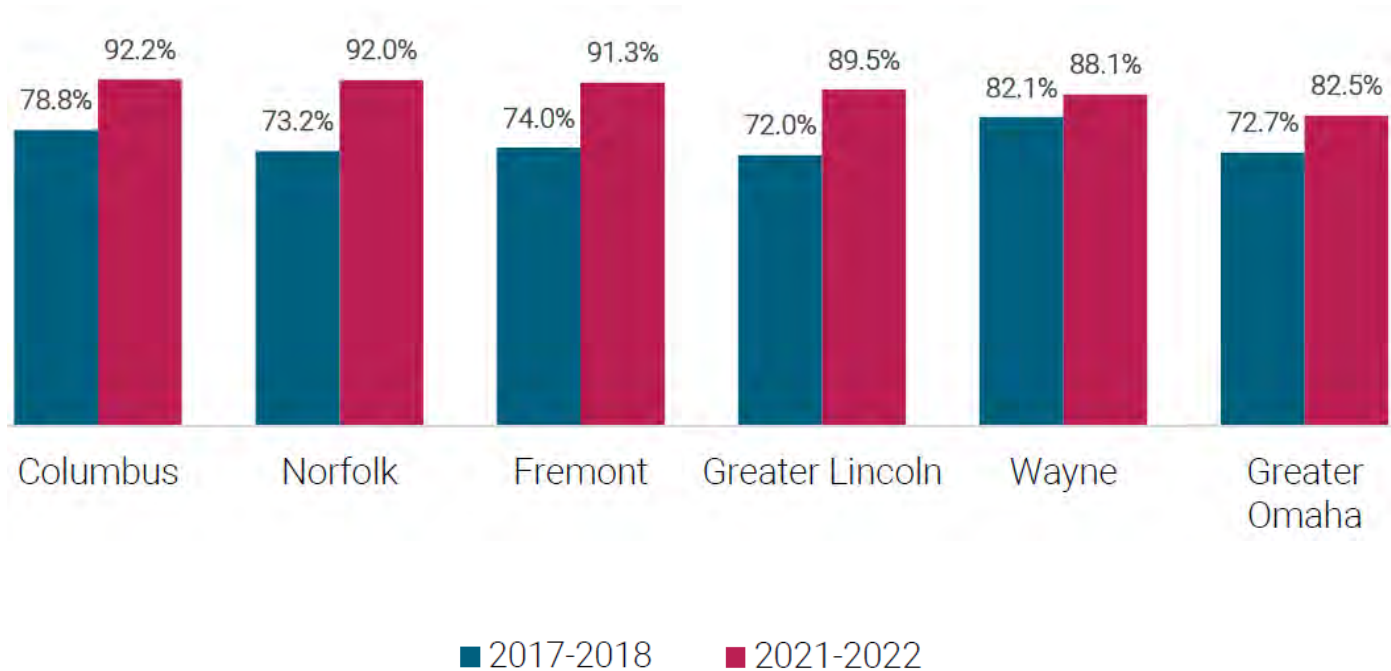
Businesses reporting “most or all” job applicants had experience in a related occupation



Compared to surveys conducted in 2017-2018, businesses in 2021-2022 reported a **sharp decrease** in job applicants with experience in a related occupation.

