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Greater Lincoln, Greater Nebraska, Greater Omaha

Regional Plan for Program Years 2021-2025 (July 1, 2021 – June 30, 2025)

**Provide the following regional analyses based on conditions in each of Nebraska’s economic development districts, which are identified in APPENDIX III of the policy:**

The State of Nebraska consists of a single workforce planning region, encompassing the entirety of all three local areas and the counties they serve. The Governor has designated local workforce development areas (local areas) to serve as a planning region pursuant to the provisions of the Workforce Innovation and Opportunity Act (WIOA)  for the administration of workforce development activities and execution of WIOA Adult, WIOA Dislocated Worker, and WIOA Youth program funds allocated by the Nebraska Department of Labor (NDOL).

Currently, Nebraska has three (3) designated local areas:

* **Greater Omaha Local Workforce Development Area (Greater Omaha)**, serving Douglas, Sarpy, and Washington counties;
* **Greater Lincoln Local Workforce Development Area (Greater Lincoln)**, serving Lancaster and Saunders counties; and
* **Greater Nebraska Local Workforce Development Area (Greater Nebraska)**, serving the remaining 88 Nebraska counties.

The U.S. Economic Development Administration helps fund and approves the boundaries for Nebraska’s Economic Development Districts. These Districts will be referenced in this plan, however, the boundaries for these Districts are not the same as the WIOA planning region,the local areas, or NDOL service regions. Additionally, this plan will also point out areas of economic concentration within these defined areas and regions, which are smaller areas of concentrated economic activities focused around economic hub cities. Within this plan, we will try to make it as clear as possible which region or area definition is being used.  Nebraska’s Economic Development Districts include the following:

Panhandle

The Panhandle Economic Development District is comprised of 11 counties in the Western part of Nebraska, including Scotts Bluff, Banner, Morrill, Sheridan, Sioux, Cheyenne, Garden, Deuel, Dawes, Box Butte, and Kimball counties.

This area makes up the NDOL Panhandle Region and includes the Scottsbluff area of economic concentration (Scotts Bluff, Banner, Morrill, Sheridan and Sioux counties) and Sidney area of economic concentration (Cheyenne, Garden and Deuel counties).

The Sidney area of economic concentration is the smallest area of economic concentration in Greater Nebraska. Scottsbluff and the smaller town of Gering, form the seventh largest urban area in Nebraska.

The combined population of this district is 82,962, with 6,692 worksite establishments. Median earnings for this area are $34,063.

West Central

The West Central Economic Development District is composed of 18 counties, including Lincoln, McPherson, Hooker, Thomas, Logan, Red Willow, Hayes, Hitchcock, Grant, Arthur, Keith, Perkins, Chase, Dundy, Frontier, Dawson, Gosper, and Furnas.

This area makes up much of the NDOL Mid-Plains Region (which also includes Cherry County) and encompasses the North Platte area of economic concentration (Lincoln, McPherson, Hooker, Thomas and Logan counties) and the McCook area of economic concentration (Red Willow, Hayes and Hitchcock counties)

The combined population of this district is 102,484, with 8,402 worksite establishments. Median earnings for this area are $34,290.

Central

The Central Economic Development District is made up of 14 counties, including Cherry, Holt, Boyd, Keya Paha, Rock, Brown, Blaine, Loup, Custer, Garfield, Wheeler, Valley, Greeley, and Sherman.

This district crosses the NDOL Mid-Plains, Central, and Northeast Regions and encompasses the O’Neill area of economic concentration (Holt, Boyd, Keya Paha and Rock counties). The O’Neill area of economic concentration makes up the second smallest  in Greater Nebraska.

Several counties that feed into the Tri-Cities area of economic concentration (Adams, Clay, Franklin, Nuckolls, Webster, Buffalo, **Blaine**, **Garfield**, Kearney, **Sherman**, Hall, **Greeley**, Hamilton, Howard, Merrick and **Valley** counties) also lie in this district.

A small portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, Polk and **Wheeler** counties) is also served by this district.

The combined population of this district is 46,966 with 4,866 worksite establishments. Median earnings for this area are $32,626.

South Central

The South Central Economic Development District covers 13 counties, including Adams, Buffalo, Clay, Franklin, Hall, Hamilton, Harlan, Howard, Kearney, Merrick, Nuckolls, Phelps, and Webster.

This district also includes  the Tri-Cities area (Hastings, Grand Island, and Kearney) as part of the area of economic concentration (**Adams**, **Clay**, **Franklin**, **Nuckolls**, **Webster**, **Buffalo**, Blaine, Garfield, **Kearney**, Sherman, **Hall**, Greeley, **Hamilton**, **Howard**, **Merrick** and Valley). Grand Island, Kearney, and Hastings form a group of three closely tied cities within this area.  These cities share strong economic, workforce, and educational connections, along with a close enough proximity to each other which buttresses these bonds.

The combined population of this district is 201,625 with 15,026 worksite establishments. Median earnings for this area are $36,682.

Northeast

The Northeast Economic Development District covers 17 counties, including Knox, Cedar, Dixon, Antelope, Pierce, Wayne, Thurston, Madison, Stanton, Cuming, Burt, Boone, Nance, Platte, Colfax, Dodge, and Butler.

This district serves much of the Columbus area of economic concentration (**Platte, Boone, Butler, Colfax, Nance**, Polk and Wheeler counties) and the Norfolk area of economic concentration (Madison, Antelope, Pierce, Stanton and Wayne counties).

The Columbus and Norfolk areas of economic concentration make up much of the NDOL Northeast region.

The combined population of this district is 206,220 with 14,768 worksite establishments. Median earnings for this area are $36,432.

Southeast

The Southeast Economic Development District contains 15 counties, including Polk, York, Fillmore, Thayer, Seward, Saline, Jefferson, Saunders, Gage, Cass, Otoe, Johnson, Nemaha, Pawnee, Richardson.

This district covers the NDOL Southeast region and a portion of the NDOL Lincoln region / Greater Lincoln Workforce Development Area (Saunders County only), as well as a portion of the Northeast NDOL regions. It also contains a portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, **Polk** and Wheeler counties).

The combined population of this district is 175,783 with 11,974 worksite establishments. Median earnings for this area are $37,493.

Siouxland Interstate Metro Planning Council

The Dakota Economic Development District is composed of one county, Dakota. This district is served by the NDOL Northeast region.

The population of this district is 20,026, with 1,020 worksite establishments. Median earnings for this area are $32,150.

Metropolitan Area Planning Agency

The Metropolitan Area Planning Agency Economic Development District comprises three counties in the Eastern part of Nebraska, including Douglas, Sarpy, and Washington counties.

This area boundaries are the same as the Greater Omaha Workforce Development Area and aligns with the NDOL Omaha region. The combined population of this district is 779,252, with 47,116 worksite establishments. Median earnings for this area are $46,345.

Lancaster County

The Lancaster Economic Development District is composed of one county, Lancaster. This district, combined with Saunders county, makes up the Greater Lincoln Workforce Development area and aligns with the NDOL Lincoln region.

The population of this district is 319,090, with 20,140 worksite establishments. Median earnings for this area are $40,855.

1. **economic conditions, including existing and emerging in-demand industry sectors and occupations, based on regional labor market data for each district;**

**Economic Conditions**

Table 1 shows the number of worksite establishments located in each Economic Development District, including the percent changed in number of establishments from 2018 to 2019. The number of worksite establishments decreased in all but one of Economic Development Districts from 2018-2019. The Metropolitan Area Planning Agency was the lone district to show an increase in the number of establishments, growing by 0.2%.. Median earnings increases varied across the state. The Panhandle Area Development District saw the lowest percentage increase at 1.6%, with the highest being in the South Central Economic Development District at 4.4%.

*Table 1: Labor Market Information: Population, Number of Worksite Establishment, and Median Earning*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Economic Development District | Population | Number of Establishments | Establishments Percent Change | Median Earnings | Median Earnings Percent Change |
| Central NE Economic Development District |  46,966  |  4,866  | -0.6% | $32,626 | 2.1% |
| Lancaster County |  319,090  |  20,140  | -0.6% | $40,855 | 3.1% |
| Metropolitan Area Planning Agency |  779,252  |  47,116  | 0.2% | $46,345 | 3.0% |
| Northeast NE Economic Development District |  206,220  |  14,768  | -0.8% | $36,432 | 3.7% |
| Panhandle Area Development District |  82,962  |  6,692  | -1.4% | $34,063 | 1.6% |
| Siouxland Interstate Metro. Planning Council |  20,026  |  1,020  | -1.4% | $32,150 | 3.3% |
| South Central Economic Development District |  201,625  |  15,026  | -0.9% | $36,682 | 4.4% |
| Southeast Nebraska Development District |  175,783  |  11,974  | -0.4% | $37,493 | 3.8% |
| West Central Nebraska Development District |  102,484  |  8,402  | -0.6% | $34,290 | 3.7% |

**Existing and Emerging In-Demand Sectors and Occupations**

Table 2 provides a comparison of industry growth and decline over the past five years. For this table, the data is provided statewide, by NDOL Region, and by MSA.. Statewide, industries with the most growth by percentage were: Construction (16.3%), Real Estate and Rental and Leasing (13.4%), Arts, Entertainment, and Recreation (10.8%), Administrative and Waste Services (7.6%), and Agriculture, Forestry, Fishing & Hunting (7.6%).Statewide, the industries with the most loss by percentage were: Utilities (11.5%), Mining, Quarrying, and Oil and Gas Extraction (9.8%), Wholesale Trade (6.7%), and Retail Trade (2.6%).

The top industries with growth (by percentage) across the defined regions and MSAs were Arts, Entertainment, and Recreation, as well as Real Estate and Rental and Leasing. Industries experiencing loss in these defined  regions and MSAs were Information,  Retail Trade, and Wholesale Trade.

*Table 2: Quarterly Census of Employment and Wages Industry Comparison 2014-2019*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Quarterly Census of Employment and Wages (QCEW) Industry Growth/ Decline from 2014-2019** | State | Central Region (2013 Def.) | Grand Island MSA(2013 Def.) | Lincoln MSA(2013 Def.) | Mid Plains Region (2013 Def.) | Northeast Region (2013 Def.) | Omaha Consortium (2013 Def.) | Panhandle Region (2013 Def.) | Sandhills Region (2013 Def.) | Southeast Region (2013 Def.) |
| Accommodation and Food Services | 6.8% | **6.8%** | 2.3% | 7.4% | 0.2% | 0.8% | **10.7%** | **1.1%** | -3.2% | -3.8% |
| Administrative and Waste Services | **7.6%** | -0.8% | -4.9% | **31.2%** | -13.8% | -11.6% | -1.4% | **13.7%** | -12.8% | **13.0%** |
| Agriculture, Forestry, Fishing & Hunting | **7.6%** | 3.2% | -5.8% | -17.3% | **9.6%** | **17.4%** | **17.1%** | -0.6% | 5.8% | **10.9%** |
| Arts, Entertainment, and Recreation | **10.8%** | 4.7% | **9.8%** | **19.9%** | **30.9%** | **12.4%** | 6.1% | -15.8% | **39.8%** | **7.9%** |
| Construction | **16.3%** | -1.1% | -0.6% | **20.3%** | -14.7% | **8.2%** | **27.8%** | 0.2% | **20.0%** | 2.2% |
| Educational Services | 4.0% | -0.3% | **7.6%** | 7.2% | -0.2% | 2.4% | 3.9% | -2.5% | Confidential | **4.5%** |
| Finance and Insurance | 5.4% | 2.2% | **10.3%** | -12.5% | -0.6% | 2.9% | **11.7%** | -18.7% | -5.9% | -2.3% |
| Health Care and Social Assistance | 4.6% | 1.3% | -6.6% | 9.0% | -0.7% | -1.5% | 8.7% | -6.0% | -2.1% | -4.1% |
| Information | 1.2% | -6.7% | -17.5% | **33.5%** | -12.6% | -23.9% | -5.5% | -8.6% | -16.9% | -5.8% |
| Management of Companies and Enterprises | 5.9% | **34.8%** | -9.4% | -1.1% | **30.3%** | **31.8%** | 9.6% | Confidential | -45.0% | -28.8% |
| Manufacturing | 2.6% | **8.1%** | -0.9% | -2.5% | **0.2%** | 5.4% | 3.1% | -13.1% | 13.0% | **3.8%** |
| Mining, Quarrying, and Oil and Gas Extraction | -9.8% | **6.8%** | -2.3% | Confidential | -26.5% | -14.9% | 8.7% | -6.7% | **43.3%** | -15.6% |
| Other Services, Ex. Public Admin | 2.1% | 0.2% | -7.9% | 3.4% | -7.9% | -9.2% | 5.2% | 0.7% | -14.5% | 3.3% |
| Professional and Technical Services | 5.7% | 4.1% | 2.3% | 14.1% | -9.5% | -6.2% | 1.3% | -7.0% | **18.1%** | -10.5% |
| Public Administration | 2.8% | 6.1% | 5.3% | 0.8% | **1.8%** | 4.1% | 2.3% | **1.2%** | 0.3% | -3.1% |
| Real Estate and Rental and Leasing | **13.4%** | **24.8%** | **14.6%** | **20.8%** | -15.4% | -5.2% | **14.4%** | **12.1%** | **31.4%** | -2.5% |
| Retail Trade | -2.6% | -9.6% | -4.4% | -3.2% | -8.5% | -0.4% | 0.3% | -9.4% | -11.5% | -3.8% |
| Total, All Industries | 3.8% | 0.7% | -0.9% | 5.9% | -2.4% | 1.5% | 5.5% | -8.3% | -0.8% | -1.1% |
| Transportation and Warehousing | 3.9% | -0.5% | **13.8%** | 5.1% | -3.1% | **11.5%** | 1.9% | -6.0% | 15.9% | -8.6% |
| Utilities | -11.5% | -24.9% | -0.5% | Confidential | -8.2% | -3.2% | -17.9% | **1.0%** | Confidential | -4.0% |
| Wholesale Trade | -6.7% | -13.6% | -12.7% | 2.1% | -4.2% | -9.6% | -3.3% | -34.0% | -11.2% | -12.8% |

Source: Nebraska Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages

Table 3 shows the top five growth industries by percent change over the 2014-2019 period for industries employing more than 100 individuals at Nebraska worksites. The information is presented to include growth industries for the entire state, as well as growth industries for defined MSAs and NDOL regions. The growth measurement for this section is based on a comparison of the number of positions employed within the industry in 2014 compared to number of positions employed in the same industry in 2019. Construction, manufacturing, agricultural-related jobs remain consistently on the upward trend across most economic measurement regions throughout the state and have been consistent growth industries historically for Nebraska. There seems to have been significant growth recently in the category of Arts, Entertainment, and Recreation. This growth appears in many of the defined MSAs and regions, ranking in the top five industries in five of the nine, and also showing up in the top five for the state as a whole.