Reasons For Difficulty Hiring

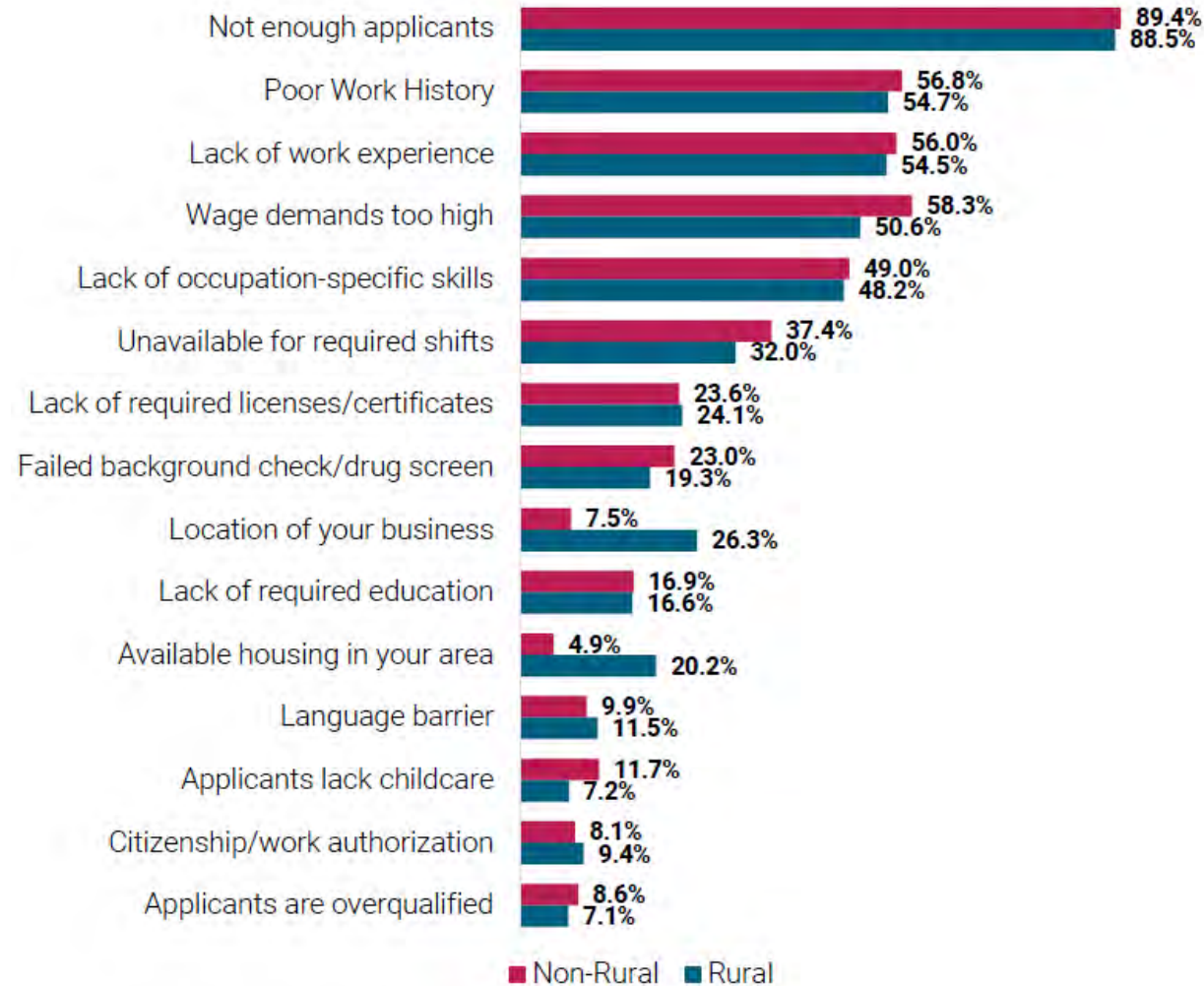
Businesses indicated “not enough applicants” was the top reason for difficulty hiring



Since LAS studies began, “not enough applicants” has consistently been the **#1 reason** given for hiring difficulty.

Comparing 2017-2018 to 2021-2022, the percentage of businesses reporting “not enough applicants” has **increased** across all survey areas.

Reasons For Difficulty Hiring



While in most categories there were minimal variations between rural and non-rural businesses, rural businesses were more likely to indicate **“location of business”** and **“available housing”** as hiring difficulties, while non-rural businesses were more likely to indicate **“wage demand too high.”**

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Reasons For Difficulty Hiring – By Industry

Reasons for Hiring Difficulty, Top 5 Most Frequently Hiring Industries, Greater Lincoln, 2022