***Table 3: Top Five Growth Industries Comparison by Workforce Area 2014-2019***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Workforce Area** | **Industry** | **2014** | **2019** | **14-19 Change** | **% Change** |
| **Nebraska** | Administrative and Waste Services | 48758 | 52480 | 3722 | 7.6% |
| Agriculture, Forestry, Fishing & Hunting | 13680 | 14724 | 1044 | 7.6% |
| Arts, Entertainment, and Recreation | 14260 | 15794 | 1534 | 10.8% |
| Construction | 46271 | 53802 | 7531 | 16.3% |
| Real Estate and Rental and Leasing | 9345 | 10594 | 1249 | 13.4% |
| **Central Region (2013 Def.)** | Accommodation and Food Services | 5116 | 5464 | 348 | 6.8% |
| Management of Companies and Enterprises | 847 | 1142 | 295 | 34.8% |
| Manufacturing | 7904 | 8546 | 642 | 8.1% |
| Public Administration | 3521 | 3737 | 216 | 6.1% |
| Real Estate and Rental and Leasing | 322 | 402 | 80 | 24.8% |
| **Grand Island Metropolitan Statistical Area (2013 Def.)** | Arts, Entertainment, and Recreation | 508 | 558 | 50 | 9.8% |
| Educational Services | 3179 | 3421 | 242 | 7.6% |
| Finance and Insurance | 1469 | 1620 | 151 | 10.3% |
| Real Estate and Rental and Leasing | 336 | 385 | 49 | 14.6% |
| Transportation and Warehousing | 1918 | 2183 | 265 | 13.8% |
| **Lincoln Metropolitan Statistical Area (2013 Def.)** | Administrative and Waste Services | 7719 | 10130 | 2411 | 31.2% |
| Arts, Entertainment, and Recreation | 3421 | 4101 | 680 | 19.9% |
| Construction | 7820 | 9408 | 1588 | 20.3% |
| Information | 2571 | 3432 | 861 | 33.5% |
| Real Estate and Rental and Leasing | 1612 | 1948 | 336 | 20.8% |
| **Mid Plains Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 1999 | 2190 | 191 | 9.6% |
| Arts, Entertainment, and Recreation | 411 | 538 | 127 | 30.9% |
| Management of Companies and Enterprises | 304 | 396 | 92 | 30.3% |
| Manufacturing | 5052 | 5064 | 12 | 0.2% |
| Public Administration | 3074 | 3129 | 55 | 1.8% |
| **Northeast Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 3377 | 3965 | 588 | 17.4% |
| Arts, Entertainment, and Recreation | 956 | 1075 | 119 | 12.4% |
| Construction | 4605 | 4982 | 377 | 8.2% |
| Management of Companies and Enterprises | 151 | 199 | 48 | 31.8% |
| Transportation and Warehousing | 4746 | 5290 | 544 | 11.5% |
| **Omaha Consortium (2013 Def.)** | Accommodation and Food Services | 33475 | 37063 | 3588 | 10.7% |
| Agriculture, Forestry, Fishing & Hunting | 790 | 925 | 135 | 17.1% |
| Construction | 20898 | 26700 | 5802 | 27.8% |
| Finance and Insurance | 30000 | 33499 | 3499 | 11.7% |
| Real Estate and Rental and Leasing | 5639 | 6451 | 812 | 14.4% |
| **Panhandle Region (2013 Def.)** | Accommodation and Food Services | 3203 | 3238 | 35 | 1.1% |
| Administrative and Waste Services | 1174 | 1335 | 161 | 13.7% |
| Public Administration | 2868 | 2901 | 33 | 1.2% |
| Real Estate and Rental and Leasing | 174 | 195 | 21 | 12.1% |
| Utilities | 298 | 301 | 3 | 1.0% |
| **Sandhills Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 1031 | 1091 | 60 | 5.8% |
| Construction | 365 | 438 | 73 | 20.0% |
| Transportation and Warehousing | 390 | 452 | 62 | 15.9% |
| Professional and Technical Services | 193 | 228 | 35 | 18.1% |
| Manufacturing | 370 | 418 | 48 | 13.0% |
| **Southeast Region (2013 Def.)** | Administrative and Waste Services | 883 | 998 | 115 | 13.0% |
| Agriculture, Forestry, Fishing & Hunting | 1270 | 1408 | 138 | 10.9% |
| Arts, Entertainment, and Recreation | 406 | 438 | 32 | 7.9% |
| Educational Services | 4538 | 4743 | 205 | 4.5% |
| Manufacturing | 370 | 8970 | 8600 | 3.8% |

Source: Nebraska Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages

Table 4 highlights projected industry growth by employment levels expected between 2018 and 2028 in each of the workforce areas. Location quotient is included to show the concentration of an industry compared to statewide and national averages. Regional specialization can be identified using industry concentration, or location quotient, which sets 1.00 as the state or national average. For example, LQ of 2 indicates employment in an area is twice that of the remainder of the state or nation. Agriculture, Forestry, Fishing & Hunting is predominantly the economic driver for most economic areas of concentration, followed by Manufacturing. Significant concentrations include Finance and Insurance in the Omaha Consortium, Educational Services in the Lincoln MSA, and Transportation and Warehousing in the Panhandle.

***Table 4: Projected Industry Growth 2018-2028***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Workforce Area** | **Industry** | **2028 Projected Employment** | **Projected Change in Employment 2018-2028** | **Projected Percent Change 2018-2028** | **In State Location Quotient** | **National Location Quotient** |
| **Central Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 9058 | 476 | 5.5% | 2.15 | 13.22 |
| Health Care and Social Assistance | 12355 | 747 | 6.4% | 1.16 | 1.05 |
| Management of Companies and Enterprises | 1328 | 221 | 20.0% | 0.76 | 0.92 |
| Manufacturing | 8552 | 210 | 2.5% | 1.21 | 1.29 |
| Professional, Scientific, and Technical Services | 2053 | 234 | 12.9% | 0.58 | 0.38 |
| **Grand Island Metropolitan Statistical Area (2013 Def.)** | Construction | 2503 | 278 | 12.5% | 0.98 | 0.94 |
| Educational Services | 4155 | 247 | 6.3% | 0.87 | 0.96 |
| Health Care and Social Assistance | 6288 | 923 | 17.2% | 0.85 | 0.77 |
| Manufacturing | 8954 | 723 | 8.8% | 1.90 | 2.02 |
| Transportation and Warehousing | 2247 | 166 | 8.0% | 0.92 | 1.04 |
| **Lincoln Metropolitan Statistical Area (2013 Def.)** | Accommodation and Food Services | 16276 | 928 | 6.0% | 1.09 | 0.82 |
| Construction | 10431 | 817 | 8.5% | 1.01 | 0.97 |
| Educational Services | 24523 | 1992 | 8.8% | 1.20 | 1.33 |
| Health Care and Social Assistance | 30917 | 3386 | 12.3% | 1.05 | 0.95 |
| Professional, Scientific, and Technical Services | 11292 | 1435 | 14.6% | 1.20 | 0.78 |
| **Mid Plains Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 7070 | 287 | 4.2% | 2.45 | 15.04 |
| Educational Services | 4867 | 114 | 2.4% | 0.95 | 1.06 |
| Health Care and Social Assistance | 6978 | 321 | 4.8% | 0.95 | 0.86 |
| Manufacturing | 5295 | 219 | 4.3% | 1.06 | 1.13 |
| Wholesale Trade | 2648 | 200 | 8.2% | 1.25 | 1.18 |
| **Northeast Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 15464 | 987 | 6.8% | 2.15 | 13.22 |
| Educational Services | 12420 | 701 | 6.0% | 0.97 | 1.07 |
| Health Care and Social Assistance | 15133 | 849 | 5.9% | 0.84 | 0.76 |
| Manufacturing | 26156 | 1417 | 5.7% | 2.13 | 2.26 |
| Transportation and Warehousing | 5547 | 511 | 10.1% | 0.83 | 0.94 |
| **Omaha Consortium (2013 Def.)** | Accommodation and Food Services | 39216 | 2874 | 7.9% | 1.07 | 0.81 |
| Construction | 28576 | 2331 | 8.9% | 1.16 | 1.11 |
| Finance and Insurance | 42330 | 2432 | 6.1% | 1.40 | 2.08 |
| Health Care and Social Assistance | 74749 | 10112 | 15.6% | 1.03 | 0.93 |
| Professional, Scientific, and Technical Services | 31168 | 3319 | 11.9% | 1.41 | 0.93 |
| **Panhandle Region (2013 Def.)** | Accommodation and Food Services | 3245 | 116 | 3.7% | 1.02 | 0.77 |
| Administrative and Waste Services | 1547 | 84 | 5.7% | 0.72 | 0.54 |
| Agriculture, Forestry, Fishing & Hunting | 5773 | 224 | 4.0% | 2.45 | 15.05 |
| Health Care and Social Assistance | 5926 | 137 | 2.4% | 1.01 | 0.92 |
| Transportation and Warehousing | 2771 | 86 | 3.2% | 1.32 | 1.49 |
| **Sandhills Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 4557 | 161 | 3.7% | 5.68 | 34.90 |
| Construction | 508 | 36 | 7.6% | 0.67 | 0.64 |
| Educational Services | 1344 | 56 | 4.3% | 0.93 | 1.03 |
| Health Care and Social Assistance | 1902 | 57 | 3.1% | 0.95 | 0.86 |
| Transportation and Warehousing | 413 | 28 | 7.3% | 0.55 | 0.63 |
| **Southeast Region (2013 Def.)** | Agriculture, Forestry, Fishing & Hunting | 8112 | 137 | 1.7% | 2.70 | 16.63 |
| Construction | 1968 | 138 | 7.5% | 0.68 | 0.65 |
| Educational Services | 5871 | 345 | 6.2% | 1.04 | 1.16 |
| Health Care and Social Assistance | 7070 | 160 | 2.3% | 0.93 | 0.84 |
| Manufacturing | 9217 | 221 | 2.5% | 1.77 | 1.88 |

**b. employment needs of employers in existing and emerging in-demand industry sectors and occupations based on regional labor market data for each district;**

Studies were commissioned by Nebraska Departments of Labor and Economic Development from 2016-2020 to identify skills gaps in the labor force by workforce area and contributing factors. ([NEworks - Nebraska Labor Availability Study Publications](https://neworks.nebraska.gov/gsipub/index.asp?docid=802)) Results indicate that all areas of Nebraska except Lincoln will experience a shortage of workers due to 1) the flow of individuals into the community will not keep pace with business needs or 2) a significant share of workers deemed difficult to hire due to a “poor work history.” While Lincoln will experience a surplus of job seekers in certain occupations due to local area universities, colleges, and community colleges, a large portion of these individuals are expected to leave the area. It is in the state’s best interest to recruit these graduates into Nebraska communities. Suggested areas of focus include:

* Loan Officers
* Registered Nurses
* Licensed Practical and Licensed Vocational Nurse
* Automotive Service Technicians and Mechanics
* Maintenance and Repair Workers, General
* Computer Controlled Machine Tool Operators, Metal and Plastic
* Multiple Machine Tool Setters, Operators and Tenders, Metal And Plastic
* Machinists
* Industrial Machinery Mechanics
* Welders, Cutters, Solderers, and Brazers
* Heavy and Tractor-trailer Truck Drivers
* Software Developers
* Computer Programmers
* Computer Systems Analysts
* Computer Programmers and Software Developers
* Network and Computer Systems Administrators
* Computer User Support Specialist
* Management Analysts
* Accountants and Auditor

**High Wage, High Skill, High Demand (H3)**

The Nebraska Departments of Labor and Education, in partnership with the Nebraska Department of Economic Development, have focused their respective efforts towards existing and emerging occupations that meet certain high wage, high skill and high demand criteria. Known as H3 occupations, these occupations are considered high wage when at least half of their wage measures are at or above the regional average for all occupations. Occupations that require either some college or a higher level of educational attainment are high skill; these include occupations that require a high school diploma or equivalent plus long-term on-the-job training, an apprenticeship, or an internship or residency. The number of annual openings, net change in employment, and growth rate determine whether an occupation is in high demand.

Tables 5 through 23 highlight the percentage of H3 occupations and projected employment needs by industry in each economic area of concentration. These tables include the education, work experience, and job training required for each position.

**Central**

*Table 5: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 294 | 466 | 63.1% |
| Professional, Scientific, and Technical Services | 1,124 | 1,819 | 61.8% |
| Transportation and Warehousing | 1,057 | 1,748 | 60.5% |
| Educational Services | 3,936 | 7,433 | 53.0% |
| Construction | 1,632 | 3,365 | 48.5% |
| Health Care and Social Assistance | 4,831 | 11,608 | 41.6% |
| Mining | 30 | 89 | 33.7% |
| Other Services (except Government) | 892 | 3,133 | 28.5% |
| Finance and Insurance | 626 | 2,232 | 28.0% |
| Information | 188 | 698 | 26.9% |
| Wholesale Trade | 939 | 3,503 | 26.8% |
| Management of Companies and Enterprises | 296 | 1,107 | 26.7% |
| Government | 1,079 | 4,581 | 23.6% |
| Manufacturing | 1,856 | 8,342 | 22.2% |
| Administrative and Support and Waste Management and Remediation Services | 359 | 1,866 | 19.2% |
| Real Estate and Rental and Leasing | 60 | 345 | 17.4% |
| Arts, Entertainment, and Recreation | 127 | 749 | 17.0% |
| Retail Trade | 840 | 7,568 | 11.1% |
| Agriculture, Forestry, Fishing and Hunting | 517 | 8,582 | 6.0% |
| Accommodation and Food Services | 59 | 5,460 | 1.1% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 6: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $25,185 | $35,546 | $43,329 | 1,409 | 1,462 | 53 | 3.8% | Post-secondary non-degree award | None | Short term on the job training |
| Registered Nurses | $56,322 | $65,272 | $75,235 | 2,021 | 2,156 | 135 | 6.7% | Bachelor's  | None | None |
| General and Operations Managers | $42,960 | $81,454 | $131,264 | 1,117 | 1,183 | 66 | 5.9% | Bachelor's | 5 years or more | None |
| Bookkeeping, Accounting, and Auditing Clerks | $25,408 | $36,150 | $44,680 | 999 | 964 | -35 | -3.5% | Some college, no degree | None | Moderate term on the job training |
| Elementary School Teachers, Except Special Education | $36,177 | $56,969 | $68,981 | 1,063 | 1,086 | 23 | 2.2% | Bachelor's | None | None |
| Machinists | $33,451 | $41,320 | $45,964 | 626 | 660 | 34 | 5.4% | HS diploma or equivalent | None | Long term on the job training |
| Carpenters | $27,235 | $36,609 | $42,772 | 719 | 731 | 12 | 1.7% | HS diploma or equivalent | None | Apprenticeship |
| Secondary School Teachers, Except Special and Career/Technical Education | $45,202 | $58,086 | $70,632 | 730 | 752 | 22 | 3.0% | Bachelor's | None | None |
| Human Resources Specialists | $37,608 | $48,727 | $62,686 | 343 | 388 | 45 | 13.1% | Bachelor's | None | None |
| Plumbers, Pipefitters, and Steamfitters | $33,812 | $40,192 | $57,454 | 448 | 465 | 17 | 3.8% | HS diploma or equivalent | None | Apprenticeship |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Grand Island MSA**

*Table 7: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 109 | 188 | 58.0% |
| Educational Services | 2,215 | 3,908 | 56.7% |
| Professional, Scientific, and Technical Services | 511 | 953 | 53.6% |
| Transportation and Warehousing | 1,084 | 2,081 | 52.1% |
| Health Care and Social Assistance | 2,287 | 5,365 | 42.6% |
| Management of Companies and Enterprises | 157 | 458 | 34.3% |
| Mining | 13 | 42 | 31.0% |
| Information | 109 | 370 | 29.5% |
| Government | 707 | 2,740 | 25.8% |
| Other Services (except Government) | 406 | 1,664 | 24.4% |
| Finance and Insurance | 454 | 1,927 | 23.6% |
| Wholesale Trade | 492 | 2,102 | 23.4% |
| Construction | 468 | 2,225 | 21.0% |
| Manufacturing | 1,020 | 8,231 | 12.4% |
| Real Estate and Rental and Leasing | 46 | 374 | 12.3% |
| Administrative and Support and Waste Management and Remediation Services | 191 | 1,900 | 10.1% |
| Arts, Entertainment, and Recreation | 51 | 549 | 9.3% |
| Retail Trade | 470 | 5,728 | 8.2% |
| Agriculture, Forestry, Fishing and Hunting | 185 | 2,885 | 6.4% |
| Accommodation and Food Services | 124 | 3,267 | 3.8% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 8: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $32,826 | $43,250 | $52,329 | 1,322 | 1,436 | 114 | 8.6% | Post-secondary non-degree award | None | Short term on the job training |
| Registered Nurses | Confidential | Confidential | Confidential | 935 | 1,104 | 169 | 18.1% | Bachelor's | None | None |
| General and Operations Managers | $39,790 | $69,235 | $99,587 | 714 | 765 | 51 | 7.1% | Bachelor's | 5 years or more | None |
| Elementary School Teachers, Except Special Education | $49,943 | $65,464 | $86,524 | 674 | 713 | 39 | 5.8% | Bachelor's | None | None |
| Accountants and Auditors | $47,076 | $64,296 | $106,579 | 414 | 434 | 20 | 4.8% | Bachelor's | None | None |
| Secondary School Teachers, Except Special and Career/Technical Education | $44,944 | $63,535 | $79,882 | 406 | 430 | 24 | 5.9% | Bachelor's | None | None |
| Licensed Practical and Licensed Vocational Nurses | $37,634 | $45,142 | $51,106 | 269 | 304 | 35 | 13.0% | Post-secondary non-degree award | None | None |
| Industrial Machinery Mechanics | $42,631 | $47,420 | $54,641 | 176 | 208 | 32 | 18.2% | HS diploma or equivalent | None | Long term on the job training |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | $43,528 | $51,525 | $64,928 | 152 | 181 | 29 | 19.1% | Post-secondary non-degree award | None | Long term on the job training |
| Physical Therapist Assistants | $47,136 | $51,422 | $57,353 | 75 | 104 | 29 | 38.7% | Associate's degree | None | None |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Lincoln MSA**

*Table 9: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Management of Companies and Enterprises | 1,457 | 2,284 | 63.8% |
| Information | 2,222 | 3,503 | 63.4% |
| Transportation and Warehousing | 6,568 | 10,760 | 61.0% |
| Professional, Scientific, and Technical Services | 5,899 | 9,857 | 59.8% |
| Utilities | 447 | 805 | 55.5% |
| Educational Services | 11,677 | 22,531 | 51.8% |
| Construction | 4,799 | 9,614 | 49.9% |
| Finance and Insurance | 5,752 | 11,900 | 48.3% |
| Government | 7,602 | 15,880 | 47.9% |
| Health Care and Social Assistance | 11,311 | 27,531 | 41.1% |
| Other Services (except Government) | 3,304 | 8,526 | 38.8% |
| Wholesale Trade | 1,243 | 4,632 | 26.8% |
| Manufacturing | 3,528 | 13,346 | 26.4% |
| Administrative and Support and Waste Management and Remediation Services | 1,737 | 10,848 | 16.0% |
| Real Estate and Rental and Leasing | 258 | 1,914 | 13.5% |
| Mining | 1 | 8 | 12.5% |
| Retail Trade | 1,736 | 19,105 | 9.1% |
| Arts, Entertainment, and Recreation | 274 | 3,928 | 7.0% |
| Agriculture, Forestry, Fishing and Hunting | 164 | 3,063 | 5.4% |
| Accommodation and Food Services | 213 | 15,348 | 1.4% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 10: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $35,182 | $52,446 | $65,082 | 6,525 | 6,869 | 344 | 5.3% | Post-secondary non-degree award | None | Short term on the job training |
| Registered Nurses | $55,780 | $64,680 | $74,097 | 5,140 | 5,703 | 563 | 11.0% | Bachelor's | None | None |
| General and Operations Managers | $50,029 | $81,797 | $128,814 | 3,016 | 3,274 | 258 | 8.6% | Bachelor's | 5 years or more | None |
| Accountants and Auditors | $44,416 | $61,592 | $82,003 | 1,938 | 2,092 | 154 | 8.0% | Bachelor's | None | None |
| Carpenters | $29,123 | $40,759 | $49,963 | 1,947 | 2,066 | 119 | 6.1% | HS diploma or equivalent | None | Apprenticeship |
| Secondary School Teachers, Except Special and Career/ Technical Education | $48,561 | $66,034 | $72,757 | 1,881 | 2,050 | 169 | 9.0% | Bachelor's | None | None |
| Software Developers, Applications | Not Available | $83,454 | Not Available | 1,022 | 1,266 | 244 | 23.9% | Bachelor's | None | None |
| Elementary School Teachers, Except Special Education | $47,560 | $61,403 | $62,707 | 1,682 | 1,833 | 151 | 9.0% | Bachelor's | None | None |
| Credit Counselors | $36,101 | $42,003 | $50,796 | 848 | 1,080 | 232 | 27.4% | Bachelor's | None | Moderate term on the job training |
| Compliance Officers | $42,631 | $69,141 | $82,734 | 1,342 | 1,460 | 118 | 8.8% | Bachelor's | None | Moderate term on the job training |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Mid-Plains**

*Table 11: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 407 | 624 | 65.2% |
| Educational Services | 2,564 | 4,753 | 53.9% |
| Professional, Scientific, and Technical Services | 527 | 987 | 53.4% |
| Management of Companies and Enterprises | 215 | 404 | 53.2% |
| Construction | 796 | 1,876 | 42.4% |
| Health Care and Social Assistance | 2,773 | 6,657 | 41.7% |
| Transportation and Warehousing | 1,494 | 3,769 | 39.6% |
| Information | 191 | 549 | 34.8% |
| Finance and Insurance | 531 | 1,580 | 33.6% |
| Wholesale Trade | 795 | 2,448 | 32.5% |
| Government | 1,297 | 4,164 | 31.1% |
| Other Services (except Government) | 387 | 1,400 | 27.6% |
| Mining | 22 | 139 | 15.8% |
| Administrative and Support and Waste Management and Remediation Services | 91 | 791 | 11.5% |
| Manufacturing | 466 | 5,076 | 9.2% |
| Retail Trade | 424 | 5,385 | 7.9% |
| Real Estate and Rental and Leasing | 15 | 219 | 6.8% |
| Agriculture, Forestry, Fishing and Hunting | 376 | 6,783 | 5.5% |
| Arts, Entertainment, and Recreation | 19 | 463 | 4.1% |
| Accommodation and Food Services | 56 | 3,828 | 1.5% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 12: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $29,043 | $36,600 | $43,053 | 1,065 | 1,148 | 83 | 7.8% | Post-secondary non-degree award | None | Short term on the job training |
| General and Operations Managers | $42,652 | $73,410 | $113,660 | 761 | 803 | 42 | 5.5% | Bachelor's | 5 years or more | None |
| Elementary School Teachers, Except Special Education | $38,760 | $55,687 | $66,132 | 877 | 899 | 22 | 2.5% | Bachelor's | None | None |
| Registered Nurses | $52,818 | $64,716 | $75,773 | 897 | 933 | 36 | 4.0% | Bachelor's | None | None |
| Secondary School Teachers, Except Special and Career/ Technical Education | $41,550 | $54,073 | $63,084 | 640 | 656 | 16 | 2.5% | Bachelor's | None | None |
| Farm Equipment Mechanics and Service Technicians | $32,890 | $38,954 | $51,583 | 327 | 355 | 28 | 8.6% | HS diploma or equivalent | None | Long term on the job training |
| Licensed Practical and Licensed Vocational Nurses | $36,014 | $42,552 | $47,276 | 344 | 367 | 23 | 6.7% | Post-secondary non-degree award | None | None |
| Bus and Truck Mechanics and Diesel Engine Specialists | $30,524 | $39,237 | $46,700 | 291 | 310 | 19 | 6.5% | HS diploma or equivalent | None | Long term on the job training |
| Carpenters | $31,773 | $36,836 | $43,285 | 309 | 310 | 1 | 0.3% | HS diploma or equivalent | None | Apprenticeship |
| Loan Officers | $47,757 | $66,683 | $81,131 | 181 | 200 | 19 | 10.5% | Bachelor's | None | Moderate term on the job training |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Northeast**

*Table 13: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Transportation and Warehousing | 3,289 | 5,036 | 65.3% |
| Professional, Scientific, and Technical Services | 1,241 | 2,130 | 58.3% |
| Educational Services | 5,768 | 11,719 | 49.2% |
| Utilities | 552 | 1,205 | 45.8% |
| Health Care and Social Assistance | 6,140 | 14,284 | 43.0% |
| Wholesale Trade | 2,236 | 6,021 | 37.1% |
| Management of Companies and Enterprises | 77 | 210 | 36.7% |
| Construction | 1,846 | 5,074 | 36.4% |
| Mining | 70 | 200 | 35.0% |
| Finance and Insurance | 1,444 | 4,660 | 31.0% |
| Information | 224 | 828 | 27.1% |
| Government | 2,284 | 8,652 | 26.4% |
| Other Services (except Government) | 769 | 3,723 | 20.7% |
| Manufacturing | 3,614 | 24,739 | 14.6% |
| Real Estate and Rental and Leasing | 68 | 554 | 12.3% |
| Administrative and Support and Waste Management and Remediation Services | 400 | 3,287 | 12.2% |
| Retail Trade | 1,116 | 11,916 | 9.4% |
| Agriculture, Forestry, Fishing and Hunting | 975 | 14,477 | 6.7% |
| Arts, Entertainment, and Recreation | 54 | 996 | 5.4% |
| Accommodation and Food Services | 139 | 6,327 | 2.2% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 14: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $35,922 | $47,943 | $56,902 | 4,581 | 5,051 | 470 | 10.3% | Post-secondary non-degree award | None | Short term on the job training |
| General and Operations Managers | $44,979 | $74,942 | $125,720 | 1,694 | 1,807 | 113 | 6.7% | Bachelor's | 5 years or more | None |
| Registered Nurses | $54,118 | $62,135 | $71,128 | 2,297 | 2,425 | 128 | 5.6% | Bachelor's | None | None |
| Bookkeeping, Accounting, and Auditing Clerks | $29,599 | $37,889 | $44,590 | 1,541 | 1,504 | -37 | -2.4% | Some college, no degree | None | Moderate term on the job training |
| Elementary School Teachers, Except Special Education | $41,684 | $55,228 | $63,647 | 1,311 | 1,390 | 79 | 6.0% | Bachelor's | None | None |
| Industrial Machinery Mechanics | $41,934 | $50,154 | $58,228 | 728 | 828 | 100 | 13.7% | HS diploma or equivalent | None | Long term on the job training |
| Secondary School Teachers, Except Special and Career/ Technical Education | $44,199 | $57,061 | $64,577 | 1,067 | 1,131 | 64 | 6.0% | Bachelor's | None | None |
| Electricians | $39,769 | $49,147 | $55,763 | 638 | 688 | 50 | 7.8% | HS diploma or equivalent | None | Apprenticeship |
| Plumbers, Pipefitters, and Steamfitters | $38,498 | $52,065 | $62,409 | 783 | 811 | 28 | 3.6% | HS diploma or equivalent | None | Apprenticeship |
| Licensed Practical and Licensed Vocational Nurses | $35,853 | $44,021 | $48,768 | 783 | 838 | 55 | 7.0% | Post-secondary non-degree award | None | None |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Omaha MSA**