	All Responses	Healthcare and Social Assistance		Accommodation and Food Services		Retail Trade		Professional, Scientific, and Technical Services		Construction	
Not enough applicants	89.5%	89.9%	0.5%	92.2%	2.7%	93.8%	4.4%	84.9%	-4.6%	91.4%	1.9%
Wage demands too high	60.5%	72.3%	11.7%	66.2%	5.6%	63.5%	3.0%	50.4%	-10.2%	56.4%	-4.1%
Lack of work experience	55.9%	50.3%	-5.6%	32.7%	-23.2%	51.7%	-4.2%	62.2%	6.2%	71.7%	15.8%
Poor work history	54.6%	56.7%	2.1%	47.4%	-7.2%	63.7%	9.1%	28.3%	-26.3%	70.2%	15.6%
Lack of occupation-specific skills	47.5%	42.7%	-4.8%	22.1%	-25.3%	42.3%	-5.1%	54.8%	7.4%	63.5%	16.0%
Unavailable for required shifts	34.8%	38.5%	3.7%	69.3%	34.5%	54.2%	19.4%	13.8%	-21.0%	23.2%	-11.6%
Lack of required licenses/certificates	25.2%	34.3%	9.1%	22.8%	-2.4%	12.4%	-12.8%	23.5%	-1.7%	25.6%	0.5%
Failed background check/drug screen	21.0%	18.2%	-2.8%	10.2%	-10.8%	21.4%	0.3%	6.6%	-14.5%	30.8%	9.8%
Lack of required education	18.9%	29.1%	10.2%	2.3%	-16.6%	14.9%	-4.0%	28.8%	9.9%	19.5%	0.6%
Applicants lack childcare	10.9%	15.3%	4.4%	19.1%	8.2%	16.4%	5.5%	5.8%	-5.2%	12.1%	1.2%
Applicants are overqualified	8.6%	8.1%	-0.5%	6.8%	-1.8%	9.1%	0.5%	7.9%	-0.8%	7.0%	-1.6%
Language barrier	7.9%	6.7%	-1.2%	12.8%	4.8%	4.8%	-3.1%	5.4%	-2.5%	14.4%	6.5%
Location of your business	6.7%	5.9%	-0.8%	8.4%	1.7%	9.7%	3.0%	8.9%	2.2%	2.7%	-4.0%
Citizenship/work authorization	5.2%	1.7%	-3.4%	9.3%	4.1%	2.2%	-3.0%	4.1%	-1.1%	13.5%	8.3%
Available housing in your area	2.7%	1.8%	-0.9%	3.1%	0.5%	6.0%	3.3%	4.4%	1.7%	2.1%	-0.6%

Every industry has unique hiring challenges and reasons for difficulty finding workers.



The blue column indicates the percentage point difference in responses between the occupations in each industry listed and occupations in all industries surveyed.



The red boxes indicate the top reasons that were more prevalent in each occupation compared to all occupations.

Potential Job Seekers

POTENTIAL JOB SEEKER An employed person who answered either 'yes' or 'maybe' to the question "Are you likely to change jobs in the next year if a suitable job is available?" or a non-employed person who answered 'yes' or 'maybe' to the question "Are you likely to reenter the workforce in the next year if a suitable job is available?" The potential job seekers group includes all individuals who indicated that they might accept a new job within the next year, given the right circumstances.

Prevalence of Potential Job Seekers (PJS)

<u>Survey Area</u>	<u>PJS</u>	<u>Estimated PJS</u>
Greater Omaha	43.0%	280,973
Greater Lincoln	42.7%	108,566
Columbus	38.8%	16,173
Fremont	32.6%	10,330
Norfolk	35.1%	13,743
Wayne	33.1%	4,922
Seward	23.8%	3,991
Crete	26.7%	3,071

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Important Factors for Potential Job Seekers

Survey Area	Salary	Job Security/ Stability	Opportunity for advancement	Use existing skills	Learn new skills	Use education/training/ degree
Columbus	95.0%	84.5%	71.8%	82.2%	82.0%	59.3%
Crete	96.9%	90.3%	74.9%	67.2%	57.9%	53.1%
Fremont	96.3%	94.1%	75.2%	92.8%	84.1%	60.8%
Greater Lincoln	89.8%	87.1%	74.6%	77.7%	73.7%	59.8%
Greater Omaha	89.6%	88.1%	73.7%	86.9%	78.8%	63.7%
Norfolk	91.0%	87.3%	72.6%	77.7%	69.7%	48.7%
Seward	92.9%	86.1%	75.9%	69.5%	69.6%	50.9%
Wayne	85.3%	83.5%	75.2%	74.8%	81.0%	66.5%

We asked potential job seekers to gauge the importance of a variety of factors when considering new job opportunities.