*Table 15: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 2,119 | 2,788 | 76.0% |
| Management of Companies and Enterprises | 10,246 | 15,857 | 64.6% |
| Professional, Scientific, and Technical Services | 17,695 | 27,849 | 63.5% |
| Information | 5,917 | 10,753 | 55.0% |
| Transportation and Warehousing | 12,646 | 23,696 | 53.4% |
| Educational Services | 21,673 | 41,631 | 52.1% |
| Finance and Insurance | 20,620 | 39,898 | 51.7% |
| Health Care and Social Assistance | 28,384 | 64,637 | 43.9% |
| Construction | 10,313 | 26,245 | 39.3% |
| Government | 8,166 | 22,348 | 36.5% |
| Other Services (except Government) | 4,951 | 15,726 | 31.5% |
| Mining | 98 | 363 | 27.0% |
| Manufacturing | 5,732 | 28,138 | 20.4% |
| Administrative and Support and Waste Management and Remediation Services | 5,320 | 30,525 | 17.4% |
| Real Estate and Rental and Leasing | 1,026 | 6,291 | 16.3% |
| Retail Trade | 4,925 | 47,287 | 10.4% |
| Arts, Entertainment, and Recreation | 495 | 7,576 | 6.5% |
| Agriculture, Forestry, Fishing and Hunting | 170 | 3,741 | 4.5% |
| Accommodation and Food Services | 903 | 36,342 | 2.5% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 16: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $37,640 | $45,946 | $52,586 | 12,677 | 13,315 | 638 | 5.0% | Post-secondary non-degree award | None | Short term on the job training |
| Registered Nurses | $55,299 | $67,314 | $77,255 | 12,818 | 14,687 | 1,869 | 14.6% | Bachelor's | None | None |
| General and Operations Managers | $52,202 | $90,066 | $136,531 | 8,332 | 9,053 | 721 | 8.7% | Bachelor's | 5 years or more | None |
| Accountants and Auditors | $49,589 | $63,725 | $87,774 | 5,663 | 6,154 | 491 | 8.7% | Bachelor's | None | None |
| Software Developers, Applications | Confidential | $93,700 | Confidential | 3,390 | 4,262 | 872 | 25.7% | Bachelor's | None | None |
| Electricians | $33,745 | $53,338 | $67,612 | 2,905 | 3,228 | 323 | 11.1% | HS diploma or equivalent | None | Apprenticeship |
| Market Research Analysts and Marketing Specialists | $38,440 | $57,567 | $72,704 | 2,282 | 2,732 | 450 | 19.7% | Bachelor's | None | None |
| Plumbers, Pipefitters, and Steamfitters | $46,293 | $69,835 | $77,720 | 2,495 | 2,803 | 308 | 12.3% | HS diploma or equivalent | None | Apprenticeship |
| Elementary School Teachers, Except Special Education | $47,701 | $61,302 | $72,201 | 4,153 | 4,371 | 218 | 5.3% | Bachelor's | None | None |
| Human Resources Specialists | $40,669 | $55,446 | $70,715 | 2,770 | 2,997 | 227 | 8.2% | Bachelor's | None | None |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Panhandle**

*Table 17: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 164 | 304 | 53.9% |
| Educational Services | 1,990 | 4,326 | 46.0% |
| Professional, Scientific, and Technical Services | 349 | 765 | 45.6% |
| Health Care and Social Assistance | 2,349 | 5,789 | 40.6% |
| Transportation and Warehousing | 1,052 | 2,685 | 39.2% |
| Finance and Insurance | 475 | 1,331 | 35.7% |
| Construction | 477 | 1,452 | 32.9% |
| Management of Companies and Enterprises | 218 | 664 | 32.8% |
| Information | 137 | 490 | 28.0% |
| Real Estate and Rental and Leasing | 39 | 157 | 24.8% |
| Mining | 36 | 154 | 23.4% |
| Government | 873 | 4,031 | 21.7% |
| Other Services (except Government) | 229 | 1,104 | 20.7% |
| Administrative and Support and Waste Management and Remediation Services | 287 | 1,463 | 19.6% |
| Wholesale Trade | 361 | 2,179 | 16.6% |
| Manufacturing | 269 | 2,028 | 13.3% |
| Retail Trade | 336 | 4,641 | 7.2% |
| Agriculture, Forestry, Fishing and Hunting | 265 | 5,549 | 4.8% |
| Arts, Entertainment, and Recreation | 6 | 190 | 3.2% |
| Accommodation and Food Services | 24 | 3,129 | 0.8% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 18: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $41,114 | $52,205 | $58,857 | 581 | 610 | 29 | 5.0% | Post-secondary non-degree award | None | Short term on the job training |
| Registered Nurses | $52,387 | $64,825 | $74,218 | 932 | 980 | 48 | 5.2% | Bachelor's | None | None |
| General and Operations Managers | $49,423 | $76,736 | $112,199 | 687 | 685 | -2 | -0.3% | Bachelor's | 5 years or more | None |
| Elementary School Teachers, Except Special Education | $39,341 | $55,506 | $64,449 | 649 | 641 | -8 | -1.2% | Bachelor's | None | None |
| Licensed Practical and Licensed Vocational Nurses | $36,055 | $42,758 | $48,075 | 320 | 336 | 16 | 5.0% | Post-secondary non-degree award | None | None |
| Electricians | $35,507 | $47,864 | $57,980 | 217 | 230 | 13 | 6.0% | HS diploma or equivalent | None | Apprenticeship |
| Plumbers, Pipefitters, and Steamfitters | $49,009 | $47,966 | $60,915 | 181 | 192 | 11 | 6.1% | HS diploma or equivalent | None | Apprenticeship |
| Rail Car Repairers | Confidential | Confidential | Confidential | 172 | 184 | 12 | 7.0% | HS diploma or equivalent | None | Long term on the job training |
| Managers, All Other | Confidential | $55,222 | Confidential | 210 | 221 | 11 | 5.2% | Bachelor's | Less than 5 years | None |
| Secondary School Teachers, Except Special and Career/ Technical Education | $50,114 | $59,961 | $73,581 | 364 | 360 | -4 | -1.1% | Bachelor's | None | None |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Sandhills**

*Table 19: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Professional, Scientific, and Technical Services | 184 | 244 | 75.4% |
| Transportation and Warehousing | 279 | 385 | 72.5% |
| Utilities | 65 | 95 | 68.4% |
| Educational Services | 685 | 1,288 | 53.2% |
| Management of Companies and Enterprises | 20 | 38 | 52.6% |
| Construction | 196 | 472 | 41.5% |
| Health Care and Social Assistance | 738 | 1,845 | 40.0% |
| Finance and Insurance | 118 | 377 | 31.3% |
| Information | 36 | 127 | 28.3% |
| Government | 293 | 1,251 | 23.4% |
| Other Services (except Government) | 71 | 337 | 21.1% |
| Manufacturing | 72 | 391 | 18.4% |
| Wholesale Trade | 153 | 846 | 18.1% |
| Retail Trade | 183 | 1,344 | 13.6% |
| Mining | 5 | 39 | 12.8% |
| Real Estate and Rental and Leasing | 5 | 45 | 11.1% |
| Administrative and Support and Waste Management and Remediation Services | 6 | 73 | 8.2% |
| Arts, Entertainment, and Recreation | 4 | 54 | 7.4% |
| Agriculture, Forestry, Fishing and Hunting | 282 | 4,396 | 6.4% |
| Accommodation and Food Services | 0 | 844 | 0.0% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 20: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $29,544 | $38,116 | $46,956 | 401 | 431 | 30 | 7.5% | Post-secondary non-degree award | None | Short term on the job training |
| Secondary School Teachers, Except Special and Career/ Technical Education | Confidential | Confidential | Confidential | 299 | 314 | 15 | 5.0% | Bachelor's | None | None |
| Registered Nurses | $54,870 | $61,916 | $69,120 | 319 | 331 | 12 | 3.8% | Bachelor's | None | None |
| General and Operations Managers | $32,662 | $67,050 | $87,904 | 191 | 201 | 10 | 5.2% | Bachelor's | 5 years or more | None |
| Bookkeeping, Accounting, and Auditing Clerks | $30,390 | $37,176 | $42,179 | 232 | 222 | -10 | -4.3% | Some college, no degree | None | Moderate term on the job training |
| Farm Equipment Mechanics and Service Technicians | $33,078 | $42,297 | $53,813 | 87 | 97 | 10 | 11.5% | HS diploma or equivalent | None | Long term on the job training |
| Electricians | Confidential | Confidential | Confidential | 78 | 86 | 8 | 10.3% | HS diploma or equivalent | None | Apprenticeship |
| Carpenters | $32,657 | $38,007 | $42,380 | 100 | 106 | 6 | 6.0% | HS diploma or equivalent | None | Apprenticeship |
| Elementary School Teachers, Except Special Education | Confidential | Confidential | Confidential | 128 | 133 | 5 | 3.9% | Bachelor's | None | None |
| Licensed Practical and Licensed Vocational Nurses | $36,747 | $45,597 | $47,601 | 108 | 111 | 3 | 2.8% | Post-secondary non-degree award | None | None |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Southeast**

*Table 21: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Utilities | 910 | 1,114 | 81.7% |
| Educational Services | 2,839 | 5,526 | 51.4% |
| Transportation and Warehousing | 683 | 1,440 | 47.4% |
| Management of Companies and Enterprises | 34 | 80 | 42.5% |
| Health Care and Social Assistance | 2,549 | 6,910 | 36.9% |
| Information | 131 | 381 | 34.4% |
| Professional, Scientific, and Technical Services | 259 | 760 | 34.1% |
| Finance and Insurance | 465 | 1,720 | 27.0% |
| Government | 1,350 | 5,006 | 27.0% |
| Wholesale Trade | 552 | 2,317 | 23.8% |
| Mining | 11 | 47 | 23.4% |
| Construction | 387 | 1,830 | 21.1% |
| Real Estate and Rental and Leasing | 26 | 151 | 17.2% |
| Other Services (except Government) | 250 | 1,556 | 16.1% |
| Manufacturing | 1,332 | 8,996 | 14.8% |
| Administrative and Support and Waste Management and Remediation Services | 143 | 1,057 | 13.5% |
| Agriculture, Forestry, Fishing and Hunting | 610 | 7,975 | 7.6% |
| Retail Trade | 327 | 4,816 | 6.8% |
| Arts, Entertainment, and Recreation | 13 | 389 | 3.3% |
| Accommodation and Food Services | 38 | 3,113 | 1.2% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

*Table 22: Projected Employment Needs by H3 Occupations*

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SOC Title** | **Entry Level Wage** | **Median Annual Wage** | **Exp Wage** | **2018 Est Jobs** | **2028 Proj Jobs** | **Growth Openings** | **Percent Change** | **Education** | **Work Exp** | **Job Training** |
| Heavy and Tractor-Trailer Truck Drivers | $31,424 | $37,386 | $44,215 | 915 | 994 | 79 | 8.6% | Post-secondary non-degree award | None | Short term on the job training |
| General and Operations Managers | $32,934 | $74,630 | $105,273 | 766 | 812 | 46 | 6.0% | Bachelor's | 5 years or more | None |
| Registered Nurses | $56,613 | $64,248 | $72,890 | 1,136 | 1,180 | 44 | 3.9% | Bachelor's | None | None |
| Industrial Machinery Mechanics | $41,600 | $53,032 | $62,157 | 526 | 572 | 46 | 8.8% | HS diploma or equivalent | None | Long term on the job training |
| Elementary School Teachers, Except Special Education | $42,433 | $56,209 | $64,567 | 688 | 731 | 43 | 6.3% | Bachelor's | None | None |
| Plumbers, Pipefitters, and Steamfitters | $39,645 | $50,084 | $63,517 | 498 | 520 | 22 | 4.4% | HS diploma or equivalent | None | Apprenticeship |
| Secondary School Teachers, Except Special and Career/Technical Education | $42,101 | $55,789 | $63,695 | 568 | 604 | 36 | 6.3% | Bachelor's | None | None |
| Machinists | $33,324 | $38,594 | $44,786 | 282 | 311 | 29 | 10.3% | HS diploma or equivalent | None | Long term on the job training |
| Gas Plant Operators | Confidential | Confidential | Confidential | 396 | 386 | -10 | -2.5% | HS diploma or equivalent | None | Long term on the job training |
| Farm Equipment Mechanics and Service Technicians | $33,146 | $38,300 | $45,834 | 282 | 294 | 12 | 4.3% | HS diploma or equivalent | None | Long term on the job training |

Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020

Wages from Occupational Employment Statistics, 1st Quarter 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**Nebraska Statewide**

*Table 23: H3 Occupational Employment Percentages by Industry Sector, 2018 Annual Average*

|  |  |  |  |
| --- | --- | --- | --- |
| **Industry Sector** | **Employment in H3 Occupations** | **Total Employment** | **Percent of Total Industry Employment in H3 Occupations** |
| Management of Companies and Enterprises | 13,013 | 21,102 | 61.7% |
| Utilities | 4,603 | 7,589 | 60.7% |
| Professional, Scientific, and Technical Services | 26,824 | 45,364 | 59.1% |
| Transportation and Warehousing | 28,794 | 51,600 | 55.8% |
| Educational Services | 54,007 | 103,115 | 52.4% |
| Information | 9,177 | 17,699 | 51.9% |
| Finance and Insurance | 30,567 | 65,625 | 46.6% |
| Health Care and Social Assistance | 63,358 | 144,626 | 43.8% |
| Construction | 18,693 | 52,153 | 35.8% |
| Government | 23,054 | 68,653 | 33.6% |
| Other Services (except Government) | 11,525 | 37,169 | 31.0% |
| Wholesale Trade | 11,752 | 40,458 | 29.0% |
| Mining | 280 | 1,081 | 25.9% |
| Manufacturing | 18,602 | 99,287 | 18.7% |
| Administrative and Support and Waste Management and Remediation Services | 9,033 | 51,810 | 17.4% |
| Real Estate and Rental and Leasing | 1,498 | 10,050 | 14.9% |
| Retail Trade | 10,489 | 107,790 | 9.7% |
| Arts, Entertainment, and Recreation | 959 | 14,894 | 6.4% |
| Agriculture, Forestry, Fishing and Hunting | 3,432 | 57,451 | 6.0% |
| Accommodation and Food Services | 1,497 | 77,658 | 1.9% |

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

**c. knowledge and skills needed by job seekers to meet the employment needs of the employers in each district, including employment needs for in-demand industry sectors and occupations;**

In addition to the education, work experience, and job training needed for specific high demand H3 occupations on tables 5 through 23, tables 24 through 33 provide the top advertised detailed job skills are all positions in an economic area of concentration. The majority of these skills can be classified as “soft skills,” highlighting the need for work based learning to develop positive work habits.

**Central**

*Table 24: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 1,235 |
| 2 | Must be flexible | Basic Skills | 654 |
| 3 | Problem solving | Basic Skills | 654 |
| 4 | Work independently | Basic Skills | 470 |
| 5 | Typing | Office Clerk Skills | 450 |
| 6 | Route calls | Receptionist Skills | 345 |
| 7 | Assessing customer needs | Concierge Skills | 345 |
| 8 | Attention to detail | Basic Skills | 344 |
| 9 | Interpersonal skills | Interpersonal Skills | 316 |
| 10 | Positive attitude | Interpersonal Skills | 165 |

Source: NEworks Job Postings November 2020

**Grand Island**

*Table 25: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 909 |
| 2 | Work independently | Basic Skills | 583 |
| 3 | Must be flexible | Basic Skills | 385 |
| 4 | Problem solving | Basic Skills | 308 |
| 5 | Interpersonal skills | Interpersonal Skills | 289 |
| 6 | Typing | Office Clerk Skills | 255 |
| 7 | Attention to detail | Basic Skills | 203 |
| 8 | Educate patients | Physician Skills | 164 |
| 9 | Time management | Basic Skills | 119 |
| 10 | Organizational skills | Basic Skills | 112 |

Source: NEworks Job Postings November 2020

**Lincoln**

*Table 26: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 2,937 |
| 2 | Problem solving | Basic Skills | 1,030 |
| 3 | Must be flexible | Basic Skills | 802 |
| 4 | Attention to detail | Basic Skills | 731 |
| 5 | Interpersonal skills | Interpersonal Skills | 597 |
| 6 | Work independently | Basic Skills | 542 |
| 7 | Supervises licensed practical nurses | Registered Nurse (RN) Skills | 486 |
| 8 | Organizational skills | Basic Skills | 454 |
| 9 | Decision making | Basic Skills | 399 |
| 10 | Time management | Basic Skills | 369 |

Source: NEworks Job Postings November 2020

**Mid-Plains**

*Table 27: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 677 |
| 2 | Must be flexible | Basic Skills | 438 |
| 3 | Problem solving | Basic Skills | 384 |
| 4 | Typing | Office Clerk Skills | 242 |
| 5 | Route calls | Receptionist Skills | 229 |
| 6 | Assessing customer needs | Concierge Skills | 229 |
| 7 | Discharge planning | Registered Nurse (RN) Skills | 134 |
| 8 | Provides nursing supervision | Registered Nurse (RN) Skills | 124 |
| 9 | Attention to detail | Basic Skills | 119 |
| 10 | Interpersonal skills | Interpersonal Skills | 83 |

Source: NEworks Job Postings November 2020

**Northeast**

*Table 28: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 1,757 |
| 2 | Work independently | Basic Skills | 990 |
| 3 | Must be flexible | Basic Skills | 893 |
| 4 | Problem solving | Basic Skills | 851 |
| 5 | Typing | Office Clerk Skills | 727 |
| 6 | Route calls | Receptionist Skills | 444 |
| 7 | Assessing customer needs | Concierge Skills | 443 |
| 8 | Attention to detail | Basic Skills | 419 |
| 9 | Organizational skills | Basic Skills | 302 |
| 10 | Interpersonal skills | Interpersonal Skills | 292 |

Source: NEworks Job Postings November 2020

**Omaha**

*Table 29: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 9,290 |
| 2 | Must be flexible | Basic Skills | 3,492 |
| 3 | Interpersonal skills | Interpersonal Skills | 3,331 |
| 4 | Problem solving | Basic Skills | 3,120 |
| 5 | Attention to detail | Basic Skills | 2,529 |
| 6 | Work independently | Basic Skills | 2,385 |
| 7 | Positive attitude | Interpersonal Skills | 1,999 |
| 8 | Organizational skills | Basic Skills | 1,896 |
| 9 | Typing | Office Clerk Skills | 1,803 |
| 10 | Time management | Basic Skills | 1,767 |

Source: NEworks Job Postings November 2020

**Panhandle**

*Table 30: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 643 |
| 2 | Must be flexible | Basic Skills | 299 |
| 3 | Problem solving | Basic Skills | 292 |
| 4 | Typing | Office Clerk Skills | 150 |
| 5 | Route calls | Receptionist Skills | 125 |
| 6 | Assessing customer needs | Concierge Skills | 125 |
| 7 | Decision making | Basic Skills | 117 |
| 8 | Attention to detail | Basic Skills | 115 |
| 9 | Work independently | Basic Skills | 98 |
| 10 | Time management | Basic Skills | 96 |

Source: NEworks Job Postings November 2020

**Sandhills**

*Table 31: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 205 |
| 2 | Must be flexible | Basic Skills | 176 |
| 3 | Problem solving | Basic Skills | 135 |
| 4 | Assessing customer needs | Concierge Skills | 122 |
| 5 | Typing | Office Clerk Skills | 122 |
| 6 | Route calls | Receptionist Skills | 122 |
| 7 | Medication administration | Registered Nurse (RN) Skills | 45 |
| 8 | Serving food | Waitress or Waiter Skills | 32 |
| 9 | Positive attitude | Interpersonal Skills | 25 |
| 10 | Work independently | Basic Skills | 23 |

Source: NEworks Job Postings November 2020

**Southeast**

*Table 32: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 916 |
| 2 | Must be flexible | Basic Skills | 629 |
| 3 | Problem solving | Basic Skills | 514 |
| 4 | Typing | Office Clerk Skills | 390 |
| 5 | Route calls | Receptionist Skills | 330 |
| 6 | Assessing customer needs | Concierge Skills | 330 |
| 7 | Work independently | Basic Skills | 193 |
| 8 | Attention to detail | Basic Skills | 170 |
| 9 | Interpersonal skills | Interpersonal Skills | 164 |
| 10 | Organizational skills | Basic Skills | 154 |

Source: NEworks Job Postings November 2020

**Statewide**

*Table 33: Top Advertised Detailed Job Skills*

|  |  |  |  |
| --- | --- | --- | --- |
| **Rank** | **Advertised Detailed Job Skill** | **Advertised Skill Group** | **Job Opening Match Count** |
| 1 | Customer service | Customer Service Skills | 18,569 |
| 2 | Must be flexible | Basic Skills | 7,768 |
| 3 | Problem solving | Basic Skills | 7,288 |
| 4 | Work independently | Basic Skills | 5,353 |
| 5 | Interpersonal skills | Interpersonal Skills | 5,153 |
| 6 | Attention to detail | Basic Skills | 4,646 |
| 7 | Typing | Office Clerk Skills | 4,400 |
| 8 | Organizational skills | Basic Skills | 3,222 |
| 9 | Positive attitude | Interpersonal Skills | 2,939 |
| 10 | Time management | Basic Skills | 2,779 |

Source: NEworks Job Postings November 2020

1. **workforce in each district, including:**
	1. **current labor force employment and unemployment data;**

Nebraska unemployment is typically among the lowest in the nation. The unemployment rate peaked at 8.7% in April of 2020 during the pandemic, but had completely recovered by September of the same year and reached a low of 3.0% in October. The Central, Lancaster, and Northeast areas currently have unemployment rates lower than the state average. Siouxland has the highest at 3.9%.

*Table 34:* Unemployment Rates by Economic Development District

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Economic Development District | Time Period | Labor Force | Employed | Unemployed | Unemployment Rate |
| Central NE Economic Development District | 2019 | 26941 | 26194 | 747 | 2.8% |
| Lancaster County | 2019 | 177186 | 172276 | 4910 | 2.8% |
| Metropolitan Area Planning Agency | 2019 | 407465 | 394567 | 12898 | 3.2% |
| Northeast NE Economic Development District | 2019 | 112402 | 109182 | 3220 | 2.9% |
| Panhandle Area Development District | 2019 | 43594 | 42135 | 1459 | 3.3% |
| Siouxland Interstate Metro. Planning Council | 2019 | 10791 | 10369 | 422 | 3.9% |
| South Central Economic Development District | 2019 | 108014 | 104715 | 3299 | 3.1% |
| Southeast Nebraska Development District | 2019 | 92165 | 89312 | 2853 | 3.1% |
| West Central Nebraska Development District | 2019 | 56682 | 54932 | 1750 | 3.1% |

Source: NE Dept of Labor, Labor Market Information, LAUS Program

Nebraska ranks 14th in poverty with a rate of 11.0%. While most economic development districts in the state have a lower poverty rate, Lancaster County and Siouxland are currently experiencing a higher percentage of individuals in poverty.

*Table 35:* Poverty Rates by Economic Development District

|  |  |  |  |
| --- | --- | --- | --- |
| Economic Development District | Income in the past 12 months below poverty level | Poverty Rate | Estimate Total |
| Central NE Economic Development District | 4526 | 9.9% | 46513 |
| Lancaster County | 37502 | 12.5% | 299690 |
| Metropolitan Area Planning Agency | 78128 | 8.6% | 746987 |
| Northeast NE Economic Development District | 22601 | 10.7% | 200477 |
| Panhandle Area Development District | 10457 | 10.9% | 82118 |
| Siouxland Interstate Metro. Planning Council | 3227 | 16.2% | 19882 |
| South Central Economic Development District | 22769 | 10.8% | 195093 |
| Southeast Nebraska Development District | 16355 | 10.5% | 167956 |
| West Central Nebraska Development District | 11014 | 11.2% | 100975 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B17020

1. **information on labor market trends; and**

**Job-to-Job Flows from Nebraska Analysis**

Tables 36 – 38 highlight the jobs that are leaving Nebraska and moving to other states. In 2019 significantly more jobs moved to Iowa than any other state.

The states with the highest number of jobs moving from Nebraska include: Iowa, Texas, Colorado, Kansas, Florida, California, Missouri, South Dakota, Arizona, and Illinois.

*Table 36: 2019 Job-to-Job Flows from Nebraska to 50 States*

Source: US Census Bureau, Job-to-Job Flow Analysis

*Table 37: 2019 Job-to-Job Flows from 21 Origin Industries in Nebraska to Iowa*

Source: US Census Bureau, Job-to-Job Flow Analysis

The most common industries that people went to work for in Iowa include:

* manufacturing
* retail trade
* construction
* administrative and support
* waste management and remediation services
* health care and social assistance
* accommodation and food services

*Table 38: 2019 Job-to-Job Flows from 21 Origin Industries in Top 10 States*

Source: US Census Bureau, Job-to-Job Flow Analysis

When viewing the top ten states job seekers left for in 2019 (Iowa, Texas, Colorado, Kansas, Florida, California, Missouri, South Dakota, Arizona, and Illinois), these are the top five industries:

* Administrative and Support and Waste Management and Remediation Services
* Health Care and Social Assistance
* Retail Trade
* Construction
* Accommodation and Food Services

**Nebraska Thriving Index**

In the Nebraska Thriving Index (<https://ruralprosperityne.unl.edu/thriving-index>), a project of the Rural Futures Institute at University of Nebraska – Lincoln, regions were compared to communities similar in fundamental economic characteristics to determine how well they are thriving. A score of 100 indicates a region ranked as average compared to peers, 0 means one standard deviation behind its peers, and 200 means one standard deviation ahead of its peers. This study looked at three indexes of economic prosperity and five indexes of economic conditions. For the purpose of this plan, scores related to the following were considered:

* Growth Index: total employment growth, private employment, private wage growth, growth in households with children, and growth in dividend, interest, and rent income
* Economic Opportunity & Diversity Index: entrepreneurial activity, industry diversity, occupation diversity and share of telecommuters
* Education & Skill Index: high school and college attainment, labor force participation, employment in knowledge-based occupations
* Demographic Growth & Renewal Index: long-term population growth, dependency ration, median age, millennial and Gen Z balance, and population diversity

*Economic Growth*

The majority of regions ranked ahead of their peers. The Panhandle scored lowest with a 4 and Southwest scored just behind its peers with 85.