This table shows the percentage of respondents who reported that a factor was an “important” or “very important” consideration.

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Important Factors for Potential Job Seekers

Survey Area	Paid Vacation	Paid Sick Leave	Health Insurance	Retirement Benefits	Paid Family Leave	Tuition Reimbursement
Columbus	87.6%	85.1%	84.1%	85.4%	70.5%	28.8%
Crete	84.2%	75.8%	82.8%	87.5%	60.4%	22.8%
Fremont	84.4%	84.1%	82.3%	82.2%	71.1%	34.1%
Greater Lincoln	87.2%	80.9%	83.2%	82.8%	68.1%	20.9%
Greater Omaha	86.3%	77.2%	73.0%	79.4%	65.9%	29.7%
Norfolk	89.1%	86.1%	77.1%	85.7%	72.7%	24.7%
Seward	82.3%	70.4%	75.5%	69.9%	57.7%	35.3%
Wayne	84.0%	76.2%	76.7%	84.2%	72.6%	38.4%

We asked potential job seekers to gauge the importance of a variety of factors when considering new job opportunities.

This table shows the percentage of respondents who reported that a factor was an “important” or “very important” consideration.

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Important Factors for Potential Job Seekers

Survey Area	Accessible Child Care	Tele-commuting Opportunities	Near Public Transportation	Available Housing	Commute Time	Flexible Work Schedule
Columbus	33.0%	30.1%	11.6%	36.5%	73.6%	77.0%
Crete	26.5%	29.6%	22.4%	12.3%	86.8%	73.7%
Fremont	23.4%	32.5%	4.3%	37.0%	69.8%	81.6%
Greater Lincoln	23.9%	36.7%	11.9%	29.9%	64.7%	80.8%
Greater Omaha	16.2%	47.1%	10.0%	20.4%	61.8%	79.3%
Norfolk	27.0%	26.2%	11.0%	21.6%	62.6%	76.5%
Seward	18.2%	26.9%	2.2%	32.4%	66.6%	72.7%
Wayne	27.0%	27.6%	2.9%	30.6%	69.3%	81.8%

We asked potential job seekers to gauge the importance of a variety of factors when considering new job opportunities.

This table shows the percentage of respondents who reported that a factor was an “important” or “very important” consideration.

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Obstacles to Employment for Potential Job Seekers

Survey Area	Inadequate Pay	Inadequate Benefits	Lack of Job Opportunities	Inadequate Hours	Work Schedule Flexibility
Columbus	63.2%	54.5%	51.3%	42.2%	52.4%
Crete	82.6%	77.3%	72.8%	57.0%	65.5%
Fremont	72.9%	65.1%	59.7%	59.5%	65.8%
Greater Lincoln	69.6%	56.2%	56.7%	50.6%	64.0%
Greater Omaha	57.2%	49.3%	45.6%	42.8%	58.3%
Norfolk	73.3%	61.5%	61.3%	44.4%	58.8%
Seward	64.5%	54.9%	50.1%	42.8%	61.8%
Wayne	70.6%	77.9%	76.5%	55.3%	63.9%

We asked potential job seekers to indicate whether a variety of **obstacles** may prevent them from changing jobs or reentering the workforce in the next year.

This table shows the percentage of respondents who reported that a factor was an obstacle to new employment.

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Obstacles to Employment for Potential Job Seekers

Survey Area	Lack of Child Care	Transportation	Available Housing	Language Barriers	Family Commitments
Columbus	12.7%	15.4%	18.7%	16.0%	35.6%
Crete	17.6%	35.2%	15.9%	20.9%	37.9%
Fremont	9.9%	16.3%	20.8%	18.1%	39.5%
Greater Lincoln	13.5%	15.5%	13.2%	6.9%	31.8%
Greater Omaha	7.3%	14.0%	9.7%	9.2%	26.5%
Norfolk	18.7%	16.7%	19.7%	13.3%	26.9%
Seward	6.9%	9.5%	4.7%	6.3%	48.0%
Wayne	15.2%	24.7%	30.5%	20.1%	51.9%

We asked potential job seekers to indicate whether a variety of **obstacles** may prevent them from changing jobs or reentering the workforce in the next year.