*Education & Skill*

Five regions ranked behind their peers:

* Southwest (13)
* Siouxland (22)
* Tri-Cities (81)
* Northeast (89)
* Southeast (96)

*Economic Opportunity & Diversity*

* Siouxland (-29)
* Northeast (45)
* Southeast (89)

*Demographic Growth & Renewal*

* Panhandle (46)
* Southwest (74)
* Sandhills (-91)

Tables 39 and 40 provide a historical view of unemployment and poverty rates in each district.

*Table 39: Historical unemployment rates by District*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Economic Development District | 2019 Labor Force | Unemployment Rate 2019 | Unemployment Rate 2018 | Unemployment Rate 2017 | Unemployment Rate 2016 |
| Central  | 26941 | 2.77% | 2.58% | 2.52% | 2.6% |
| Lancaster County | 177186 | 2.77% | 2.66% | 2.64% | 2.8% |
| MAPA | 407465 | 3.17% | 3.11% | 3.07% | 3.2% |
| Northeast  | 112402 | 2.86% | 2.75% | 2.79% | 3.0% |
| Panhandle  | 43594 | 3.35% | 3.03% | 3.10% | 3.3% |
| Siouxland Interstate Metro. Planning Council | 10791 | 3.91% | 3.66% | 4.03% | 4.1% |
| South Central  | 108014 | 3.05% | 2.85% | 2.88% | 3.1% |
| Southeast  | 92165 | 3.10% | 2.93% | 2.98% | 3.1% |
| West Central  | 56682 | 3.09% | 2.86% | 2.79% | 2.9% |

Source: NE Dept of Labor, Labor Market Information, LAUS Program

*Table 40: Historical poverty rates by District*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Economic Development District | 2019 Poverty Rate | 2018 Poverty Rate | 2017 Poverty Rate | 2016 Poverty Rate |
| Central NE Economic Development District | 9.7% | 10.2% | 10.3% | 10.8% |
| Lancaster County | 12.5% | 13.1% | 14.0% | 14.3% |
| Metropolitan Area Planning Agency | 10.5% | 10.8% | 11.4% | 12.2% |
| Northeast NE Economic Development District | 11.3% | 12.0% | 12.0% | 12.0% |
| Panhandle Area Development District | 12.7% | 12.5% | 12.5% | 13.2% |
| Siouxland Interstate Metro. Planning Council | 16.2% | 16.6% | 16.8% | 16.0% |
| South Central Economic Development District | 11.7% | 12.3% | 12.4% | 12.5% |
| Southeast Nebraska Development District | 9.7% | 9.7% | 9.7% | 10.3% |
| West Central Nebraska Development District | 10.9% | 11.6% | 12.3% | 12.7% |

1. **educational and skill levels of the workforce, including individuals with barriers to employment;**

Tables 38 through 46 show the median earnings by education level for both males and females. There is a correlating increase in income compared to increased education. In most areas, women are paid less than men.

**Central**

*Table 41: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $32,626 | $39,689 | $25,746 |
| Less than high school graduate | $16,164 | $14,104 | $9,165 |
| High school graduate (includes equivalency) | $28,197 | $35,838 | $19,377 |
| Some college or associate's degree | $33,104 | $42,447 | $22,487 |
| Bachelor's degree | $37,709 | $44,034 | $32,163 |
| Graduate or professional degree | $52,762 | $43,355 | $44,826 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Lancaster**

*Table 32: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $40,855 | $46,573 | $34,955 |
| Less than high school graduate | $26,022 | $31,245 | $19,531 |
| High school graduate (includes equivalency) | $30,781 | $35,268 | $24,272 |
| Some college or associate's degree | $36,820 | $45,115 | $30,857 |
| Bachelor's degree | $47,477 | $56,059 | $41,343 |
| Graduate or professional degree | $58,269 | $64,953 | $52,913 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Metropolitan Area Planning Agency**

*Table 43: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $46,345 | $54,474 | $37,666 |
| Less than high school graduate | $28,808 | $38,183 | $19,891 |
| High school graduate (includes equivalency) | $35,742 | $42,892 | $26,637 |
| Some college or associate's degree | $41,278 | $51,806 | $32,802 |
| Bachelor's degree | $56,951 | $73,028 | $49,225 |
| Graduate or professional degree | $68,347 | $82,765 | $59,561 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Northeast**

*Table 44: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $36,432 | $43,061 | $29,483 |
| Less than high school graduate | $27,151 | $29,538 | $18,247 |
| High school graduate (includes equivalency) | $31,928 | $39,474 | $23,658 |
| Some college or associate's degree | $35,513 | $44,387 | $28,652 |
| Bachelor's degree | $43,249 | $53,019 | $37,317 |
| Graduate or professional degree | $57,005 | $61,370 | $54,119 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Panhandle**

*Table 45: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $34,063 | $41,560 | $26,060 |
| Less than high school graduate | $22,287 | $25,884 | $9,047 |
| High school graduate (includes equivalency) | $29,152 | $39,462 | $20,798 |
| Some college or associate's degree | $32,847 | $40,227 | $24,980 |
| Bachelor's degree | $40,629 | $50,210 | $34,255 |
| Graduate or professional degree | $56,042 | $58,842 | $48,079 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Siouxland**

*Table 46: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $32,150 | $39,540 | $27,077 |
| Less than high school graduate | $26,524 | $28,524 | $25,605 |
| High school graduate (includes equivalency) | $34,345 | $41,268 | $22,017 |
| Some college or associate's degree | $33,584 | $45,446 | $28,333 |
| Bachelor's degree | $50,000 | $68,066 | $39,891 |
| Graduate or professional degree | $61,625 | $60,375 | $65,000 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**South Central**

*Table 47: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $36,682 | $43,857 | $29,473 |
| Less than high school graduate | $24,280 | $25,210 | $16,478 |
| High school graduate (includes equivalency) | $31,051 | $38,215 | $22,031 |
| Some college or associate's degree | $35,361 | $44,400 | $28,112 |
| Bachelor's degree | $43,996 | $54,805 | $38,326 |
| Graduate or professional degree | $60,615 | $58,019 | $59,007 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**Southeast**

*Table 48: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $37,493 | $45,685 | $29,234 |
| Less than high school graduate | $27,596 | $32,246 | $18,285 |
| High school graduate (includes equivalency) | $31,832 | $41,563 | $23,982 |
| Some college or associate's degree | $37,321 | $47,250 | $28,748 |
| Bachelor's degree | $45,536 | $55,117 | $37,885 |
| Graduate or professional degree | $58,254 | $66,713 | $55,865 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

**West Central**

*Table 49: Median earnings by education level for males and females*

|  |  |  |  |
| --- | --- | --- | --- |
| Median Earnings | Total | Male | Female |
| Estimate Total | $34,290 | $42,534 | $26,391 |
| Less than high school graduate | $23,171 | $22,622 | $11,070 |
| High school graduate (includes equivalency) | $30,830 | $37,421 | $18,983 |
| Some college or associate's degree | $33,015 | $42,756 | $24,046 |
| Bachelor's degree | $39,032 | $47,174 | $35,411 |
| Graduate or professional degree | $50,093 | $43,525 | $41,994 |

Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B20004

1. **workforce development activities in each district, including education and training activities which must include descriptions of:**
	1. **the strengths and weaknesses of workforce development activities; and**

**Strengths**

* **NEworks, Nebraska’s Management Information System**, equipping the AJC network partners with a powerful technological tool that offers a wealth of workforce data as well as resources for both employers and current/prospective workers. Beyond its present use, this technology can serve to potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes. The system is able to spider in job postings and other resources from a wide array of third party sites providing job-seekers with the most up-to-date tools and resources needed to find employment. The system is user friendly and features a robust toolkit for employers and case managers across various workforce programs. The mobile app version affords users easy access from anywhere.
* **Cost-efficiency in the delivery of services**. Delivering workforce development services across the entire state of Nebraska is a challenge due to the geographic distribution of its towns and cities, which are often isolated from one another by sheer distance. Nebraska is also a low populated state with a low unemployment rate, and as such, receives significantly lower amounts of WIOA and other workforce funding as compared to most other states. Despite geographic, financial, programmatic and other constraints, the AJC network partners have cost-efficiently delivered their services to job seekers and workers throughout the state. The extent to which these entities have continually maximized the quality and reach of their services is a strength.
* **Strong partnerships between workforce partners** as well as public and private partners to provide acomprehensive range of high-quality workforce development services. From initial assessment to job placement, the AJC network programs offer an array of high-quality, targeted services that are geared toward the needs of the state’s employers and those seeking employment. Service providers are able to leverage funding and strengthen staff-provided services through co-enrollment and co-case management across programs. Through coordination of funding and resources, cross-training of partner staff, and steps made toward alignment of processes, programs are better able to provide true wrap-around services to participants while reducing the duplication of services between partner programs.
* **Forward-thinking programming** with multiple partners involved. Nebraska’s local areas have partnered closely with several key initiatives aimed at proactively approaching workforce issues through forward-thinking programming. SNAP Next Step is an example of this type of collaborative and proactive approach. This employment and training program was developed by a close collaboration between the Nebraska Department of Health and Human Services and NDOL to help SNAP (Supplemental Nutrition Assistance Program) recipients reach self-sustainability through more active participant involvement in training programs. Other examples include the JAG Nebraska (the Jobs for America’s Graduates program operating in Nebraska), a state-based program, currently operating in the Greater Nebraska Workforce Development Area with plans to expand statewide, is dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment
* **Nebraska’s education and training providers** offer an extensive range of programs to meet the training needs for all in-demand industry sectors and occupations. Collectively, the four-year institutions, private postsecondary career schools, community colleges, and Registered Apprenticeship programs offer more than 700 programs on Nebraska’s Eligible Training Provider List that provide occupational skills training and career pathways for in-demand occupations in Nebraska. The system of community colleges throughout Nebraska offers highly coordinated educational pathways reaching every region of the state in a way that most other states cannot match. Similarly, the University of Nebraska system and the public state college system have strong leadership organizations and high presences in many major communities.

Nebraska boasts a strong, collaborative, and innovative post-secondary community college system throughout the state. The Nebraska Community College System serves the Panhandle, Central, West Central, South Central, Northeast, Southeast, and Siouxland districts with 22 locations and is comprised of Central Community College, Mid-Plains Community College, Northeast Community College, Southeast Community College and Western Nebraska Community College. Metropolitan Community College serves the Metropolitan Area Planning Agency and Northeast districts with 10 locations throughout Dodge, Douglas, Sarpy, and Washington counties. Each college offers high-quality and affordable education and training programs along career pathways, in addition to programs and services such as:

* Community Learning Centers; created by SCC in Wahoo, York, Plattsmouth, Nebraska City, Falls City, and Hebron;
* Dual-credit secondary and postsecondary programs;
* Career Placement Pipelines and National Career Readiness Certificate opportunities, expanded through a partnership with Metropolitan Community College;
* Coordination of programming with four-year institutions;
* Working with regional and local employers to align curriculum with industry and occupational needs;
* Coordination of bridge and other programs to increase access; and
* Job placement support for students.

Nebraska’s four-year institutes offer comprehensive, accessible, and challenging programs.

* The Nebraska State College System (NSCS) consists of the three state colleges; Chadron State College, Peru State College, and Wayne State College;
* The University of Nebraska System consists of University of Nebraska-Lincoln, University of Nebraska at Kearney, University of Nebraska Omaha, and University of Nebraska Medical Center;
* Programs on the ETPL include Agriculture, Business, Medical and Nursing;
* Nebraska as 13 private colleges, including Creighton University, Nebraska Wesleyan University, College of Saint Mary, and many more; and
* Occupational training providers.
* **High demand industry sectors** are well represented throughout Nebraska. All sectors have employers who are very eager and responsive to convene, develop, and execute activities that support growth, expansion and retention through Industry sector strategies and industry-led partnerships. There have been several examples of successful partnerships, including the Healthcare sector partnership among employers and training providers in the Greater Lincoln Workforce Development Area. This partnership matches occupational skills training opportunities with job seeker and worker skills needs. Another example is the Omaha Public Power District (OPPD) Legacy Program, a program offered to high school seniors to provide opportunities for students to learn about character development and jobs available within high demand industries has increased the length of the program to begin working with students earlier and expanded to include a Nursing track. All three local areas have been actively involved in creating targeted partnerships with multiple employer driven initiatives focused on in-demand and growth occupations.
* **Business-focused services** are paramount to our successful programmatic strategies.Seeking out and understanding the needs businesses helps the workforce system to more easily recognize the jobs of the future and bridge skills gaps among job-seekers to help fill those needs in the present and in the future. Nebraska’s three local areas and statewide system have prioritized employer incentives and programs that help businesses grow. These business-focused programs include the Worker Opportunity Tax Credit, Federal Bonds, On-the-Job Training wage reimbursements, grants from the Nebraska Department of Economic Development, and grants from Nebraska’s state-funded Worker Training Grant program.

The local areas have been successful in developing business-focused services in various areas, including helping businesses and their employees when there are economic downturns or when layoffs occur. All three local areas have played an integral role in creating a highly collaborative coordination of Rapid Response services with workforce partners, including required and optional one-stop partners, community-based organizations, local workforce development boards and chief elected officials, economic development organizations, education institutions, Trade Adjustment Assistance, and additional government programs such as the Federal Emergency Management Agency (FEMA) and the Nebraska Emergency Management Agency (NEMA).

All local areas have worked both together and internally to improve recruitment and retention activities for local businesses. Some of these activities include hiring events, assistance with development of Registered Apprenticeship program, Veteran-specific services, career placement pipelines, and guidance on adjusting shifts or hours to make positions more appealing and accessible by public transportation.