This table shows the percentage of respondents who reported that a factor was an obstacle to new employment.

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Obstacles to Employment for Potential Job Seekers

Survey Area	Lack of Training	Lack of Education	Lack of Job Experience	Overqualified	Employment History
Columbus	24.5%	16.1%	13.6%	22.0%	3.9%
Crete	23.5%	19.1%	23.8%	30.0%	6.1%
Fremont	28.2%	15.4%	15.4%	33.1%	2.3%
Greater Lincoln	28.4%	17.9%	20.0%	31.1%	8.6%
Greater Omaha	30.9%	20.4%	22.1%	29.7%	7.6%
Norfolk	33.7%	28.4%	17.2%	24.7%	9.1%
Seward	26.1%	20.9%	21.2%	12.3%	0.0%
Wayne	27.7%	21.3%	20.1%	27.6%	8.0%

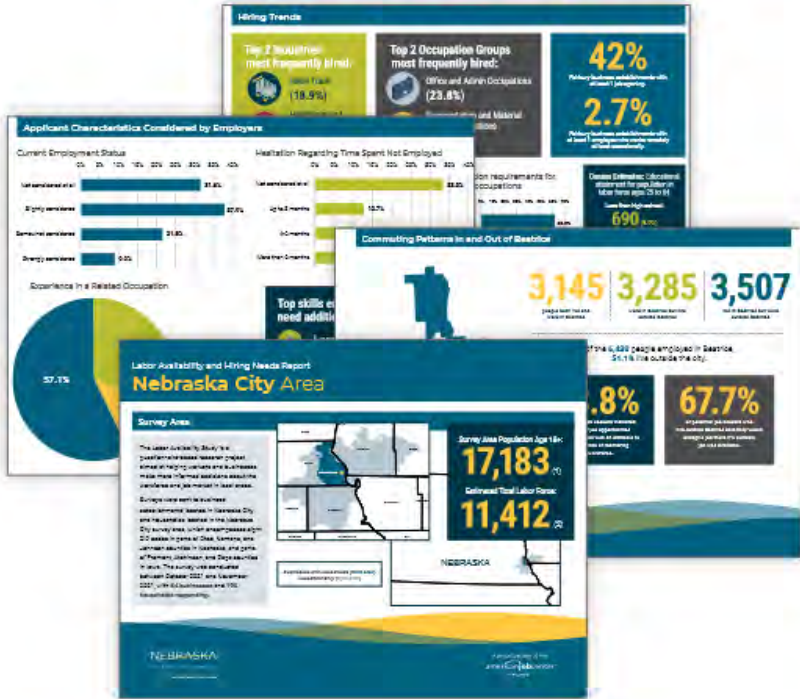
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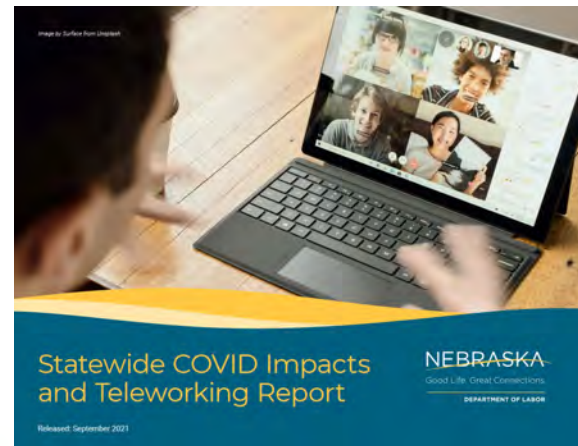
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Labor Availability Reports are Available Online
at NEworks.nebraska.gov



Statewide LAS Reports
(2020-2021)



NEBRASKA WORKFORCE
TRENDS

Recent articles have included:

- LAS Results on Employer Benefits in Greater Lincoln (January 2023)
- LAS Results on Telework in Greater Omaha and the Northeast Region (June 2022)
- Pandemic Impacts on Hiring (July 2021)
- Pandemic Impacts on the Manufacturing Industry (October 2021)

Customized analysis of LAS survey results (by Industry, Occupation Group, Geography, etc.) is available upon request!