* **Engaged local workforce development boards** **and chief elected officials** have been instrumental to the continued improvement of services across all three local areas as well as the ability of each local area to collaborate and learn from other local areas within Nebraska. Local area workforce development boards are made up of individuals who volunteer their time and expertise to help improve the local workforce system. The majority of these individuals are high-level business representatives who bring an important perspective to the planning, implementation, and rollout of workforce programs. All members of the local boards, as well as the chief elected officials for each local area, have shown a strong commitment to strengthening the quality of the workforce system by reducing barriers to serving individuals and fostering collaborative efforts. They meet frequently as boards, and all three local areas have incredibly active standing committees that help guide the overall system improvement.

**Key weaknesses** limit the partner programs’ ability to achieve the highest level of functioning, efficiency, and service provision. Weaknesses are seen as opportunities for improvement or  where local areas face challenges (common or otherwise) that they are working to overcome. For this plan, Nebraska’s local areas have identified these common weaknesses that we are working to improve individually and collectively:

* **Under-utilized strategies**, including incumbent worker, dislocated worker programming, and customized training services. There is a need to improve services in many areas that are currently underutilized. This underutilization in some instances may be related to employer education about the services provided. For other underutilized strategies, such as the dislocated worker strategies, there may be missing connections between job seeker and the service providers implementing the programs. For customized training services, there may simply be a disconnect between identifying employer needs and bridging skills gaps for job seekers to meet those needs.   The local areas are in agreement that action steps need to be implemented and monitored to track the usage of these under-utilized strategies.
* **Strategies for serving the widespread dispersion of various populations within the state**. The placement of Nebraskans who face barriers to employment (e.g., low-income individuals; individuals with disabilities; justice involved; experiencing homelessness; youth who have aged out of the foster care system; English Language Learners; individuals with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed) present unique challenges in communicating and coordinating services to areas where these populations reside. This includes remote rural areas, areas with capacity issues, and those affected by other factors that complicate workforce service delivery.

Cost efficiency in the delivery of services to a widespread population was listed as a strength in the section above since so many of the workforce partners do an exceptional job of delivering services at a low cost-per-participant rate despite the fact that there is such a challenge to deliver services over such a large and dispersed service area. Despite this low cost-per-participant, it still is an active challenge for all three local areas to ensure that their services are connecting with the populations that face the biggest barriers to employment.

* **Opportunities in industry sector involvement in the workforce system**. Collaborative efforts between industry and the public sector to work collaboratively in promoting workforce development within each local area has been growing, with several initiating strategies showing promising outcomes. Yet, more needs to be done in order to provide support to these efforts and fully leverage the potential contributions of the industry sector. Some of these initiatives have continued to gain momentum, but the majority of the sector initiatives have not. High demand industries are a strength of our system, but connecting better with industry leaders and showing a value proposition to them is going to be essential for continued growth. Continuing to educate employers and industry leaders on the full spectrum of services available to them and how to access those services is important, however, learning to adapt to work within our program parameters and to adapt to the needs of businesses is also going to be key to our success.
* **Barriers to integrated intake processes, co-enrollment, co-case management, and coordination of workforce services.** Current local area processes across workforce partner programs are often cumbersome and can pose a barrier to enrollment in some programs. The local areas have identified this an opportunity area for improvement, and plan to work collectively to engage workforce partners in making system collaboration improvements at the local and statewide level.

An example of a barrier includes the lack of a streamlined co-enrollment and co-case management process results in inefficiencies between programs, contributing to a duplication of efforts and lack of communication. Another example includes the lack of generally accepted protocol for inter-organizational data analysis hinders stakeholders from identifying areas of opportunity and will remain a weakness for regional workforce development activity.

* **Areas of opportunity to increase the collaborative efforts between Workforce agencies and other stakeholder organizations**. In order to build a system of workforce services, the local areas and the AJC network partners need to increase their collaborative efforts in a meaningful way and look to a comprehensive collective design of delivery services. This challenge is not unique to any one local area, but is faced in each local area and in each office location at varying levels depending on the number of stakeholders involved and the history of active collaboration. There are many one-stop required partners, but there are also many workforce stakeholders who are not required one-stop partners but who are major players in workforce development in a local area or in a service area. The local areas strive to identify ways to collaborate with all workforce stakeholders who help make the system stronger and enhance the ability of the local areas to provide resources to job seekers and businesses.
* **The Cliff Effect and helping workers transition into self-sustaining employment.** Although Nebraska has an extremely low unemployment rate, it has an extremely high number of underemployed workers who must hold two or more jobs in order to earn a living wage. It also has a large number of workers who hold full- or part-time employment and also receive some level of social assistance benefits, including SNAP, child care assistance, housing assistance, utility assistance, or other forms of assistance. The rational fear of losing an immense amount of assistance by taking on a new job or getting a raise at a current job is prevalent among many underemployed Nebraskan. The local areas see an opportunity to continue to find ways to better connect the individuals we serve with the right training to increase their ability to earn a livable wage, as well as to connect them with any resources related to their continued eligibility for these assistance programs. SNAP Next Step has helped in this process, but there is still a lot of room to improve on our service delivery model to the underemployed.
* **Employer perception of lack of workers especially in certain skill areas.** Businesses throughout Nebraska are in need of skilled workers to handle a variety of in-demand occupations. With Nerbaska’s stagnant population growth, it is more and more difficult for businesses to recruit a workforce using traditional methods to meet their growth needs, such as extensive background checks.. Certain populations have been often overlooked by employers, including individuals with criminal records, homeless individuals, English language learners,  or individuals with other barriers to employment. The local areas are committed to trying to help businesses meet their recruiting needs by developing programs to skill up these workers and providing outreach to businesses regarding best practices to hire and retain a qualified workforce that includes these individuals.

1. **capacity to provide the workforce development activities to address the education and skill needs of the workforce in each district, including individuals with barriers to employment, and the employment needs of employers.**

Each of the local areas has the capacity to deliver services in their respective economic districts, both in person and through technology. Use of virtual platforms and mobile accessible forms have expanded due to COVID-19, increasing participant access to programs and services, as well as the ability to serve employers, job seekers, and other workforce stakeholders more quickly and at a greater geographical distance. The continued use of such technology will help to enhance the capacity of the local areas to address the education and skills needs of the workforce throughout the entire state.

Employers are able to access business services via remote technology, at one of the American Job Centers or Career Centers near them, or in-person at their worksite. Local area programs partner with corrections facilities to offer services to individuals nearing release. Staff also travel to alternative sites, including rural locations to meet with individuals unable to travel to the office or access services remotely. Partners provide cross-training and professional development opportunities across programs, both virtually and in-person. Program partners collaborate on various committees and task forces to address issues including serving high barrier populations, system and program alignment, industry sector needs, and the benefits cliff. These task forces often cross local area boundary lines.

Individuals with Barriers

The local area boards emphasize services to individuals with barriers to employment.

JAG Nebraska (the Jobs for America’s Graduates program operating in Nebraska), a state-based program, currently operating in the Greater Nebraska Workforce Development Area with plans to expand statewide, is dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment

Jobs for Veterans State Grant (JVSG) provides a Disabled Veterans Outreach Program (DVOP) with Reemployment Services Coordinators in Grand Island, Scottsbluff, Columbus, Norfolk, Beatrice, North Platte, Lincoln, and Omaha. One of their responsibilities is to align the WIOA programs with other veteran’s service programs. Additionally, Local Veterans Employment Representatives (LVER) are located in Hastings, Norfolk, Lincoln, and Omaha who work with Greater Nebraska businesses to promote hiring veterans. Activities include collaboration with SSVF and other programs to create Veterans First initiatives and facilitate wrap around services.

Each local area, in collaboration with the NDOL, has a Limited English Proficient (LEP) plan to ensure programs are accessible in multiple languages.

The WIOA Title 1B program works in conjunction with Nebraska VR to assist individuals with disabilities (both mental and physical disabilities) to obtain and maintain employment.

Workforce partners cooperate with the Nebraska Commission for the Blind and Visually Impaired (NCBVI) to create opportunities and guarantee services are accessible for the visually impaired. Part of this commitment involves cross-training staff on how to assist individuals in general with disabilities and specifically for the blind, making JAWS (Job Access with Speech) screen readers available in each office.

All facilities are physically accessible, in compliance with ADA standards for accessible design. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments. The Greater Nebraska Accessibility Policy available at dol.nebraska.gov further guarantees universal access.

**Describe service strategies established by the local boards in each district, including the establishment of *cooperative service delivery agreements*, which are required under WIOA Sec. 106(c)(1)(B) and 20 CFR § 679.510(a)(1)(ii).  In this context, a *cooperative service delivery agreement* is an agreement among the local boards and CEOs in the statewide planning region regarding service delivery that crosses local area boundaries.**

Nebraska currently has no formal cooperative service delivery agreements in place.

**Describe the coordination of administrative cost arrangements by the local boards in the statewide planning region, including the pooling of funds for administrative costs, as appropriate.**

Nebraska does not currently pool administrative costs. Funds are allocated by the State of Nebraska to the three local areas, Greater Lincoln, Greater Nebraska, and Greater Omaha. Program participant costs are administered by the local area boards through their respective service providers.

**Describe the development and implementation of sector initiatives by the local boards for in-demand industry sectors or occupations in the statewide planning region.**

Greater Omaha places the HWS Workforce Strategy and Innovation Committee with the leadership to understand the labor market information for local and regional in demand industry and occupations. Committee members comprised of partner programs, Greater Omaha Chamber, educators, business leaders, community-based organizations review initiatives and propose potential strategies. Industry leaders provide input for the sector strategies and the best workforce system role to further an industry sector.  The WSIC will bring the recommendation to the board to ask for board support and leadership with the initiative. Industry sector initiatives may already have momentum through initiatives led by industry associations, the Chamber, or others.   Business must always inform the industry sector and occupation needs.  The Workforce system will respond by coordinating to meet the need and measure the results of the strategy.

The Greater Nebraska Workforce Development Board’s Strategic Planning Committee utilizes data and business input to drive sector initiatives. The development of initiatives and career pathways occurs through the convening and coordination of Greater Nebraska staff, Economic Development, Career & Technical Education, partners, businesses, and educators. Efforts are focused toward industries and occupations trending in growth or experiencing a shortage of qualified workers. The Board considers the following elements when evaluating initiatives presented by Greater Nebraska staff and partners:

* employer need within a regional labor market;
* impact on economic stability and growth;
* benefit to low income individuals; and
* stakeholders involved.

The Greater Lincoln Workforce Development Board’s Strategic Initiatives Committee works with the Lincoln Partnership for Economic Development to identify sector strategies. TheTo support sector strategies, the Greater Lincoln Workforce Development Board GLWDB also works with community coalitions like:

* Bridgeway to a Better Life
* New Americans Task Force
* Lincoln Manufacturing Council
* EmployLNK

to support sector strategies.

**Describe how the local boards coordinate transportation and other supportive services in the statewide planning region, as appropriate.**

**Transportation**

Each of the local boards recognize the need to reduce barriers that hinder the progress of the individuals we serve. Numerous entities in each of the local areas provide supportive services, which the respective Title IB providers and One-stop operators make known to workforce professionals and to job seekers through one on one assistance, the provision of information at the American Job Centers, as well as on-line.

Transportation challenges are similar throughout Nebraska, with service limitations including hours that don’t serve second and third shift workers and limited to no route accessibility in some areas. The local area boards have implemented service delivery based on community resources and participant needs.

Greater Lincoln is served by the StarTran and provides bus passes, mileage reimbursement to participants who have a vehicle or an approved driver/vehicle arrangement, Uber/Lyft credits, or assistance through the Ponca Express.

Fourteen Greater Nebraska communities have public transit within city limits, in addition to intercity routes connecting 30 Nebraska communities and four communities in neighboring states. Despite this transit system, the vast geographic area of the local area and the lack of public transit in rural areas complicates the ability to meet the needs of employers and job seekers. Where possible, the GNWDA provides bus passes and mileage reimbursement to eligible participants to attempt to mitigate this primary barrier. WIOA Title 1B staff coordinate services with partners in their respective communities.

Greater Omaha, which is served by the Metro, provides bus passes, gas card, and Uber/Lyft credits. These supports are limited to $1500 per participant and require additional collaboration with other community partners to leverage this resource. Referrals to other community partners who provide transportation resources is a requirement of the program. GO participates on the Metro Area Planning Agency (MAPA) Community Transportation Council to promote creative transportation methods to meet career seeker needs. Businesses also initiate creative transportation options through Enterprise Rental Car and employer shuttle systems.

The lack of a comprehensive and reliable transit system in all Nebraska communities is widely recognized. Efforts exist in Nebraska to address these shortfalls. The Nebraska Department of Transportation launched Phase 3 of the Mobility Management Project (<https://nebraskatransit.com/index.php/mobility-management/>) in July 2019. This phase consists of three stages, scheduled for completion in 2022. Stage One of this phase, consisting of seven projects, including several studies, coordination, public relations, and selection of a technology vendor, is currently underway.

Greater Omaha is a part of the Heartland 2050 initiative which is a community-driven initiative, pulling in stakeholders from across the region to think big picture and work towards a common vision for the Omaha-Council Bluffs metro area. One of the areas of focus is the lack of transportation access to jobs and education. Work is being done with this group to increase options for multi-modal transportation, such as walking, biking and public transit. More information on this initiative can be found at http://heartland2050.org/.