Contact

Scott Ferguson

Research Analyst II

Office of Labor Market
Information

402-471-9947

Scott.Ferguson@nebraska.gov

Jodie Meyer

Research Analyst II

Office of Labor Market
Information

402-471-9629

Jodie.Meyer@nebraska.gov



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intern**NE**

Powered by Aksarben 

About the Aksarben



Foundation
Founded in 1895, Aksarben is a unified network of business and community leaders committed to preserving and expanding prosperity in our heartland communities through advancements in education, workplace development, and civic projects born from effective private, public, and philanthropic partnerships.





internNE

Powered by Aksarben 

The internNE, Powered by Aksarben initiative, previously recognized as the Intern Nebraska Grant Program is a \$20 million collaborative effort between the Aksarben Foundation and the Nebraska Department of Economic Development, which aims to connect students to employers statewide by reimbursing eligible internship expenses and through Regional Project Coordinators and our network of partners, create meaningful, high impact community networking and engagement opportunities.

Who is Eligible?



Employers with **less than 50** full-time equivalent employees are eligible for reimbursement of:

- Wages paid to an intern
- Tuition & Training
- Internship recruitment or administrative costs
- Internship housing
- Transportation expenses relating to internship

Employers **with 50 or more** full-time equivalent employees are eligible for reimbursement of:

- Tuition & Training
- Internship recruitment or administrative costs
- Transportation expenses relating to internship
- Internship housing

internNE, Powered by Aksarben Partners



Community College Partners



METROPOLITAN
Community College



Western Nebraska
Community College

Northeast

community college



MID-PLAINS
COMMUNITY COLLEGE



Central
COMMUNITY
COLLEGE

S **Southeast**
COMMUNITY COLLEGE

Business Outreach Efforts

In person visits on behalf of internNE led by TeamMates and Aksarben with support from DED during select visits:

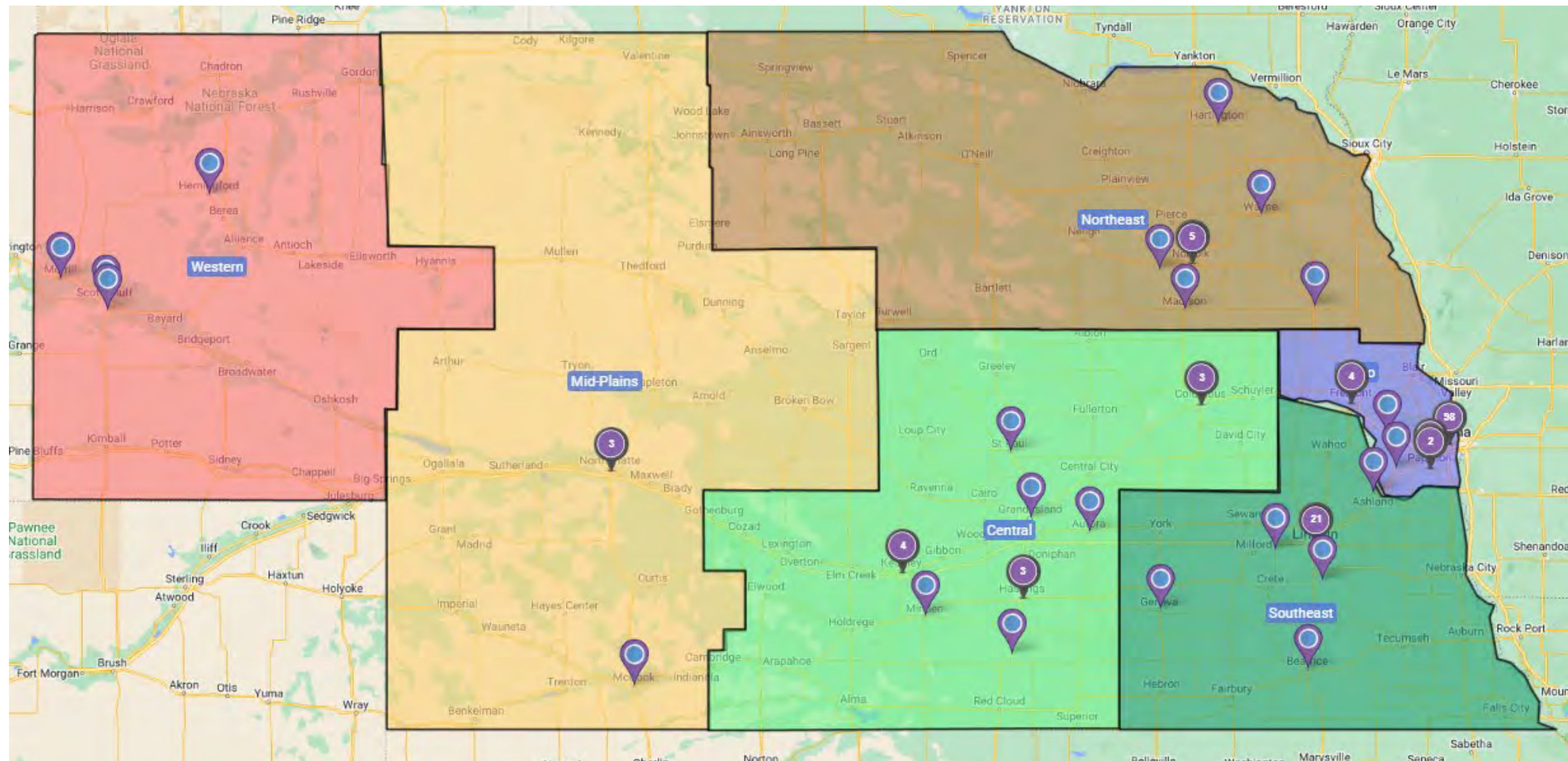
- Broken Bow
- Columbus
- Grand Island
- Kearney
- Lincoln
- Norfolk
- North Platte
- Omaha
- Scottsbluff
- Valentine

We've also held sessions with members of career services teams from institutions throughout Nebraska, community college presidents and members of their teams, University of Nebraska at Lincoln and Kearney.

InternNE Grant Employer Representation

Participation from October 1 - November 30 (first grant cycle) grant period:

- **143** business applications were received (max \$7,500 per internship, up to 25 interns per eligible employer)

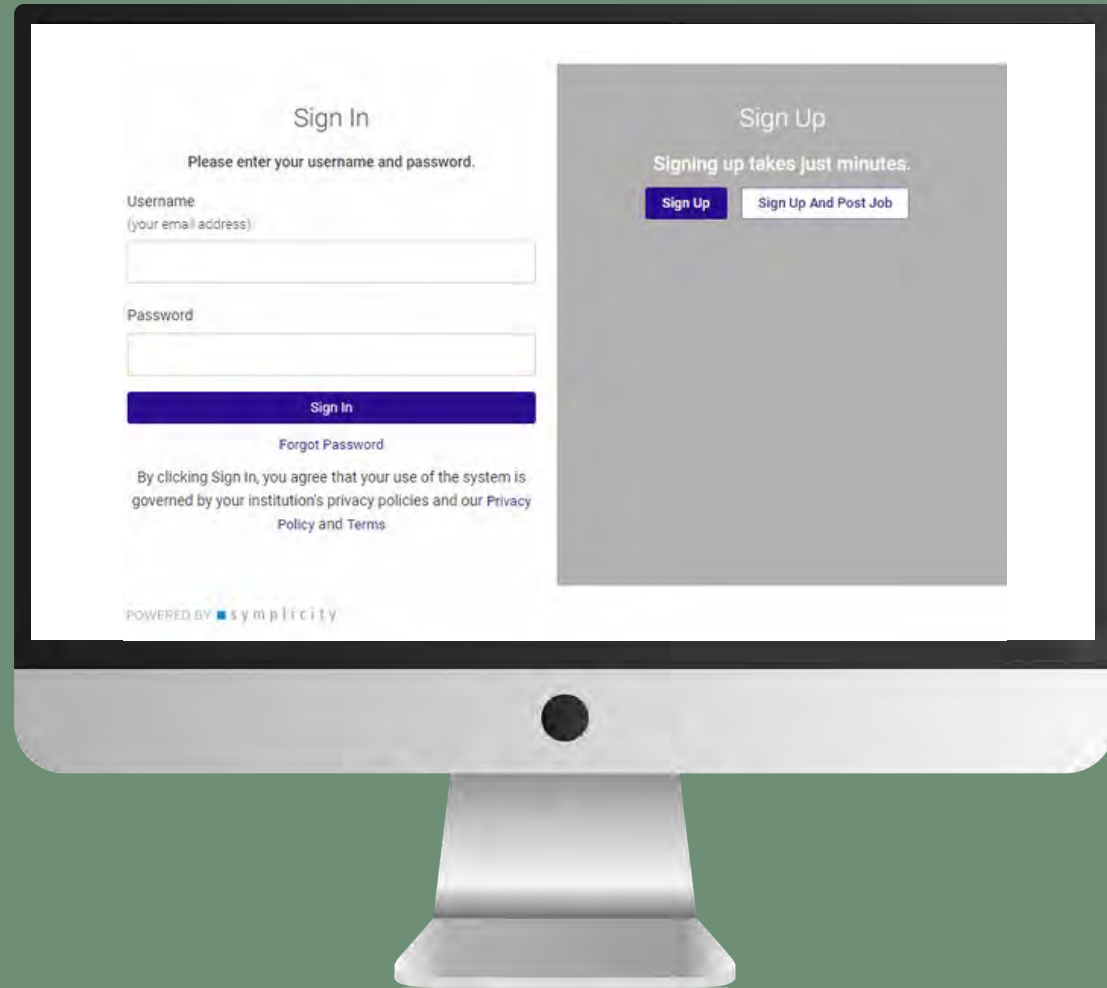


Student Engagement Model

Goal is replicate this model in each Community College region

- **Hybrid Industry Panel Discussions**
- **Speed Networking and Career Coaching**
- **Job Shadowing**
- **Interview Days**
- **Placement with internNE employers**

TEAMMATESSM
MENTORING



How to Jumpstart your internship program:

- 1 Visit the internNEB.org home page to connect to Symplicity and create an account/sign in.
- 2 Submit your internship job postings for review.
- 3 A notice of award will be sent by the Nebraska Department of Economic Development.
- 4 If awarded, you will be contacted by a Regional Project Coordinator to help set up your Elevated Internship Experience.

What Happens Next?

- Once notices of award are sent, businesses will be contacted by their assigned Regional Project Coordinator to discuss needs related to the internship (internship development support, mentor training, etc.)
- Regional Project Coordinators will also share upcoming opportunities to engage with candidates including local career fairs, interview days, sector specific panel discussions.
- Quarterly opportunities throughout Nebraska for internNE interns to connect will kick off in Q2 2024.



intern**NE**

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Questions?

Workforce Events:

Submit a Workforce Event

Jan
22

General Contractor License Test Prep Class

Date: 1/22/2024 - 2/2/2024

Address: 808 Conagra Drive, Suite 400, Omaha, NE, 68102

Contact: Frank Allen at (402) 515-3403 or fallen@omahachamber.org

[+Read More](#)

Dec
13

Combined Growth & Development + Public Policy Forum

Date: 12/13/2023 - 12/13/2023

Address: 1128 Lincoln Mall, Suite 100, Lincoln, NE, 68508

Contact: Shannon Hanke at (402) 436-2357 or shanke@lcc.com

[+Read More](#)

Dec
13

Entrepreneurship Committee

Date: 12/13/2023 - 12/13/2023

Address: Innovation Center, 2311 14th St, Columbus, NE, 68601

Contact: John Smith at or jsmith@cccommerce.org

[+Read More](#)

Dec
12

Professional Development Council

Date: 12/12/2023 - 12/12/2023

Address: 128 East Sixth Street, Fremont, NE, 68025

Contact: Laura Daugard at or laura@fremontne.org

[+Read More](#)

Nebraska Workforce Development Board 2024 Proposed Meeting Schedule

Biannually

April 19
September 20

Quarterly

March 15
June 14
September 13
December TBD