**Supportive Services**

The needs and resource accessibility of each community vary widely. Assistance with linkages, referrals, and accurate information about the availability of supportive service assistance not provided or funded by WIOA includes, but is not limited to, Supplemental Assistance Nutrition Program (SNAP) benefits, Temporary Assistance for Needy Families (TANF), Community Action Partnerships, SCSEP, Voc Rehab, Job Corps, veteran’s assistance funds, financial assistance for education, county public assistance funds, etc. Where able, participants are co-enrolled into SNAP E&T, dislocated worker programs, Voc Rehab, TANF, and other partner programs. Partnerships exist and continue to be developed in each area to coordinate service delivery and address gaps:

Greater Lincoln

To maximize the use of the Workforce Innovation and Opportunity Act (WIOA) funds, participants must be unable to obtain grant assistance from other sources to pay the costs for training or supportive services or require WIOA assistance in addition to other sources of grant assistance. Potential sources for other funding may include state-funded sources, Pell Grants, or Trade Adjustment Assistance (TAA). In addition, supportive services funds are provided only when necessary to enable the participant to take part in career services, training services, or youth employment and training activities.

Costs for supportive services must be allowable, reasonable, and necessary. Assistance for supportive services includes:

• Transportation

• Child Care and Dependent Care

• Housing and Utilities

• Medical services

• Protective and other clothing, eyewear, tools, or equipment required to participate in a training program, employment, or pre-employment activity.

• Education related books, supplies, and fees

Greater Nebraska

Supportive services such as work uniforms, tools, health screenings, child care, and license fees are prioritized on an individual participant need basis. Partnerships with programs such as Families First Partnership in North Platte, Norfolk Family Coalition, and others throughout the state have been developed to coordinate provision of supportive services and ensure individuals requesting assistance from partner programs are connected with employment assistance to help them obtain self-sufficiency.

Greater Omaha

Supportive services are provided by many different partners within the workforce system. Co-enrolled participants are case managed collaboratively and supportive services are coordinated by the primary case manager to avoid duplication of services and maximize braiding of funding streams.

Coordination of various supportive services includes housing assistance, transportation, tools, and child care. Through collaboration and ongoing partner meetings, workforce system partners receive updated information and cross training on available services. Through collaboration services reduce duplication and increase access for participants to enhance their training and employment opportunities.

**Describe how the local boards in the statewide planning region coordinate services with economic development services and providers in each district.**

Greater Lincoln

The Greater Lincoln Workforce Development Board has close ties to multiple economic development services.

**Mayor’s Economic Recovery Task Force**

Mayor Leirion Gaylor Baird and members of the Economic Recovery Task Force released a report on October 09, 2020 with recommendations to support Lincoln's economic recovery in the face of COVID-19. Mayor Gaylor Baird appointed the 18-member Task Force in May and charged it with developing strategies to support local businesses, workforce development, and sectors of the economy that have been strongly impacted by the pandemic, while fostering public health, inclusion, and resilience in Lincoln.

The Task Force issued recommendations in six main areas:

**Developing opportunities for business-to-business support.** The Task Force recommends the organization of business-to-business town halls in which businesses directly share information, resources, and experience with one another on topics relevant and timely to the business community, including supporting mental health and social connectedness, accessing financial assistance, and creating a safe working environment.

**Investing in local, small, and diverse businesses, including women- and minority-owned businesses.** The Task Force recommends, in the spirit of economic resilience and inclusion, that residents, employers, and public and private sector leaders target spending toward local businesses, small businesses (less than 50 employees), and diverse businesses, including women- and minority-owned businesses. It recommends that the City re-evaluate its procurement policies and practices to enhance access to City contracting opportunities, and it encourages employers in a position to do so to pledge to spend 1 percent more locally. The Task Force also encourages employers to continue to support employee childcare by providing flexible work arrangements and subsidizing childcare where possible, in the spirit of economic resilience and inclusion.

**Leveraging local workforce assets.** The Task Force recommends the simplification and amplification of employer participation in local workforce programs and networks that are designed to connect jobseekers with employment opportunities, such as EmployLNK, the American Job Center, and NEworks. It encourages employers to eliminate potential barriers to employment by revising and simplifying job descriptions with the help of organizations like the Lincoln Human Resource Management Association and Society of Human Resource Management.

**Upskilling and reskilling Lincoln's workforce.** The Task Force recommends that the City of Lincoln create incentives for reskilling workers who have lost jobs as a result of COVID-19 and for upskilling low-wage workers, to allow them to advance into higher positions. The Task Force also recommends that workforce and education partners, in collaboration with employers, develop "ready to work" courses that prepare residents for new industries and lead to employment opportunities, like the Lincoln Manufacturing Council's six-week manufacturing class that culminates in a manufacturing jobs fair.

**Promoting workplace safety and consumer confidence.** The Task Force recommends the development of an awareness campaign to highlight local businesses that are advancing public health by employing common sense and innovative public health strategies. The Task Force also recommends that public and private sector leaders help businesses gain access to personal protective equipment.

**Providing financial assistance to impacted businesses and investing in new businesses.** The Task Force recommends that the City establish a fund to provide grants to businesses that have been particularly impacted by COVID-19, and that the community continue to invest in new businesses and support a culture of entrepreneurship.

Task Force subcommittees were led by Jasmine Kingsley (Local Business Strategies), Cori Sampson Vokoun (Local Workforce Strategies), and Maribel Cruz, Ph.D. (Local Sector Strategies). Other task force members were Marco Barker, Ph.D., Matt Bavougian, Wendy Birdsall, Quentin Brown, William Cintani, John Croghan, Shannon Harner, José Lemus, Susan Martin, Dan Marvin, Kim Russel, Nader Sepahpur, and Bud Synhorst.

**Lincoln Partnership for Economic Development**

The Lincoln Partnership for Economic Development (LPED) is a public-private collaboration charged with fulfilling Lincoln’s Economic Development goals.  Job growth and business expansion are critical components of a vibrant and thriving community.  The Lincoln Partnership is committed to supporting Lincoln’s continued success as a place of business expansion, growing talent and endless opportunities.   Our primary areas of focus are Business Development, Business Retention & Expansion, Entrepreneurship & Innovation and Talent Strategy in Lincoln. Bryan Seck, Director Of Workforce Development at Lincoln Partnership for Economic Development serves on the Greater Lincoln Workforce Development Board.

LPED 2021 Goals

* To assist companies in recruiting, retaining and growing a skilled workforce
* To grow and recruit primary businesses, jobs and investment
* To continue to build and sustain the Lincoln startup ecosystem with community and companies

**Prosper Lincoln**

Prosper Lincoln has several data-informed strategic initiative areas including: early childhood, innovative workforce, affordable housing, strong neighborhoods, and civic investments.

Action strategies for Innovative Workforce include:

* Streamlining job training and placement programs
* Attracting talent through recruitment and retention resources
* Creating entrepreneurship opportunities

Through its relationship with LPED, the Board is able to gather information on workforce issues and concerns through a regional development group known as the Lincoln Area Development Partners (LADP).

LADP is a diverse group of community partners committed to investing in the success of industry and business in southeast Nebraska. This group is comprised of economic development organizations representing Lincoln, Crete, York, Seward County, Gage County, Fillmore County, Auburn, Falls City, Black Hills Energy, and Southeast Community College.

The GLWDB and AJC’s also partner with Education and Training Providers and local Business to collaborate on development of special initiatives and training to meet the shortfalls of a skilled workforce.

Greater Nebraska

Dan Mauk, Executive Director of the Nebraska City Area Economic Development Corporation, serves as an active member of the Greater Nebraska Workforce Development Board. Additionally, Pat Comfort, Regional Manager of the Scottsbluff office serves on the Panhandle Area Development District Board of Directors.

Nebraska Department of Economic Development (DED) Field Representatives are working regionally with employers throughout Greater Nebraska to identify business barriers and refer businesses to appropriate resources. Workforce needs are among the top issues employers face, particularly in the rural areas. DED Field Staff have established relationships with DOL staff and have been trained on recruitment, hiring, training, retraining, and retention services available at the local AJCs, career centers and other partner agencies throughout each of the Greater Nebraska planning regions.

DED Field Staff work closely with local and regional economic development staff and partner agencies and have long standing working relationships that connect existing businesses, as well as startups and business recruitment prospects, to the local resources available. Many of these local resources include workforce development and training. Appropriate referrals or collaborations are made to assist businesses with workforce challenges.

Greater Omaha

The Greater Omaha area expects coordination of the regional workforce services with economic development groups, education and training providers, current businesses involved with economic development entities, and targeted business from emerging sectors/industries. Currently, the following are involved in developing regional strategies: Economic Development • Greater Omaha Chamber of Commerce • Greater Fremont Development Council • Greater Fremont Economic Development Education & Training • Metropolitan Community College • Iowa Western Community College Business • Airlite Plastics • InTouch Communications • Truck Center, Inc Greater Omaha’s Regional and Local Plan – 2019 2-year modification • Blue Cross and Blue Shield of Nebraska • CHI Health • First Data Corp • Distefano Technology & Mfg. • TLK Air/Cargo Zone, LLC • Heartland Insurance Associates • Nebraska Medicine • Phillips Manufacturing • First National Bank • Chesterman Co.

Greater Omaha continues to work with the local areas in the Region for a better understanding and shared solution finding among economic development, education, & training, and business needs in these areas.

Statewide

**EmployLNK, EmployOMA, EmployNebraska**

EmployLNK is a collaboration of workforce development agencies in Lincoln including Equus/American Job Center, Nebraska Department of Labor, Lincoln Partnership for Economic Development/Prosper Lincoln, Lutheran Family Services, Catholic Social Services, Vocational Rehabilitation, Center for People In Need, Commission for the Blind and Visually Impaired, Veterans Affairs and more. EmployLNK is the single point of contact for business to interact with the agencies that serve others and to organize job fairs and other employment-focused events. In addition to monthly meetings to share common issues and hear from Lincoln businesses on their openings, this group also plans career fairs for veterans, adults and students and plans a reverse pitch job fair for case managers to learn about jobs in the community. In total, the agencies serve 5,000+ Lincoln residents.

EmployLNK has expanded to the remainder of the state through EmployOMA and EmployNebraska (EmployGI, EmployKearney, EmployHastings, et al) groups.

**Blueprint Nebraska**

Blueprint Nebraska is an organization of diverse business, industry, and civic leaders who developed a statewide economic development blueprint based on both data and surveys of leaders statewide.Strategic initiatives include: leading job growth, quality of life, building the population of 18-34 year olds, leading income growth, and increasing research and development investment.

**Aksarben Foundation**

The Aksarben Foundation is focused on leadership development and promoting education and career training.Priority initiatives include:  Regional efforts in Northeast and Central Nebraska, as well as a technology collaborative and a transportation and trade initiative.

**Nebraska Tech Collaborative**

The Nebraska Tech Collaborative (NTC) – an Aksarben workforce initiative – is business-led, and comprised of over 100 business, government, education, and non-profit partners all working together to drive results and scale to build a world class tech ecosystem in Nebraska. Tech jobs are found in every company and industry sector. Agriculture, Nebraska’s biggest industry, has a significant tech component and is a huge growth sector for careers in tech.  But tech jobs in Omaha, Lincoln, and Nebraska have grown more slowly than other, similar cities and states. The tech sector is the fastest growing sector in the country and world. But the reality is that the fastest-growing sector is leaving and will continue to leave Nebraska behind if we don’t act now. The NTC is going to work to increase the number of tech jobs in Nebraska by 10,000 and the number of new tech companies in Nebraska by 300 by 2025.

**Describe the agreement established among the local boards that addresses how the local boards in the statewide planning region will:**

* 1. **collectively negotiate and reach agreement with NDOL on local levels of performance for the performance indicators described in WIOA Sec. 116(c); and**

Greater Lincoln, Greater Nebraska, and Greater Omaha will meet prior to negotiations with NDOL to discuss performance levels and coordinate on areas of concern. Furthermore, Greater Lincoln, Greater Nebraska, and Greater Omaha agree to meet quarterly to review local area performance and strategize on areas of opportunity to ensure statewide goals are met.

1. **report local area performance on those indicators.**

Program performance will be reported utilizing NEworks, the State of Nebraska’s management information system of record.

**Describe the process followed by the local boards in the statewide planning region to provide an opportunity for the public comment on the development of the regional plan or any subsequent modification of the plan before submitting the plan to NDOL.  To provide adequate opportunity for public comment, local boards must:**

Notice of Public Hearing was posted in the Lincoln Journal Star, Omaha World Herald, Grand Island Independent, Scottsbluff Star-Herald, North Platte Telegraph, Sidney Sun-Telegraph, Norfolk Daily News, Beatrice Daily Sun, Columbus Telegram, Hastings Tribune, Kearney Hub.

1. **make information about and copies of the plan and subsequent modifications available to the public through electronic and other means, such as public hearings and local news media;**

A draft of the draft  regional plan was available for review on March 1, 2021 at: [www.lincoln.ne.gov/workforceplan](http://www.lincoln.ne.gov/workforceplan), www.hws-ne.org, dol.nebraska.gov and at the City of Lincoln, 555 South Street, Suite 301, Lincoln, NE 68508, 5752 Ames Ave, Omaha NE 68104, & 941 O St, Suite 400, Lincoln NE 68508.

1. **include an opportunity for comment by members of the public, including representatives of businesses, education, and labor organizations.**

The public was given the opportunity to comment on the plan at the March 1, 2021 public hearing and at the GLWDB Executive  Committee Meeting on February 25, 2021, the GOWDB meeting on February 25, 2021, and the GNWDB meeting on February 25, 2021.

1. provide no more than a 30-day period for comments on the plan and subsequent modifications before submission to NDOL, beginning on the date on which the plan and modifications are made available to the public;

The plan was made available for public comment from March 1 - March 30, 2021. Public comments were directed to Erin Porterfield, eporterfield@hws-ne.org or 402-218-1163; Bobbi Jo Howard, bobbijo.howard@nebraska.gov or 402-580-2311 during the public comment period.

1. submit to NDOL any comments that represent disagreement with the plan or subsequent modifications *or* indicate that disagreeing public comments were not received, if that is the case; and
2. ensure that all open meetings are held in compliance with the Nebraska Open Meetings Act.

All meetings were held in compliance with the Nebraska Open Meetings Act. Minutes from each meeting are posted here: